



University of Delhi  
in collaboration with  
Ross Business School, University of Michigan, USA

Invites applications for  
**3-Week Leadership for Academicians Programme (LEAP)**

**(Nominations for the Programme are open till 10.00 a.m., February, 15 2019.)**

Supported by

Ministry of Human Resource Development (GoI)

Programme Dates

11<sup>th</sup> March, 2019 to 21<sup>st</sup> March, 2019 - (Module 1 & 2)  
24<sup>th</sup> March, 2019 to 29<sup>th</sup> March, 2019 - (Module-3)

Venue

Seminar Hall, Faculty of Management Studies,  
University of Delhi

Foreign Collaborator

Ross Business School, University of Michigan, (USA)



## BACKGROUND

The Indian Higher Education sector is the largest in the world in terms of number of institutions (MHRD, 2014). The academic landscape has witnessed significant transformation over the past decade. Challenges of rapid technological advancements, enabled pedagogy and delivery systems, constantly evolving curriculum and the demands of the stakeholders, changing expectations from academic staff, and ecosystem needed for excellence in research, all have increased pressures and performance expectations from higher educational institutions. In this scenario, existing conventional systems and structures of managing higher educational institutions are rendered inadequate, ineffective and inefficient.

India is poised to be among the leaders of global economic community. This goal may remain at risk unless our educational institutions are of competitive and global standards. Academic excellence is possible only through visionary leadership and managerial acumen in creating enabling systems and structures that respond to the demands of contemporary times. A global survey of the academic community on the leadership challenges faced by the Indian Higher Education (HE) system has revealed that the sector is facing shortage of capable leaders with 92% of the respondents saying that this trend was likely to continue till 2020. Nearly 81% of the respondents pointed to a serious gap between the existing pool and the requirement of academic leaders to meet 12<sup>th</sup> Five Year Plan and India Vision 2020 for Higher Education (HE) sector. Leadership of academic institutions shall be an important differentiator between universities in a globally competitive world. This is possible if the faculty members and administrators holding leadership positions are able to imbibe professional managerial skills and leadership capabilities to envision, create, and sustain innovative systems for managing higher educational institutions in line with global standards.

### **The programme is designed to promote effective management of Higher Education Institutions (HEI) through leadership excellence**

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#### **SPECIFIC OBJECTIVES**

To comprehend and understand the changes unfolding in the HE competitive environment at the National level

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To equip participants with skills to diagnose and manage the complex problems and leadership challenges facing HEIs in the country

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To understand leadership challenges confronting HE Institutions and explore managerial and leadership interventions for dealing with identified challenges across contexts

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To learn how to develop and lead high-functioning teams, manage diversity among all stake holder groups, administrative staff, academic staff, students etc.

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To enable participants to learn tools and techniques of strategic analysis of educational institution and enable them to undertake strategic plans such as resource mobilization, improving financial and administrative efficiency of academic institutions, realigning faculty and financial resources, etc.

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To gain insights in alternative systems of HE management in international context and appreciate their application in a globalized world.

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## FOR WHOM

The intensive 3- week programme is directed towards present and future Higher Education leaders and educational administrators in central and state universities, and from institutions of national importance. Specifically, the training programme is meant for second level functionaries/ academic heads in HE who are likely to assume leadership roles in the future. All expenses will be borne by the organizers.

## BATCH SIZE

Maximum of 30 participants

## PARTICIPANT SELECTION

Interested participants are required to forward their nominations through proper channel to the MHRD. The batch size is 30 participants. Final selection of participants shall be done by MHRD. However, all candidates are required to submit the online application form of interest.

- Each Institution may nominate teams of participants. Maximum number of participants from each institution will preferably be 4.
- Self-nominations for participation will also be considered. These applications should be accompanied with a statement of purpose on why this programme is relevant for them

Prior to their participation in the leadership development program, all participants will be asked to prepare a two-page case-let highlighting one or two issue(s) faced by them in their respective institutions or success stories.

## THE PROGRAMME

The programme comprises of three intensive five day sessions divided into three modules.

