

**IIM
RANCHI**

बहुमुखविकासो गन्तव्यः



NURTURING FUTURE LEADERSHIP PROGRAM

Under the Aegis of
**MALAVIYA MISSION TEACHER
TRAINING PROGRAMME**

MINISTRY OF EDUCATION, GOVERNMENT OF INDIA

5-Day Residential Capacity-Building Program

Batch II: January 04-08, 2027



Humility | Honesty | Hard Work

ABOUT THE PROGRAMME

OVERVIEW

The IIM Ranchi's five-day Nurturing Future Leadership Program (NFLP) is a five-day (30-hour) residential leadership development program conducted under the Malaviya Mission Teacher Training Programme (MMTTP) of the Ministry of Education, Government of India. Aligned with National Education Policy (NEP) 2020, the program aims to identify and nurture future institutional leaders among faculty members, cultivating a participative and empowered academic ecosystem. The program is hosted at IIM Ranchi as part of a national initiative involving eminent institutions across the country.

PROGRAMME OBJECTIVES

- Build an ecosystem to inculcate leadership skills in early-career faculty to advance institutional and personal growth.
- Expand the national pool of academic leaders equipped for institutional governance roles.
- Enable proactive faculty contribution to shared governance, problem-solving, and initiative development.
- Empower institutional leadership to assess and support leadership capabilities among the faculty members.

KEY HIGHLIGHTS

WHO SHOULD APPLY

Faculty Type: Any full-time faculty nominated by the Director, Vice-Chancellor, or Head of the institution

Affiliation: Centrally-funded or State Public or Private Higher Educational Institutions (HEIs)

CERTIFICATE

Exclusive certificate from IIM Ranchi

FUNDING & COSTS

- Fully funded by the Ministry of Education
- Includes boarding, lodging, training, materials, and expert facilitation
- Travel to be borne by the institution
- Additional nominees beyond two per institution must be funded by the nominating institution



INDICATIVE CONTENT

DAY	SESSION	SESSION TITLE	TOPICS	CORE COMPETENCY
Day 1 Know Thyself - The Leadership Journey Begins Within	1	Inaugural and Setting up the Expectations	<ul style="list-style-type: none"> • Ice-breaking activities • Setting expectations • Pre-programme self-assessment 	—
	2	Creative Thinking: Inclusive Leadership	<ul style="list-style-type: none"> • Translating research to societal benefit • Building research collaborations • Leading research initiatives 	Conscientious Citizenship, Professional Skills
	3	Understanding Leadership Styles and Self- Awareness	<ul style="list-style-type: none"> • Identifying personal leadership traits, styles, and weaknesses • Leadership style assessment tools • Understanding your strengths and blind spots 	Self- Management
	4	Mindful Leadership and Well-being	<ul style="list-style-type: none"> • Stress and health management • Developing emotional resilience • Maintaining a positive attitude in challenging circumstances • Time management for leaders 	Self- Management
Day 2 Leading Others - Building Strong Teams and Relationships	1	Leadership Legacy: Vision for the Future	<ul style="list-style-type: none"> • Ethical and Authentic leadership principles • Engagement with society, Fostering equity, inclusivity, and success • Integrity and accountability • Challenging oneself as a leader, Leadership for sustainability 	Conscientious Citizenship, Professional Skills
	2	Influence and Persuasion Without Authority	<ul style="list-style-type: none"> • Understanding conflict sources in academic settings • Conflict resolution strategies and techniques • Relationship and trust building • Navigating difficult conversations 	Teamwork, Communication
	3	Effective Communication for Leaders	<ul style="list-style-type: none"> • Active listening and giving/receiving feedback • Professional communication (written and verbal) • Public speaking fundamentals 	Communication
	4	Leading Innovation and Institutional Change	<ul style="list-style-type: none"> • Acting as an agent and catalyst of change • Managing organizational change • Fostering innovation culture • Overcoming resistance to change 	Professional Skills

