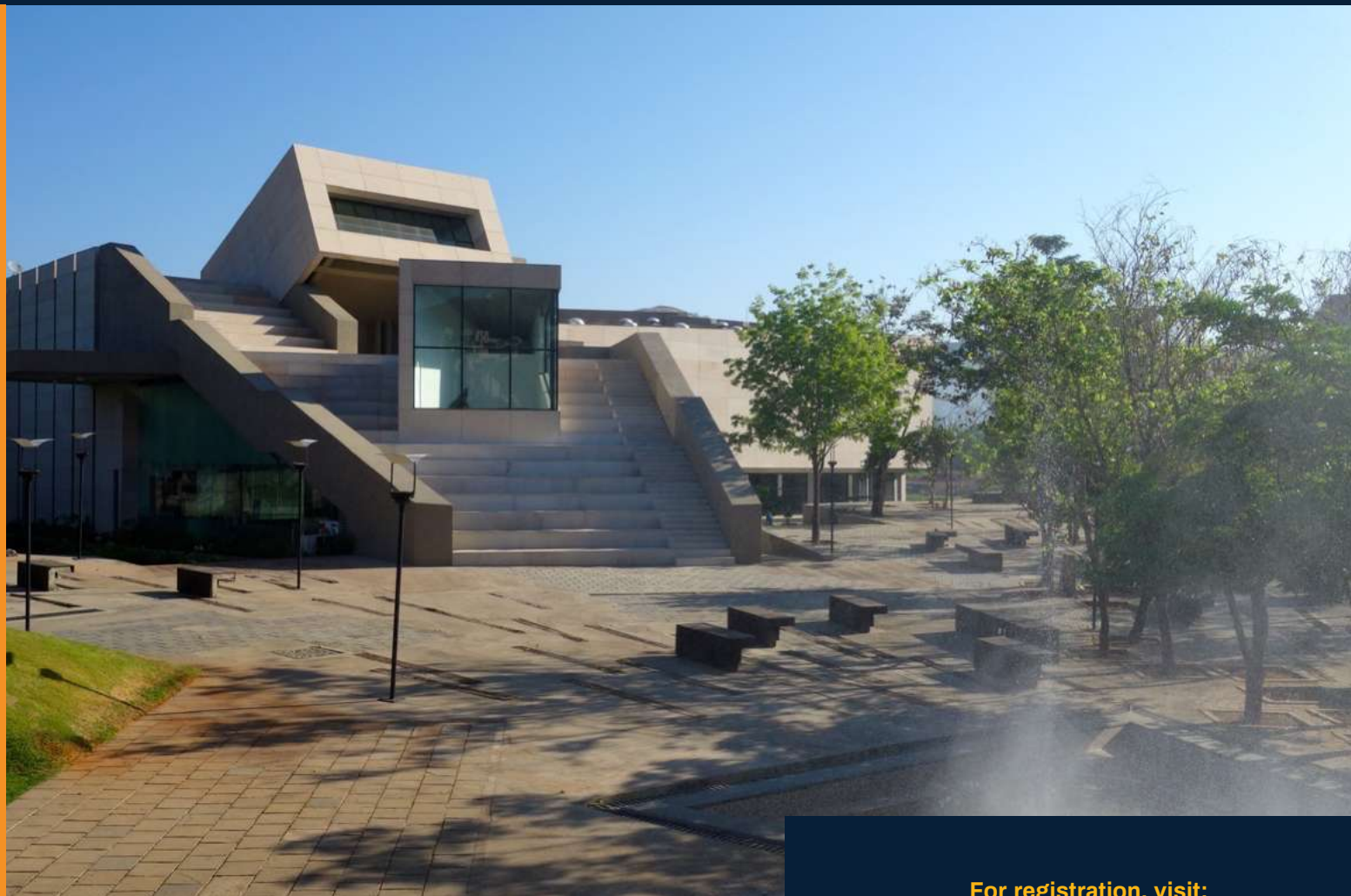


# NURTURING FUTURE LEADERSHIP PROGRAMME

28<sup>TH</sup> APRIL - 02<sup>ND</sup> MAY, 2025



For registration, visit:  
<https://mmc.ugc.ac.in/NFLP/NHome>

# NURTURING FUTURE LEADERSHIP PROGRAM (NFLP)

*A Flagship Leadership Development Initiative under the Malaviya Mission Teacher Training Program (MMTTP).*

NFLP is a prestigious, selection-based leadership development Program designed to equip faculty members from Centrally-Funded Institutes, State Public Universities, and Private Higher Education Institutions (HEIs) with essential leadership skills. Offered as a 5-day residential course at FLAME University, the Program leverages FLAME University's expertise in management and leadership to bring together eminent faculty and experts for

a distinctively impactful program.

