



Nurturing Future Leadership Programme- 2024-25

Under the aegis of
Malaviya Mission Teacher Training Programme

10 - 14 February 2025

Program Directors:

Prof M Shameem Jawed | Prof Happy Paul

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Course Introduction:

Higher Educational Institutions (HEIs) are fundamental building blocks in shaping a nation's future, particularly in today's fastest-growing economies. This role is crucial as HEIs prepare young citizens to excel in a dynamic world full of opportunities and challenges. To excel, HEIs must be led by proactive educationists who adapt to environmental changes and pioneer innovative educational strategies.

The Nurturing Future Leadership Programme (NFLP) aims to empower faculty members in current and prospective leadership roles at HEIs, enhancing their technical, managerial, and interpersonal skills for effective future leadership. Aligned with the National Educational Policy, the program offers a tailored and transformative educational leadership and management experience.

The NFLP offered by the Indian Institute of Management Visakhapatnam (IIMV) for the National Institute of Educational Planning and Administration (NIEPA) allows faculty members employed at all levels in Indian HEIs to transform themselves from scholars to leaders. This five-day residential programme will provide the candidates with:

- **Skills** to lead effectively across educational institutions.
- **Knowledge** about themselves and their context to improve their ability to get things done.
- **Confidence** in their own role to unlock their leadership potential.

Course Objectives:

The participants of this program will be trained to provide leadership as educators, administrators, and facilitators of educational change within educational institutions and communities.

1. Develop a deep understanding of the knowledge, skills, and attributes necessary to function as an effective leader in academic institutions
2. Identify the challenges and levers of managing and leading organizations.
3. Imbibe strategic thinking to lead organizational change and inspire high-performing teams in HEIs.
4. Appreciate the nuances of cross-functional coordination and develop conflict resolution and consensus-building techniques.

Target Audience:

This programme is designed for emerging leaders aiming to enhance their role in the success of their educational institute. It is open to permanent faculty from any discipline with at least three years of teaching experience in Centrally-Funded Institutes, Institutes of National Importance, State Public Universities, and Private HEIs.

The programme is ideal for faculty members seeking leadership roles in formal and informal educational settings. Early career faculty identified for leadership responsibilities, being groomed for promotions, or advancing towards leadership positions will benefit from this programme.

Program Fee

The program fee is Rs.50,000/- per participant + GST (18%). will be borne by the Ministry of Education. This is a residential program, and IIMV will take care of the on-campus board and lodging (single occupancy) for the participants. However, the travel costs of the participants shall need to be borne by the respective institutions themselves.

Pedagogy:

To capture the pragmatic, action-oriented nature of a leader's role in today's dynamic educational environment, we will incorporate a blend of case discussions, readings, lectures, role-plays, and other interactive exercises. While the case method remains a key approach, it will be supplemented as needed to provide a comprehensive learning experience. The skills this course aims to develop can be sharpened only through practice, requiring participants to engage with 'real world' scenarios in the classroom. Case discussions, along with other pedagogical tools, help simulate these scenarios as closely as possible.

The Institute

The **Indian Institute of Management Visakhapatnam (IIMV)** belongs to the prestigious IIM family of business schools. It is a new generation IIM, set up by the Government of India in September 2015. At 26th place among the business schools pan-India in the National Institutional Ranking Framework 2024 of the Government of India, it is ahead of all new-generation IIMs established in 2015/2016.

The Institute has two campuses with state-of-the-art facilities in the “City of Destiny”, Visakhapatnam. Its temporary/transit campus is located in the salubrious precincts of Andhra University. The permanent campus, a world-class GRIHA-5 Star rated facility on approx. 241 acres of land is located at Gambheeram Village, Anandapuram Mandal, about 25 kilometers from the temporary campus, on the National Highway (NH) 16 to Kolkata.

Session-wise course outline:

Session #	Topic	Resource Person
1	Inaugural	PD & Co-PD
	<i>Kick-off the program with an introduction to its goals, structure, and expected outcomes.</i>	
2	Leadership in Academia – A Stakeholder Approach	Prof Amit B Chakrabarti
	<i>Exploring strategies to manage and engage with diverse stakeholders in the academic environment.</i>	
3	Understanding Self and Others: People Skills for Academic Leaders	Prof. Happy Paul
	<i>Developing interpersonal skills crucial for leadership effectiveness.</i>	
4	Team Building and Conflict Resolution	Prof. M V Anuradha
	<i>Enhancing team cohesion and resolving conflicts constructively within academic settings.</i>	
5	Incubation and Entrepreneurship Development	Prof. Shameem Jawed
	<i>Strategies to foster an environment conducive to innovation and entrepreneurship.</i>	
6	Financial Management for Academic Leaders	Prof. Shameem Jawed
	<i>Essential financial principles and management techniques for leaders in education.</i>	
7	Strategic Leadership for Vision and Mission Alignment in Higher Education	Prof M Chandrasekhar
	<i>Aligning institutional strategies with vision and mission for long-term success.</i>	
8	Fostering Equity and Inclusivity in HEIs	Prof. Milan Kumar
	<i>Creating and promoting an inclusive environment within higher education institutions.</i>	
9	Effective Self-Management: Balancing Stress and Time in Leadership Roles	Prof. Happy Paul
	<i>Managing personal stress and optimizing time management for effective leadership.</i>	
10	Influencing Styles for Leaders	Prof. M V Anuradha
	<i>Understanding and applying different influencing styles to be effective in various situations.</i>	
11	Generative AI in Higher Education / Driving Meaningful Research	Prof. Vijay B Marisetty
	<i>Exploring the impact of AI and effective research strategies in academia.</i>	
12&13	Managing Change in HEIs	Prof. Bishakha Majumdar
	<i>Strategies for managing and leading effective change within higher education institutions.</i>	
14	Mastering Communication: Essential Leadership Skills for Academic Success	Prof. Sunitha T
	<i>Developing advanced communication skills to enhance leadership efficacy.</i>	
15	Optimizing Operations: Planning and Capacity Management in Academia	Prof. Milan Kumar

	<i>Improving operational efficiency and capacity planning within academic institutions.</i>	
16	Digital Transformation in Higher Education	Prof. Neena Pandey
	<i>Examining the role of digital technologies in transforming educational delivery and administration.</i>	
17	Local Insights: Cultural Immersion and City Tour	EEP Office
	<i>A culturally enriching tour designed to provide deeper local insights and understanding.</i>	
18	Data-Driven Decision Making: Mitigating Bias in Academic Leadership	Prof. Shivshanker Singh Patel / Prof. Vishal Singh Patyal
	<i>Employing data analytics to enhance transparency and objectivity in academic decision-making processes, while actively identifying and reducing biases.</i>	
19	Synthesis and Application (Group Presentations)	Prof. Shameem Jawed
	<i>Participants present applications of learned concepts through group projects or case studies.</i>	
20	Valedictory	PD & Co-PD
	<i>Closing the program with a review of key learnings, certificate distribution, and formal acknowledgments.</i>	

Programme Directors:

A multidisciplinary team of faculty members will deliver the NFLP under the aegis of MMTTP. These faculty members are not only accomplished educators and researchers but also transformational leaders who have played pivotal roles in the institute's success over the past decade. Many have been part of the founding team, leading various initiatives and handling key administrative portfolios with great success. Their extensive experience in both leadership and academic settings enriches the programme, offering participants a unique blend of practical leadership insights and academic rigor. This diversity of expertise will expose participants to a range of international experiences and approaches to educational leadership. The NFLP will be led by the following two faculty members:

Prof. M Shameem Jawed

*Associate Professor, Finance & Accounting
FPM (Ph.D.) IIM Indore; BE (Mechanical Engg.)*

Prof. Shameem, an alumnus of IIM Indore with a Ph.D. in Finance & Accounting, is currently an Associate Professor at IIM Visakhapatnam. With a diverse background in academia and industry, including roles at MDI, IIMV, and as a consultant at SunGard (now FIS), he specializes in Corporate Finance, Financial Analytics, Cost Management, and Startup Finance.

Trained twice at Harvard Business School in participant-centered learning and Case teaching, Prof. Shameem brings a dynamic teaching approach, having delivered over 1,500 hours of instruction at leading institutions. As the founding director of IIMV FIELD, he spearheaded the development of the institute's startup incubator, which has supported over 180 startups since 2018.

His leadership includes designing and spearheading unique academic programs, such as the PGPMCI (a modular Diploma-cum-MBA for CFTI students) and the MGNF, where fellows work with 76 district collectors across India on skill development and entrepreneurship initiatives over two years. Additionally, he played a key role in securing funding and developing pre-incubation, incubation, and acceleration

programs, in partnership with bodies like MeitY, MSDE, DST, NITI Aayog, and private sector collaborators such as MTAR, NBCC, and S2Tech.

Prof. Happy Paul

Associate Professor, OBHR, IIM Visakhapatnam

PhD (IIT Roorkee)

Prof Happy Paul holds a Ph.D. in Organizational Behavior from IIT Roorkee with a focus on constructs of positive psychology. He is in academics for over a decade now and has active interest in understanding personalities, group dynamics, leadership competencies, employees' attitudes and behaviors. His work has been published in reputed national and international journals.

He has previously worked as Associate Professor and Associate Dean (Academics) at T A Pai Management Institute (TAPMI) Manipal. Before that he was with IIM Jammu and Graphic Era Deemed University. He has designed and delivered over 100 hours of Leadership Development training to the working professionals of companies like Indian Oil Corporation Ltd, Mangalore Refinery and Petrochemicals Ltd., Rotary Club, Erstwhile Syndicate Bank, and Canara Bank.

Contact us:

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