

भारतीय प्रबंध संस्थान रायपुर  
**Indian Institute of Management Raipur**



**Nurturing Future Leadership Programme**  
*17<sup>th</sup> -21<sup>st</sup>, February 2025*  
Under the aegis of  
**Malaviya Mission Teacher Training Program (MMTTP).**

**Indian Institute of Management Raipur**  
**[February 2025]**

## Introduction

The world of academia calls upon academics to deploy skillsets best honed with focus and solitude. Intellectual rigor, convergent thinking, deep focus, and single-minded pursuit of academic excellence are sine qua non for meaningful progress through the academic echelons. These well-honed cognitive skills hold the academics in good stead through their journey in the rigorous world of academia.

Administrative responsibilities, however, require the erstwhile academics to function in roles that need a different skill set. As heads of teams or institutions, academic administrators must deal with scores of people and rapidly move across varied tasks quite far from their specific areas of expertise. In addition to academic excellence and integrity, this role now requires an arsenal of skills such as teamwork, emotional intelligence, negotiation, and leadership skills for leading self and others to organizational excellence.

Besides administrative acumen, these positions also call for familiarity with the statutory and regulatory requirements as well as government processes on procurement and general financial rules (GFR). An administrator is expected to be familiar with the intricacies of recruitment processes, tendering and contracting, judicial matters and litigation, RTI, and POSH.

The need to bridge this gap for the academic administrator has been appreciated for some time. Malaviya Mission Teacher Training Programme is a concerted effort to equip the potential academic administrator with the appropriate skill set for this new role.

The Centre for Public Management, IIM Raipur has, therefore, curated this programme based on the following three pillars:

1. Leading self
2. Nurturing others and institution building
3. Administrative skills

## Center for Public Management at IIM Raipur

The Center for Public Management of IIM Raipur aims to provide curated content of conceptual frameworks and their practical public sector-related applications for building the capacity of public functionaries at various levels. Participants also gain a valuable understanding of development and management concepts from classroom discussions and extensive interaction with fellow participants from other organizations.

## About the Programme

<b>Programme:</b>	5-Days Residential Programme
<b>Target Audience:</b>	Faculty from Centrally Funded Institutes, Institutes of National Importance, UGC, and AICTE-recognized universities
<b>Eligibility:</b>	The participants must be permanent faculty at recognized institutes with at least three years of teaching experience.
<b>Mode:</b>	Physical/Offline Only
<b>Batch Size:</b>	35 – 40 Participants
<b>Proposed Dates:</b>	17 <sup>th</sup> -21 <sup>st</sup> February, 2025

\*Participants are requested to arrive a day before the programme.

## Objectives

- To build an ecosystem to inculcate leadership skills in faculty members at levels early in their careers to advance both individual and organizational goals.
- To be a broad-based leadership development programme
- To expand the pool of potential leaders for the range of leadership positions
- To prepare faculty to contribute effectively and proactively in collective decision-making,
- Shared governance, developing initiatives, problem-solving.
- Enabling institute administration to assess the leadership quality of their faculty through this programme.

## Pedagogy

The pedagogy of the programs includes group exercises, focus group discussions, exercises, case studies, experiential learning, interactive lectures, classroom discussions, interactions with senior functionaries of the host institute, industry leaders, and field trips if required.

## Assessment and Certification

Upon successfully completing the programme, the participant shall be awarded a certificate by IIM Raipur under the aegis of the Malaviya Mission Teacher Training Programme (MMTTP).

## Expected Outcomes of the Programme

Upon successful conclusion of the program, the anticipated benefits include:

- Enhanced proficiency in leadership skills, team management, communication skills, and critical thinking among participants.
- Establishment of a reservoir of proficient institutional leaders through comprehensive training.
- Enhancement of the administrative capabilities of higher education institutions.

## Duration and Venue

The proposed date for the five-day residential Programme is 17<sup>th</sup> – 21<sup>st</sup> February 2025, at IIM Raipur.