As India assumes an increasingly prominent role in the world, there is an urgent need to inculcate leadership development in higher educational institutions (HEIs) both among students and faculty. This initiative is aligned with the Ministry of Education's vision to nurture faculty at various stages of their careers, thereby creating leaders to support generational transition within Higher Education Institutions (HEIs).



## KEY PROGRAM OUTCOMES:

### **Self-Awareness and Strengths Utilization:**

Gain a deeper understanding of your unique strengths and learn how to leverage them to enhance leadership effectiveness in higher education contexts.

### **Strategic Implementation of NEP:**

Develop the skills needed to lead the adoption and successful implementation of the National Education Policy (NEP) within institutions.

### **Financial Acumen for Higher Education:**

Acquire essential financial management skills tailored for higher education institutions, including budgeting, resource allocation, and sustainability planning.

### **Sustainability Leadership:**

Build capabilities to drive initiatives addressing climate change and promote sustainable practices in your institution.

### **Stakeholder and Change Management:**

Enhance the ability to manage diverse stakeholders, negotiate effectively, and lead organizational change with empathy and strategic insight.

# FLAME UNIVERSITY

Our educational philosophy is rooted in the concept of Liberal Education. We believe that the real world does not function in isolation, and neither should knowledge. By interconnecting social sciences, humanities, physical sciences, business, design, natural sciences, fine & performing arts, communications management, and computational sciences, we equip our students for an ever-changing new world. We foster an environment that is personalized, and participatory, and provides a transformational experience to aid in their personal and professional journeys.

Spread over 70 acres, the beautifully designed, high-tech campus has been carefully crafted to include spaces for recreation, collaboration, and sports. Differently styled classrooms, art centres, conference centres, and administrative centres provide students and teachers with the flexibility to create learning environments on the go. Our library, a design marvel in itself, is home to thousands of books and digital resources. Amidst this environment, we challenge what is known and believed about higher education. From reinventing liberal education in India to helping you chart your unique career path; FLAME is not where you are, it is for who you are, and where you want to be.

- FLAME University has achieved the prestigious NAAC A++ Grade, highlighting our dedication to quality education, outstanding faculty, research and innovation, and holistic development.
- FLAME University has been awarded an overall Diamond ranking, along with a Platinum rating in the Liberal Arts and Humanities and a Diamond ranking in the Academic Development, Diversity and Accessibility, Facilities, Faculty Quality, and Research Parameters by Quacquarelli Symonds (QS).
- Our postgraduate business Program offered by FLAME School of Business has been accepted into the CFA University Affiliation Programme.
- Our postgraduate business Program has received A\*\* (National) and A\*\* (State) gradings from CRISIL.
- FLAME University is a member of Association to Advance Collegiate School of Business (AACSB).
- FLAME University is an ISO 21001:2018 certified educational organization.

## WHY CHOOSE US?

### INTERDISCIPLINARY APPROACH

Rooted in liberal education, fostering innovative, cross-disciplinary teaching

### WORLD-CLASS RESOURCES

Access to high-tech classrooms, digital tools, and an award-winning library

### PERSONALIZED & INTERACTIVE

Small cohorts ensure tailored mentorship and participatory learning

### ENGAGING PEDAGOGIES

Hands-on training in experiential learning, active teaching methods, and technology integration



# CURRICULUM



## DAY 1

### SELF-DISCOVERY AND INDIVIDUAL DEVELOPMENT PLANNING

**Objective:** Equip participants with insights into their strengths and areas for growth to create a personalized development plan.

#### Session 1: Discover Your Strengths

**Time:** 3 hours

**Activities:**

- Introduction to Gallup Strengths finder or an equivalent psychometric assessment.
- Individual assessments and analysis of results.
- Guided reflection on strength themes and areas for improvement.

#### Session 2: Crafting an Individual Development Plan (IDP)

**Time:** 4 hours

**Activities:**

- Participants will create an IDP using insights from the assessment, focusing on actionable steps for professional growth.