INDICATIVE CONTENT

DAY	SESSION	SESSION TITLE	TOPICS	CORE COMPETENCY
Day 3 Thinking Like a Leader - Strategy, Vision, and Innovation	1	Emotional Intelligence in Leadership	<ul style="list-style-type: none"> • Self-awareness and self-regulation • Empathy in leadership • Managing emotions in high-pressure situations 	Self-Management, Communication
	2	Building High-Performance Teams	<ul style="list-style-type: none"> • Team dynamics and psychology • Recognizing and managing people's strengths and weaknesses • Motivation and engagement strategies 	Teamwork
	3	Strategic Thinking and Vision Development	<ul style="list-style-type: none"> • From operational to strategic mindset • Developing institutional vision and strategy • Long-term planning in academic context 	Critical Thinking, Professional Skills
	4	Critical Thinking and Creative Problem-Solving	<ul style="list-style-type: none"> • Ideation techniques and creative problem solving • Asking the right questions • Logical and analytical reasoning • Dealing with ambiguity 	Professional Skills, Teamwork
Day 4 Making It Work - Governance, Resources, and Impact	1	Quality Assurance and Institutional Excellence	<ul style="list-style-type: none"> • Financial management and fiscal decision-making • Resource allocation and budgeting • Effective negotiation strategies 	Professional Skills
	2	Research Leadership and Societal Impact Excellence	<ul style="list-style-type: none"> • Understanding quality frameworks • Accreditation processes (brief overview) • Operational excellence in academic administration 	Professional Skills
	3	Financial Leadership and Resource Management	<ul style="list-style-type: none"> • Shared governance models in HEIs • Collective decision-making • Contributing effectively to governance bodies 	Teamwork, Professional Skills
	4	Accreditation: Decision-making and Risk Leadership	<ul style="list-style-type: none"> • Using data for decision-making • Key performance indicators for academics • Evidence-based leadership 	Critical Thinking, Professional Skills

INDICATIVE CONTENT

DAY	SESSION	SESSION TITLE	TOPICS	CORE COMPETENCY
Day 5 Leading with Purpose - Ethics, Impact, and Your Leadership Pledge	1	Data-Informed Leadership and Performance Management	<ul style="list-style-type: none"> • Decision-making frameworks • Calculated risk-taking in academic leadership • Managing unconscious biases in decisions • Dealing with multiple perspectives 	Critical Thinking
	2	Collaborative Governance and Shared Leadership	<ul style="list-style-type: none"> • Connecting with and influencing people • Championing and marketing ideas • Building consensus in collaborative environments 	Communication, Teamwork
	3	Assessment and Action Planning	<ul style="list-style-type: none"> • Final assessment test • Post-programme self-evaluation • Personal leadership development plan • Reflective practice and continuous improvement • Network building and future collaboration 	All Core Competencies
	4	Valedictory: Synthesis and Certificates	<ul style="list-style-type: none"> • Certificate distribution • Closing remarks 	—

PEDAGOGY

CASE METHOD

- Central approach
- Allowing participants to analyze & discuss real world scenarios (leaders' decision-making).

SUPPLEMENTARY ACTIVITIES

- Participatory lectures
- Role-play exercises
- Reflective self-assessment

EMPHASIS ON PRACTICAL IMMERSION

- Simulations & case-based teaching
- Harvard Business Impact partnership
- Enhances faculty competency

ABOUT RANCHI

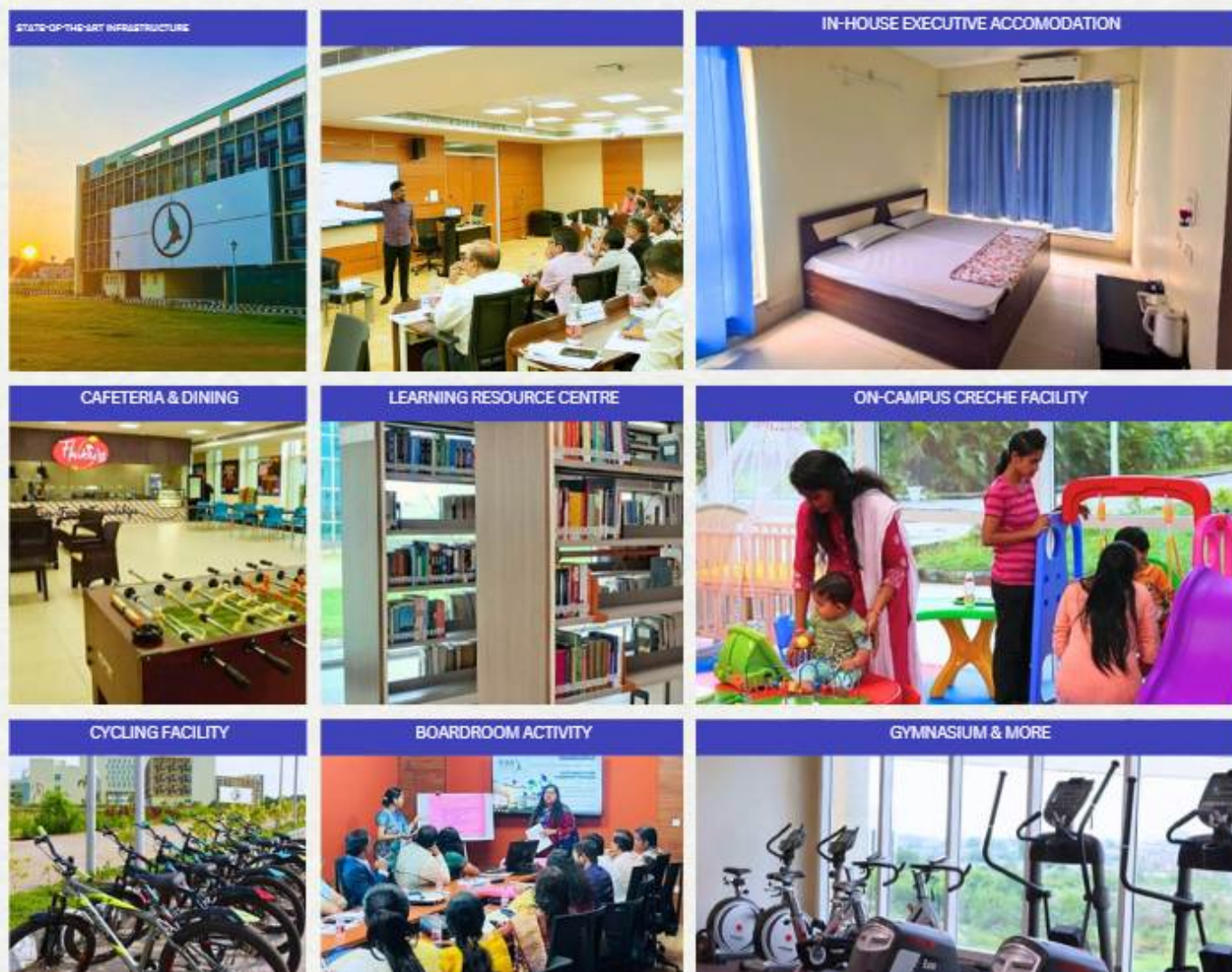
Ranchi is the capital city of Jharkhand and is endowed with rich biodiversity and diverse landscapes. Popular destinations around Ranchi are Patratu Valley, Dassam, Hundru, and Jonha Falls, Tagore Hill, Getalsud, Kanke and Dhurwa Dams, Deori, Jagannath and Pahari Mandirs.

