



Nurturing Future Leadership Program on Building Impactful Leadership

**Sponsored by
Ministry of Education
Government of India**

March 03-07, 2025

Venue

**Institute of Rural Management Anand (IRMA)
Anand, Gujarat - 388001**



Course Introduction

Leadership abilities are crucial to ensuring effectiveness of Higher Educational Institutions (HEI). HEIs play a decisive role in shaping the young minds to build an impactful life with concerns about society, environment, and nation. For HEIs to be relevant and meaningful, they must be led by educationists who are energetic, competent, and capable of adopting new ways of working. The Nurturing Future Leadership Program is developed to inculcate leadership skills in faculty members so as to help them contribute effectively to decision-making, shared governance, and problem solving. The program is focused on developing managerial and interpersonal skills essential to demonstrate impactful leadership behavior in HEIs thereby influencing the future of young generation.



About IRMA

The Institute of Rural Management Anand (IRMA), established in 1979, is the pioneering academic institution in rural management education and research. It is committed to pursuing excellence along with creativity and integrity. The unique strength of IRMA lies in its ability to integrate development and management in all its endeavours and activities. This sets IRMA apart from other management and rural development institutions, which are largely concerned with either management or development, but not with both. Today, IRMA is recognized not only as an institution of excellence in teaching and research, but also acknowledged for having successfully created the new discipline of rural management. This path-breaking approach of IRMA is being emulated by other institutions in India and abroad.



IRMA's educational and training programmes provide state-of-the-art pedagogy with emphasis on experiential learning. The faculty comprises experienced academicians and practitioners of national and international repute.

The unique strength of IRMA lies in its ability to integrate development and management in all its endeavours. IRMA has conducted over 1500 training programmes in varied skill areas with an enrolment of over 30000 professionals and nearly 600 consulting projects for international and national organizations. IRMA has shaped a good number of practitioners in rural livelihoods. In the policy domain, IRMA faculty have supported several national and state-level working groups and committees addressing development issues such as Joint Forest Management, Participatory Irrigation Management, MGNREGS, development of tribal areas, and rural credit. Based on the extensive research carried out by IRMA faculty, several books, monographs, and research papers have been published and are widely cited by scholars. Every year, IRMA conducts about 60-70 training programmes for various clients in corporate, co-operatives, state and central government departments, CSR foundations, producer companies, banks, etc. with an enrolment of more than 1500 participants.

Course Objectives



The five-day training program is aimed at developing leadership skills in faculty members in terms of critical thinking skills, teamwork and conscientious citizenship. The focus of the program will be on the following deliverables.

1. To understand the different roles played by members in a team.
2. To learn about skills of conflict resolution and trust- building.
3. To develop probing skills and problem-solving skills.
4. To understand the roles of biases and moral issues in decision-making.
5. To learn about the ethical decision-making framework.



Target Audience

The program is open to permanent faculty members from any discipline with at least three years of experience in HEIs (centrally funded institutes, Institute of National Importance, UGC and AICTE - recognized universities, colleges, and standalone institutes). Faculty with some experiences in institutional administration will be benefited from the program. It is ideal for faculty members with aspiration for leadership roles in HEIs.

Duration and Program Fee

The duration of the program is 30 hours, 5 days. The program fee is Rs. 50,000/- per participant, to be borne by the MoE. This is a residential program and IRMA will host the participants at campus. The travel cost of the participants should be borne by respective institutions.

Program Date

March 03-07, 2025
Monday to Friday

Pedagogy

The program will be delivered through a participant centered learning approach. It will include case discussions, thought experiments, experiential exercises, and group discussions. The program is skill focused and participants will be exposed to some 'real world' scenarios inside the classroom. Case discussions and experiential exercises are helpful in developing such real-world scenarios.

Session Plan

The following topics will be covered in the training program:

1. Teamwork

- Influencing people
- Conflict resolution
- Trust building
- Recognizing and managing strengths and weaknesses of team members
- Team role
- Decision-making in team
- Dysfunctional team

2. Critical Thinking

- Problem-solving
- Decision-making
- Managing Biases
- Asking questions
- Critical Consciousness

3. Conscientious Citizenship

- Ethical leadership
- Ethical Decision Making
- Value driven leadership
- Developing ethical culture
- Integrity
- Diversity and Inclusion

Resource Persons

Faculty members with substantial teaching and research experience will deliver the sessions. Faculty members at IRMA have been engaged with varying organizations including public service organizations, corporates, cooperatives, and social enterprises. Faculty will bring to the classroom their rich experiences from association with such organizations and thereby will offer a blend of practical insights with academic rigor. The program will be coordinated by Prof. Sushanta Kumar Sarma.

For Registration

Visit <https://mmc.ugc.ac.in>

Post registration please email us a copy of your details at
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