#### Session 3: Group Discussion and Feedback on IDP

**Time:** 3 hours

**Activities:**

- Small group discussions where participants share their development plans and receive peer and facilitator feedback.

## DAY 2

### INSTITUTIONAL LEADERSHIP IN EDUCATION POLICY

**Objective:** Provide a comprehensive understanding of NEP 2020 implementation strategies and financial management in educational institutions.

#### Session 1: Leading NEP Implementation

**Time:** 4 hours

**Activities:**

- Introduction to NEP 2020 objectives and impact.
- Discuss leadership roles in implementing policy changes at educational institutions.
- Strategic planning for curriculum changes, skill-building, and faculty development.

#### Session 2: Case Study on NEP Implementation

**Time:** 2 hours

**Activities:**

- Review and analysis of a real-world case on NEP implementation.
- Group discussions and problem-solving on common challenges and solutions.

## DAY 3

### FINANCIAL MANAGEMENT AND CASE STUDY EXPLORATION

**Objective:** Develop participants' skills in financial planning, budgeting, and resource management for educational institutions.

#### Session 1: Financial Management for Higher Education Institutions

**Time:** 3 hours

**Activities:**

- In-depth coverage of budget planning, financial health metrics, and sustainable resource allocation.
- Strategies for optimizing funds and minimizing costs without compromising educational quality.

#### Session 2: Case Study on Financial Management

**Time:** 2 hours

**Activities:**

- Analysis of a financial management case in an educational context.
- Group presentations on financial challenges and proposed solutions.

#### Session 3: Interactive Session on Financial Strategy Planning

**Time:** 1 hour

**Activities:**

- Participants apply learning to design a hypothetical budget and financial plan for a mock institution.

## DAY 4

### LEADERSHIP IN CLIMATE CHANGE + DIGITAL ADOPTION IN EDUCATION

**Objective:** Empower participants to lead sustainability initiatives and integrate digital tools in teaching and administration.

#### Session 1: Climate Change Leadership at Your Institution

**Time:** 4 hours

**Activities:**

- Understanding the role of educational institutions in addressing climate change.
- Identifying practical steps to reduce the institutional carbon footprint.
- Developing climate action plans and eco-friendly policies for campus operations.

#### Session 2: Adoption of Digital Tools for Learning

**Time:** 2 hours

**Activities:**

- Overview of digital tools and learning management systems.
- Group brainstorming on increasing digital engagement and enhancing the student experience through technology.

## DAY 5

### STAKEHOLDER MANAGEMENT, LEADERSHIP, AND NEGOTIATION SKILLS

**Objective:** Enhance leadership, negotiation, and stakeholder management skills to build strong networks with alumni, recruiters, and other stakeholders.

#### Session 1: Managing Stakeholders for Future Success (Alumni, Recruiters)

**Time:** 2 hours

**Activities:**

- Discuss strategies for engaging alumni and industry partners.
- Role-playing exercises on stakeholder engagement techniques.

#### Session 2: Leadership and Negotiations

**Time:** 3 hours

**Activities:**

- Introduction to negotiation frameworks and techniques.
- Practice negotiation scenarios relevant to institutional contexts, including conflict resolution and resource acquisition.

#### Session 3: Reflection and Program Wrap-Up

**Time:** 1 hour

**Activities:**

- Reflection on key learnings and application of skills.
- Feedback session and presentation of certificates.



# PROGRAM FACILITATORS



## PROF. DISHAN KAMDAR

*Vice-Chancellor, FLAME University*

Prof. Kamdar holds a Ph.D., M.Sc. (Management) and BBA (Hons), from the National University of Singapore. He was the Deputy Dean of Academic Programmes and Professor of Organisational Behaviour at the Indian School of Business (ISB) and previously taught Organizational Behaviour at the National University of Singapore (NUS).

He specializes in teaching Negotiation Analysis and Decision Making, to students of the various PG programmes, advanced management programmes and short duration executive education programmes. He was awarded 'Professor of the Year' five times in the last decade at ISB, for his hands-on teaching style and well-crafted course content.

He also trains senior executives from PSUs and the Government. Some of the organizations where he has taught and consulted include Novartis Healthcare Pvt. Ltd., Facebook, Ernst & Young, The Walt Disney Company, Cadbury, GE Healthcare, Infiniti Retail Ltd., Defence Ministry, Indian Police Service, LIC, ONGC, Nokia, Bajaj Alliance, Wockhardt Hospitals, Standard Chartered Bank, Axis Bank, American Express, Bank of Baroda, Airtel, Bennett Coleman & Co. Ltd., Star India Pvt., Ltd.