## Tentative schedule

Activity	From	To	Venue
<b>DAY 1:</b>			
Inauguration/Context Setting/ Overview	09:30 AM	11:00 AM	Maina, IIM Raipur
Exploring self ( <i>Self-Management</i> )	11:30 AM	01:00 PM	Maina, IIM Raipur
Lunch Break	01:00 PM	02:00 PM	Tandula, IIM Raipur
Exploring values: Value diamond/ Ethical dilemma ( <i>SelfManagement and Conscientious Citizenship</i> )	02:00 PM	03:45 PM	Maina, IIM Raipur
Leadership in action ( <i>Self-Management and Team Work</i> )	03:45 PM	05:00 PM	Maina, IIM Raipur
Campus Tour and Visit to local villages	05:30 PM	07:00 PM	
<b>DAY 2:</b>			
Nurturing others ( <i>Leading Others and Team Work</i> )	09:30 AM	11:00 AM	Maina, IIM Raipur
Emotional Intelligence/ Stakeholders mapping ( <i>Leading others and organizations</i> )	11:30 AM	01:00 PM	Maina, IIM Raipur
Lunch Break	01:00 PM	02:00 PM	Tandula, IIM Raipur
Perspective building on Influencing ( <i>Leading others and organization</i> )	02:00 PM	03:45 PM	Maina, IIM Raipur
Influencing debriefing ( <i>Leading others and organizations</i> )	03:45 PM	05:00 PM	Maina, IIM Raipur
<b>DAY 3:</b>			
Communication Skills ( <i>Session - I</i> )	09:30 AM	11:00 AM	Maina, IIM Raipur
Communication Skills ( <i>Session - II</i> )	11:30 AM	01:00 PM	Maina, IIM Raipur
Lunch Break	01:00 PM	02:00 PM	Tandula, IIM Raipur
Communication Skills Activity ( <i>Teamwork</i> )	02:00 PM	03:45 PM	Maina, IIM Raipur
Feedback Management ( <i>Teamwork</i> )	03:45 PM	05:00 PM	Maina, IIM Raipur
Fireside Evening Chat with Industrialists	06:00 PM onward		Kesariya Lawn, IIM Raipur
<b>DAY 4:</b>			
Critical Thinking/ Nurturing Curiosity ( <i>Session - I</i> )	09:30 AM	11:00 AM	Maina, IIM Raipur
Critical Thinking/ Nurturing Curiosity ( <i>Session - II</i> )	11:30 AM	01:00 PM	Maina, IIM Raipur
Lunch Break	01:00 PM	02:00 PM	Tandula, IIM Raipur
The leap from an academic to administrator – Experience sharing ( <i>Skillsets for an Administrator</i> )	02:00 PM	03:45 PM	Maina, IIM Raipur
Planning vs implementation – Activity ( <i>Teamwork/ Leading organization</i> )	03:45 PM	05:00 PM	Maina, IIM Raipur
Fireside Evening Chat with Education Leaders	06:00 PM onward		Kesariya Lawn, IIM Raipur
<b>DAY 5:</b>			
Required skillsets for an administrator ( <i>Session - I</i> )	09:30 AM	11:00 AM	Maina, IIM Raipur
Required skillsets for an administrator ( <i>Session - II</i> )	11:30 AM	01:00 PM	Maina, IIM Raipur
Lunch Break	01:00 PM	02:00 PM	Tandula, IIM Raipur
Feedback consolidation	02:00 PM	03:45 PM	Maina, IIM Raipur
Goal setting/ Valediction ( <i>Self-management</i> )	03:45 PM	05:00 PM	Maina, IIM Raipur
Director's Dinner	07:00 PM onward		Director's Residence, Arna

## Programme Directors

### **Prof. Nidhi Sharma, IRS (Rtd.), Adjunct Professor**



An Adjunct Professor of Finance & Accounts at the Indian Institute of Management Raipur and an IRS officer of the 2000 batch, she retired voluntarily after having served for more than two decades in a range of fields and central government positions. She completed the postgraduate programme in Public Management and Policy from IIM Ahmedabad. Her postings at the Central Board of Direct Taxes and NITI Aayog imbued her experience with understanding scenario planning, strategic awareness, and future thinking. She is a CCL-certified trainer and coach in Leadership competencies. She has anchored several advanced training/coaching programs on Leadership, EQ, and Negotiation strategies. Her long stint at the Apex Civil Services Training Institute, LBSNAA, Mussoorie, gives her rich experience in training, mentoring, and coaching senior-level executives.

### **Prof. Jithin P**



An Assistant Professor of Economics at the Indian Institute of Management Raipur earned his Ph.D. from the prestigious Indian Institute of Technology Madras. His research, centered on International Economics, Open Macroeconomics, Foreign Direct Investment, and sustainability, has been featured in prominent international journals, including Energy Economics, Applied Economics, Technological Forecasting and Social Change, and the International Journal of Finance and Economics. His significant studies explore the environmental impacts of Foreign Direct Investment and the strengthening of frameworks for Sustainable Development Goals in Tamil Nadu. Additionally, his interdisciplinary work includes a comparative study on international social standards in the textile industry between India and Germany, conducted in collaboration with Dr. Shazia Aziz Wülbers and Prof. Beate Zimpelmann at Hochschule Bremen, Germany.