ABOUT IIM RANCHI

The Indian Institute of Management Ranchi was established under the Government of India in December 2009 and commenced classes in July 2010. It is ranked 18th nationally among management institutions in the National Institutional Ranking Framework 2025 (NIRF 2025). The institute offers a wide variety of academic programmes which includes MBA, MBA-HR, MBA-BA, IPM, PhD, EPhD & Executive Education. Academic strength is supported by 80+ faculty members across 9 academic areas, with 176+ research publications in the 2024-25 year.

The permanent urban green campus at Prabandhan Nagar, Nayasarai, Ranchi, provides a conducive learning environment, complemented by a dedicated executive education centre in Hyderabad. Over the past year, the institute has further expanded its ecosystem through the establishment of key initiatives and centres such as the Finance Lab, Centre for Teaching with AI, Research Methods Group, Virtual Reality Case Repository, and several other academic and innovation-led platforms.

FACILITIES at IIM RANCHI



PARTICIPANTS' TESTIMONIALS



Bikram Kumar Dutta,
Assistant Professor,
Kejriwal Institute Of Management & Development Studies



The programme offered a perfect blend of academic depth and practical insights. The structured sessions and excellent hospitality made this a rewarding leadership learning experience. It significantly enhanced my perspective on institutional growth and leadership practices.



Vidushi Sharma,
Assistant Professor,
Sarla Birla University



The programme offered valuable insights into mentoring and experiential learning, especially relevant for engaging with students from rural backgrounds. I look forward to a long-term association with IIM Ranchi. The sessions were highly relevant, reflective, and immediately applicable.



Anindya Saha,
Assistant Professor,
iLead Institute of Leadership Entrepreneurship & Development



An inspiring and immersive programme with thought-provoking sessions and participatory learning. The faculty engagement, campus infrastructure, and unique experiences made it truly memorable. It provided clear direction for strengthening academic leadership and institutional effectiveness.



Julie Vardhan,
Assistant Professor,
Amity University Jharkhand



Each session was thoughtfully designed, offering deep insights into classroom practices and institutional leadership. A highly enriching and well-curated programme. The learnings will greatly inform my approach to teaching, mentoring, and administration.



Mosarraf Hossain,
Assistant Professor,
The University of Burdwan



A truly enriching experience that helped me discover and strengthen my leadership abilities. The learning, exposure, and hospitality at IIM Ranchi were exceptional. The programme offered practical perspectives to drive positive change within institutions.

PROGRAMME DIRECTORS



PROF. MANISH BANSAL

Assistant Professor,
Finance & Accounting Area



PROF. KUSHAGRA SHARAN

Assistant Professor,
Strategy & Entrepreneurship Area

HOW TO APPLY

Faculty must be nominated by their Director / Vice Chancellor / Head of the Institution

For more information: <https://iimranchi.ac.in/nurturing-future-leadership-program/>

CONTACT US

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