Prof. Kamdar is cited as one of India's top researchers and among the leading ones globally.



## PROF. SANTOSH KUDTARKAR

*Dean, Faculty of Liberal Education, FLAME University*

Prof. Kudtarkar holds a Masters in Physics from IIT-Madras and a Ph.D from The Institute of Mathematical Sciences (MATSCIENCE), Chennai. A Theoretical Physicist by training, his research interests are in applications of field theory in High energy and Condensed Matter Physics, Dynamical Systems and Mathematical Modeling in the Social and Management Sciences. He is passionate about Quantitative Models and has successfully completed multiple industrial projects. His consulting domain of expertise lies in development, testing, validation and deployment of Mathematical, Statistical and Machine Learning models for Consumer Research, Demand Forecasting, and Optimization. Dr. Kudtarkar has been associated with FLAME since its inception.



## PROF. APARNA SHANKAR

*Professor - Psychology, FLAME University*

Prof. Shankar holds a doctorate degree in health psychology from the University of Leeds. Her doctoral thesis examined psychosocial predictors of maintenance of health behaviours. She also holds MSc in Applied Statistics with Medical Applications from Birkbeck, University of London.

Prof. Shankar works on health and well-being in older adults, with a particular emphasis on the role of social relationships, using data from ageing cohorts. Her other research interests include the patterning of health behaviours, the role of the environment on health, and inequalities in access to care.



## PROF. VENKAT VENKATARAMANAN

*Pro-Vice Chancellor, FLAME University*

Prof. Venkataramanan, holds a Ph.D. in Business Analysis and an M.S. in Business Computing Science from Texas A&M University, along with a B.E. in Mechanical Engineering from the University of Madras. His expertise includes technology management, decision support systems, supply chain management, and enterprise resource planning. He has published over 50 research articles, co-authored a book on Operations Research, and received multiple teaching awards.

Before joining FLAME University, he served as Executive Vice Provost for Finance, Budget, and Strategy at Indiana University Bloomington and was the Jack R. Wentworth Professor of Decision Sciences at the Kelley School of Business.



## PROF. VIRAJ SHAH

*Associate Professor - History, FLAME University*

Prof. Shah is an archaeologist, specialized in ancient Indian art, architecture, iconography and socio-religious history. She has Master's degrees in Ancient Indian Culture and Archaeology from Deccan College Post Graduate and Research Institute, Pune, and in History from Mumbai University. She earned her Ph.D in Archaeology from Deccan College Post Graduate and Research Institute (Deemed University), Pune. Her doctoral dissertation has been published under the title of 'Jaina Rock-cut Caves of Western India'. Her post-doctoral research has been on temple institution in medieval Maharashtra and on archaeological remains in coastal areas of Konkan. She has published a number of research papers in national and international journals, and in edited volumes. Her research areas of interest are socio-economic-religious history, religious architecture, iconography, and pilgrimage and landscape studies.





## PROF. POONAM GANDHI

**Associate Professor - Sociology, FLAME University**

She has a doctoral degree in Sociology and her doctoral research is in the field of Sociology of Art. She holds a Master's degree in Sociology from The M.S. University of Baroda and a Bachelor's degree from St. Xavier's College, Mumbai. She also holds a Diploma in Human Resource Management and a Diploma in Foundation Art.

Her teaching career spans more than two decades and she has taught several Sociology courses to the postgraduate and undergraduate students in the Department of Sociology and Department of Human Development and Family studies at the M.S. University of Baroda. She was also a visiting faculty, at IGNOU, Women's Study Research Centre, Social Work, and Medical College of the M.S. University of Baroda. She has worked on projects funded by Ford Foundation, SEWA (Self Employed Women's Association) MHT, Ahmedabad, NACO-National Aids Control Organization and was a co-investigator on a project commissioned by Gujarat Council of Elementary Education (GCEE) India. She has to her credit several research papers published in peer reviewed national and international journals as well as chapters in edited books. She has published a book, 'The World of contemporary fine artists- An exploration in Sociology of Art'. Her areas of research interests are Sociology of Art and Culture, Sociology of Gender and Family, Urban Heritage and Social Gerontology. She has received the best presentation award at an International Conference held in Washington DC, May 2016 and the best research paper award at an international conference on 'Women empowerment: Global perspective' in India in 2013.