## Other Programme Facilitators



### **Dr Prem Singh, IAS (Rtd)**

A Medical Graduate from JIPMER, Pondicherry, and a PGP-PMP from IIM Ahmedabad. He got into civil services while pursuing post-graduation at AIIMS, New Delhi. His diverse assignments include SDO Chandel, Director of Youth Affairs and Sports, and Deputy Commissioner of Senapati District. He worked as Secretary to the Chief Minister and held Director of Municipal Administration Housing and Urban Development posts, State Mission Director (NRHM), and State Project Director (SSA). He joined LBSNAA, Mussoorie, in 2010 on central deputation and worked as Director in the Department of Economic Affairs in the Ministry of Finance and PS to Vice Chairman NITI Aayog. He returned to the cadre as Secretary of Municipal Administration, Housing, and Urban Development. Dr Prem has been training civil servants since 2010. His last post was as an Adviser (Education) at NITI Aayog.

### **Prof. Ram Kumar Kakani**



He is the Director at the Indian Institute of Management (IIM) Raipur and is on sabbatical from IIM Kozhikode. Ram started as a technocrat in the corporate sector and moved towards the higher education world, focusing on the trilogy of finance-performance strategy. Earlier, Ram was a Professor at XLRI Jamshedpur and LBSNAA Mussoorie. Ram also held the position of Director of the Government of India's NCLDAC. Ram is a certified/accredited leadership coach from Cambridge University, Centre for Creative Leadership, USA, and GIZ, Germany. Abroad, he worked as an academic in Denmark, Nigeria, Singapore, and UAE. Ram has co-authored books with publishers ranging from Cambridge and Sage to Routledge. His textbooks with McGraw-Hill run into multiple editions.

### **Prof. Archana Parashar**



An Associate Professor at IIM Raipur with over 15 years of academic and corporate training experience. Holding a Master's in English Literature with a Gold Medal, she attended a Global Colloquium at Harvard Business School in 2016. As Chairperson for Alumni and Media Relations, she has held diverse administrative roles since 2014. With 22 papers published in reputable journals, including Springer and Sage, she has conducted Management Development Training for notable organizations. She is passionate about social work and mentors school girls through the NGO 'Astitva.' Driven to develop leadership potential for societal service and women's mentorship, she envisions a meaningful future.



### **Prof. S Ramkumar**

A distinguished Nuclear Physicist and Management Graduate. He blends extensive experience in Multinational, Government, NGO, and Indian Private Sectors. As the founder-CXO of Last Resort since 1987, he has contributed to B-school education, corporate training, and consulting. Prof. Ramkumar is a Chief Woodworker at Neoteny, passionately crafting wood artifacts. His research spans Marketing, Brand Management, Services Marketing, and Unconventional Communication in Marketing. With over 13 years of formal work experience, he is a Visiting Faculty at renowned institutions, including IIMs, SP Jain, XLRI, Nirma, EDI, MICA, and ISB, showcasing his multidimensional expertise.

### **Glimpse of the Previous Programme**

The Nurturing Future Leadership Programme ended with high hopes that participants had benefited from a comprehensive and well-rounded programme designed to foster personal growth, professional development, and team building.





## Inquiry

For any information regarding this programme, the single point of contact will be Prof. P Jithin, Assistant Professor, Economic and Public Policy, ([pjithin@iimraipur.ac.in](mailto:pjithin@iimraipur.ac.in) || Telephone (Office): +91-771-2474616 || Mobile: +91 759-843-9138)

For any secretarial support, you may contact Mr. Aditya Kumar, Academic Associate, Economics and Public Policy, ([adityakumar@iimraipur.ac.in](mailto:adityakumar@iimraipur.ac.in) || Mobile: +91 963-406-2639)



## About the Indian Institute of Management Raipur

Indian Institute of Management (IIM) has been set up by the Government of India, Ministry of Human Resource Development (now known as Ministry of Education) in 2010 at Raipur, the capital of Chhattisgarh. Chhattisgarh is one of the fastest growing states of India with its rich mineral, forest, natural and local resources.

The Institute believes in preparing ethical leaders who are not only committed to business, commerce and industry but are also socially conscious towards their contribution in nation building and bring in name for the country globally. The institute is abuzz with activities carried by the student clubs which are now expanding their scope of activity and bringing luminaries from the Corporate.

The Government of Chhattisgarh has allotted over 200 acres of land for the IIM Raipur campus in Atal Nagar. The new campus is a state-of-the-art campus presenting a blissful mix of modern architecture, culture & heritage of Chhattisgarh.



### Vision Statement

“To become a premier management institution that inspires thought leadership through scholarship and teaching by incorporating an ethos of inquiry, consciousness, and innovation.”

### Mission Statement

“To provide a learning-centric environment that nurtures management thought through research and practice to create future leaders.”

Indian Institute of Management Raipur,  
Atal Nagar, P. O. – Kurru (Abhanpur),  
Raipur (C.G.) 493 661,  
Telephone: +91-771-2474600

8

◆ Building Business Owners ◆  
*Indian Institute of Management Raipur*