



“Tribhuvan” Sahkari University

Nurturing Future Leadership Program
on
Building Impactful Leadership

Sponsored by
Ministry of Education
Government of India

Batch-1: January 5-9, 2026
Batch-2: March 2-6, 2026

Venue
Institute of Rural Management Anand (IRMA)
Anand 388001, Gujarat

About “Tribhuvan” Sahkari University

The “Tribhuvan” Sahkari University, established at the Institute of Rural Management Anand (IRMA), is the pioneering academic institution in cooperative training and education. It is committed to pursuing academic excellence with creativity and integrity. The unique strength of the “Tribhuvan” Sahkari University lies in its ability to integrate development and management in all its endeavours and activities.

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 1650 training programmes in varied skill areas with an enrolment of over 34,000 professionals and nearly 700 consulting projects for international and national organizations. 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.

Program 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.

Programme Objectives

The 5-day 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:

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

Target Participants

Permanent women faculty members from Centrally-Funded Institutes, State Public Funded HEIs, and Private HEIs.

Contents

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

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.

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 Dates

Batch-1: January 5-9, 2026

Batch-2: March 2-6, 2026

Certification

Participants who successfully complete the programme will be awarded a certificate under the aegis of the Malaviya Mission Teacher Training Programme (MMTTP), Ministry of Education, Government of India.

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 mdp@irma.ac.in

Contact us

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