## PROF. RAHUL CHOPRA

**Associate Professor - Environmental Studies, FLAME University**

Prof. Chopra received his Doctorate Degree from The University of Chicago; has a M.Sc. in Geology from University of Bombay; B.Sc. in Geology from University of Bombay (Minor in Gemmology; Honours work in Geoarchaeology). He is also the coordinator and co-lead of a global climate change education project of the International Union of Biological Sciences that aims to integrate climate change education in the curriculum across the world. He was the course coordinator and convenor of the National Resource Center on Climate Change at the Indian Institute of Science Education and Research (IISER), Pune. He is a member of the Expert Group on COVID-19 in Pune as part of the Pune Knowledge Cluster; Ambassador and Advisor to The Earth Project.



## PROF. MAYA DODD

**Associate Professor - Humanities & Languages, FLAME University**

Dr. Maya Dodd received her Ph.D. from Stanford University and subsequent post-doctoral fellowships at the Committee for South Asian Studies at Princeton University, USA and at the Centre for Law and Governance, JNU, India. In South Asian studies, a new opening for contemporary engagement with archives and digital tools has allowed for an exploration of new practices via "digital humanities" (or Dh/dh). As a means to bringing new questions in imagining cultural issues to the fore in India, especially in terms of public history, she has been associated with DH in India and her current research is focused on questions of the digital in India.

Prior to receiving her Ph.D. from Stanford University, where her dissertation, "Archives of Indian Democracy" focused on technologies of witness since the Emergency of 1975-77, she received her B.A in English Literature from St. Xavier's College, University of Mumbai. She also taught Rhetoric and Composition while receiving an M.A. in English from the University of Florida and also during her graduate study at Stanford University.



## PROF. SORABH BAJAJ

**Director of Centre for Digital Learning, FLAME University**

Mr. Bajaj received his Doctorate Degree from the FIIB, New Delhi. He has worked as a mentor and trainer at several institutions such as Northwestern University, Masters Union, Shiv Nadar University, UC, San Diego, INSEAD (Hero Vired), Ahmedabad University, ESI International (now Korn Ferry). He was also the Vice President of Business Excellence at Sunstone, a leading higher education service organization. With over 18 years of experience, his previous roles include Skills transformation Consultant at Coursera and Senior Manager of Business Excellence at Tata Advanced Systems.



## PROF. MAYURAKSHI CHAUDHURI

**Associate Professor - Sociology, FLAME University**

Dr. Mayurakshi Chaudhuri is Associate Professor of Sociology and Digital Humanities, FLAME School of Liberal Education at FLAME University, Pune. Prof. Chaudhuri's research areas include Migrations and Mobilities, Gender Studies, Historical Sociology, Technology and Society, Digital Humanities, and Qualitative Research Methods. Prof. Chaudhuri is the recipient of international and national fellowships including a Indo-Swiss Grant jointly funded by the Swiss National Science Foundation (SNSF), the Ministry of Earth Sciences (MoES) and the Indian Council of Social Science Research (ICSSR), a GESIS-EUROLAB Fellowship from the Leibniz Institute for the Social Sciences (GESIS, Germany), a German Academic Exchange Service (DAAD) Fellowship, and the Government of India National Merit Scholarship. Her research has been published significantly with top tier journals such as Sex Roles (Springer), Transfers (Berghahn Books, Oxford), and Applied Mobilities (Taylor and Francis). She has completed two online teaching projects as part of the Government of India's Ministry of Human Resource Development's Direct To Home initiative (DTH Channel 16: NPTEL: Humanities, Social Sciences, and Management): (1) Gender & Society (2018-2019), and (2) Images, Imaginations and Cultures (2023). Her recent research projects focus on emerging areas of technology and mobility, digital healthcare, and images in digital cultures. An interdisciplinary scholar with academic training in Sociology, Cultural Anthropology, and Geography, she enjoys advising undergraduate, postgraduate, and doctoral projects that are located at the intersections of society, culture, and technology.



## PROF. PRASAD PATHAK

**Professor - Environmental Studies, FLAME University**

Prasad Pathak is a physical geographer with specialization in Remote Sensing and Geographic Information Systems. Using these techniques Prasad studies various environmental phenomena. For his doctoral work, Prasad studied glacial lakes in arctic Alaska for changes in their trophic structure and its links with surrounding landscapes. He completed his doctoral degree from University of North Carolina at Greensboro (UNCG), NC, USA.