### Module 1: 11<sup>th</sup> March, 2019 –15<sup>th</sup> March, 2019

- Contextual complexities of managing educational institutions in India
- Organizational complexities of Higher Educational institutions
- Creating a vision plan and strategy for HE institutions

### Module 2 (Part 1 and 2): 17<sup>th</sup> March, 2019 –21<sup>st</sup> March, 2019

- Developing leadership skills and competencies relevant to HE context
- Developing high-performing teams and managing diversity and Inclusion
- Tools and techniques of management
- Financial landscape of higher education
- Developing research capacity
- Institutionalizing high-performance culture through application of HR tools such as incentives, rewards, facilitative culture etc.
- Community outreach of HE Institutions

### Module 3: 24<sup>th</sup> March, 2019 to 29<sup>th</sup> March, 2019

- Providing international exposure to participants by visiting best ranked Universities in USA and/ or UK.
- High Impact practices for student success
- Internationalization of Higher Education



### **MINIMUM ELIGIBILITY CRITERIA**

- i. At least 8 years of experience in the grade of a full professor as on 10th January 2019
- ii. At least 3 years of experience in administrative position
- iii. Not above the age of 58 years on 30<sup>th</sup> September 2018
- iv. High academic standing preferably 30 publications in SCOPUS indexed journals / UGC recognized journals.
- v. Impeccable integrity

The interested faculty who fulfill the essential criteria are invited to send their application duly signed by their head of institution along with their updated CVs to [mhrd.leap@gmail.com](mailto:mhrd.leap@gmail.com)

### **COLLABORATING INSTITUTIONS FOR MODULE 3**

1. Rose Business School, University of Michigan, (USA)

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### **PEDAGOGY**

The course is designed to follow a workshop model to encourage learning by sharing experiences and active involvement of participants. The programme is structured around simulations of real-life management challenges facing higher education in contemporary environment. The workshops are complemented through highly interactive sessions on leadership, change management, and personal development, as well as strategic university change and development. There will be a running team project on an identified HE problem. The project will be spread across the three-week duration requiring a presentation to the full group at the end of the third week. During the third module, the participants will be working on a mini project with a mentor in India and one in USA and/ or UK on "Creating Leadership Excellence in Higher Education Institutions"

### **LIKELY RESOURCE PERSONS**

1. Prof. Virander Singh Chauhan
2. Prof. Pratap Bhanu Mehta
3. Prof. Ved Prakash
4. Prof. C. Raj Kumar
5. Dr. Vinay Sahasrabudhe
6. Prof. Upendra Baxi
7. Prof. Amitabh Mattoo
8. Prof. Shyam Menon
9. Prof. R. Govinda



## **ASSESSMENT AND EVALUATION**

- **During the programme**
  - Self-assessment exercises- Pre and post session
  - Role Play, group work and feedback
  - Decision simulations
  - Project presentations
  
- **After the programme**
  - Live field assignment – assignment submission and feedback
  - Mentor assignment
  - Shadowing strategic plans

## **UNIVERSITY OF DELHI**

The University of Delhi is a premier university of the country with a venerable legacy and international acclaim for highest academic standards, diverse educational programmes, distinguished faculty, illustrious alumni, varied co-curricular activities and modern infrastructure. Over the many years of its existence, the University has sustained the highest global standards and best practices in higher education. Its long-term commitment to nation building and unflinching adherence to universal human values are reflected in its motto: 'Nishtha Dhriti Satyam' (Dedication, Steadfastness and Truth).

Established in 1922 as a unitary, teaching and residential University by the Act of the then Central Legislative Assembly, a strong commitment to excellence in teaching, research and social outreach has made the University a role-model and trend setter for other universities. The President of India is the Visitor, the Vice-President is the Chancellor and the Chief Justice of the Supreme Court of India is the Pro-Chancellor of the University. Beginning with three colleges and 750 students, it has grown as one of the largest universities in India with 16 faculties, over 80 academic departments, an equal number of colleges and over seven lakh students.

LEAP programme is a skilling and capacity building programme for higher education administrators. It aims to help achieve institutional and academic excellence—through visionary leadership and strategic management of resources using innovative management skills - in higher educational institutions through training and development of a pool of current and future administrators in the country.

## **VENUE**

Seminar Hall, Faculty of Management Studies, University of Delhi



## ACCOMMODATION

The course is fully residential. Participants will be accommodated in University Guest House, University of Delhi

***For Details Contact:***

Head & Dean  
Faculty of Management Studies  
University of Delhi

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