Prasad has also worked with Center for GIScience at UNCG as a post-doctoral fellow where he was involved in various research projects, development of research proposals, preparing manuscripts, and developing and conducting GIS training workshops.

In India, Prasad has worked with many reputed institutes (government and private). He has also worked at headquarters of ESRI (Environmental Systems Research Institute) in California, USA as an intern.



# ELIGIBILITY CRITERIA

Regular or permanent faculty members from Centrally-Funded Institutes, State Public University and Private University are eligible.

# PROGRAM FEES

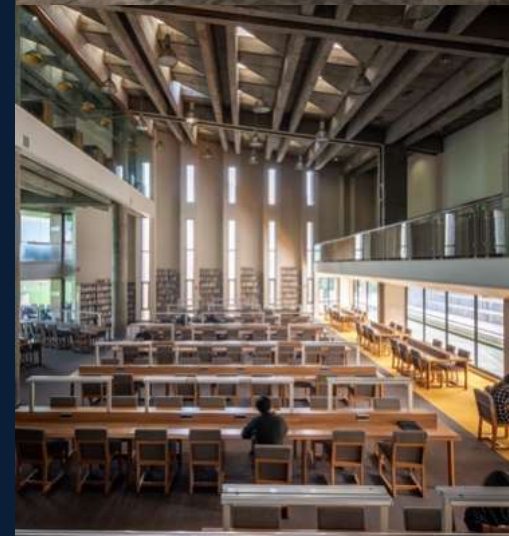
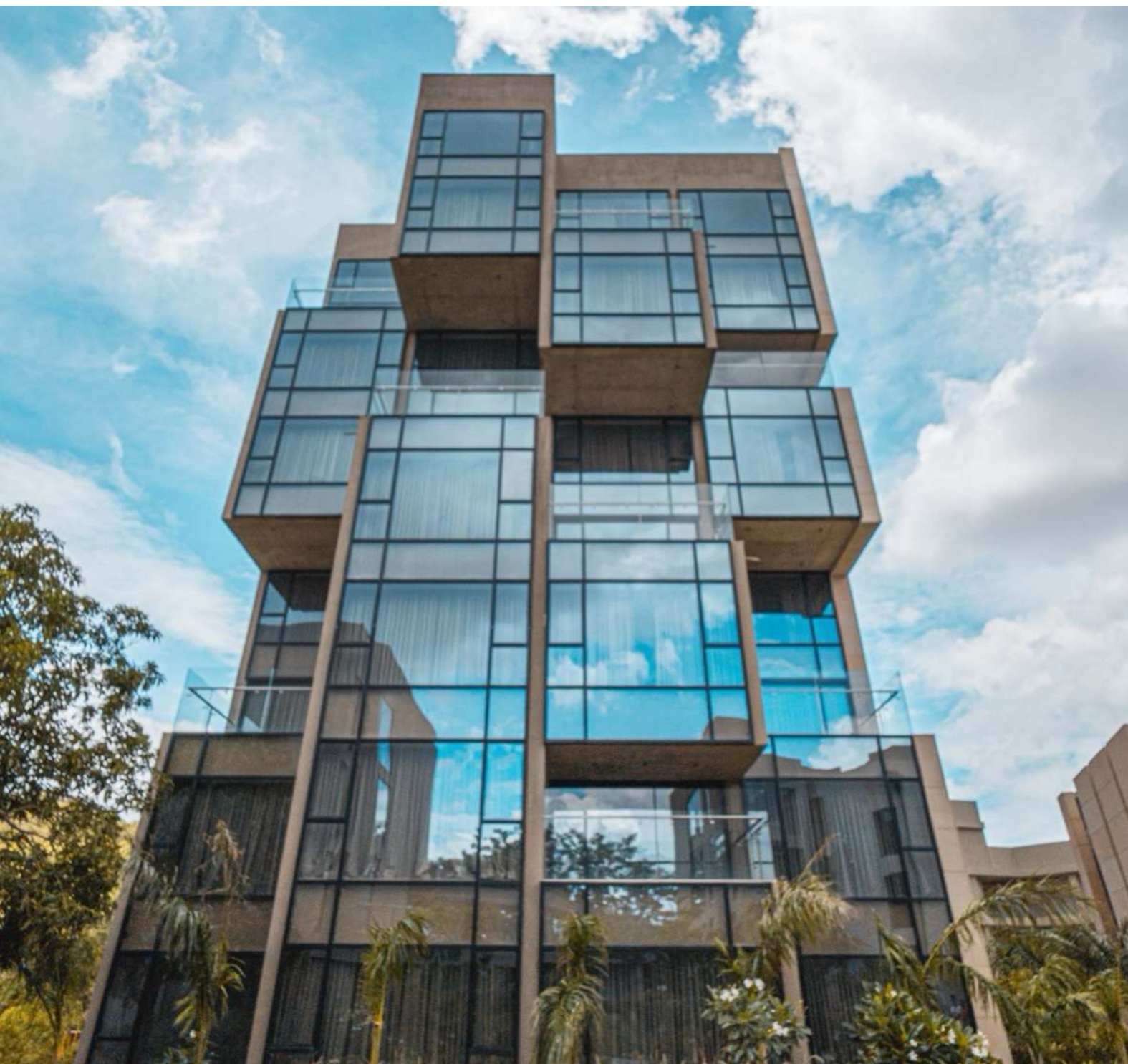
INR 50,000 - per participant, inclusive of lodging and boarding charges for 5 days, to be **borne by the Ministry of Education, Government of India**. The cost of travel shall be borne by the Participant's Institutions

# FACILITIES AND INFRASTRUCTURE

FLAME offers 70 acres of tranquil space, just 13 kms. from the Pune University main gate. It is an eco-friendly campus adjoining a 18-hole golf course. FLAME has an international sized cricket ground, football, tennis, basketball and volleyball courts, outdoor Olympic sized swimming pool, track and field, futsal and handball at their disposal. A fitness and conditioning studio, badminton courts, billiards tables, squash courts, table tennis, carrom and chess ensure that FLAME's sports facilities are second to none.

Its academic spaces include lecture theatres, conference rooms, a library, a performing arts studio, a visual arts studio, a sculpture studio, Physics, Chemistry and Biology labs, Financial Research lab and amphitheatres. Some of the other amenities include cafes, Wi-fi connectivity, an infirmary and an ambulance in case of emergency.

During the duration of the program, participants are encouraged to explore the campus and use the facilities FLAME offers.





# HOW TO REACH THE CAMPUS

Here are the key transport hubs to reach FLAME University, Pune

- Pune International Airport
- Pune Railway Station
- Swargate Bus Stand

Taxis are readily available from these locations to the university campus.



Scan a QR code for a map



## LEGEND:

- |                        |   |
|------------------------|---|
| 1. KALIDAS             | 19. SPORTS COMPLEX                      |
| 2. KABIR               | 20. SWIMMING POOL                       |
| 3. CHANAKYA            | 21. FOOTBALL GROUND                     |
| 4. RAMAN               | 22. ATHLETIC TRACK                      |
| 5. KASTURBA            | 23. VOLLEYBALL COURTS                   |
| 6. J.C. BOSE           | 24. TENNIS COURTS                       |
| 7. BHASKARACHARYA      | 25. CRICKET FIELD                       |
| 8. RAMANUJAN           | 26. VIKRAM SARABHAI - RECEPTION         |
| 9. ARYABHATTA          | 27. VKS-HOUSING                         |
| 10. TAGORE             | 28. VKS -HOUSING                        |
| 11. AMRITA SHERGILL    | 29. VKS 001 - LECTURE THEATRE           |
| 12. SAROJINI NAIDU     | 30. VKS 002 - LECTURE THEATRE           |
| 13. RAJA RAVI VERMA    | 31. VKS 003- LECTURE THEATRE            |
| 14. CHANDRAGUPTA       | 32. VKS - DINING                        |
| 15. WATER BODY         | 33. SHANTINIKETAN (AUDITORIUM)          |
| 16. VIVEKANANDA        | 34. APJ ABDUL KALAM (ACADEMIC BUILDING) |
| 17. DINING HALL        | 35. NEW DINING HALL                     |
| 18. CONVENIENCE STORES | 36. INFIRMARY                           |

ENTRANCE





ज्ञान-विज्ञान विमुक्तये

For Registration,  
Scan the QR Code



OR

Visit us at:  
<https://mmc.ugc.ac.in/NFLP/NHome>

## CONTACT US

### Centre for Digital Learning, FLAME University

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### Campus Address


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412115, Maharashtra, India

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