

# Management Development Program on Leadership Skills for Academicians

**August 6- 10, 2018**



**Target Audience:** Faculty Members from Nursing, Medical, Pharmaceuticals and Health Management Colleges and other academic Institutions



Venue:

International Institute of Health Management Research, Delhi

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## Current and Emerging Need of Skills for the Teachers

The main objective of an academic institution is to develop skilled manpower. The teachers are the backbone of any academic institution. It is important for teachers to identify and work with all major stakeholders which includes you (as a teacher), learner (student), colleagues (fellow teachers & mentors) and external environment (parents, peers, social circle, media, sectoral and external environment). Effective learning can happen only in an environment that facilitates reflective thinking. The teacher is an agent of change & transformation in the education system. They need to provoke critical thinking, creativity and reflective action in students.

The field of education is changing rapidly due to advances in subject areas, application of technology to enhance learning and changing profile of students. This pace of change is accelerating which necessitates continuous adaptation of curriculum, using emerging information, communication, and technology (ICT) and adapting to individual student's learning style. This rapidly changing scenario requires teachers to become visionaries, quick adapters, work with experts within the department, institution and outside to keep abreast with latest development and become role models for their students. They also need to adopt new evidence-based approaches to enhance student learning by increasing use of interactive learning methods such as tutorials, peer tutoring and reduce lectures (also referred to as flipped class rooms). Today's teachers need to balance teaching and research and contribute to advancing the discipline and sustain their academic identity, authority and status in their field of work. Another skill teachers need is to manages diversity and inclusion among their students and colleagues. This requires self-awareness, anticipant change and remain open to life-long learning and continuously upgrade their skills, knowledge & competencies. The teachers must also maintain the core values of teaching which are given in the Table below:

**Table: Core values of the Teaching Profession** (Adapted from General Teaching Council of Northern Ireland 2004 and Australian Education and Training Department, Canberra 2006):

Trust	Honesty & Fairness	Commitment
Respect	Efficiency & effectiveness	Equality
Integrity	Tolerance	Service
Service to the public	Responsive (need of students, government and public)	Accountability

## Need for Leadership among teachers

To remain effective as teachers and to adapt to the changing environment within and outside their subject area, today's teachers need strong leadership and strategic management skills. In addition to continuously updating themselves on changes in their subject area, they need soft skills such as good communication, emotional competencies, time management, work life balance and continuous self-development. First step in this direction is enhancing self-awareness. In addition, they need to strengthen or acquire skills of a good team player and an effective team leader. A good academic leader keeps an eye on external environment which influences their subject and how it is taught because of changes in other sectors, such as ICT.

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The skills of leadership and strategic management are hence vital for a teacher. This workshop will focus on helping senior faculty to acquire and strengthen their leadership skills.

### The Workshop Methodology

The course focuses on the specific leadership skills required for teachers including how to deal with current generation of students often referred as "Millennials Generation" dealing with rapidly changing knowledge base, application of technology in education. This course has been developed based on the experience gained from a number of leadership courses conducted for various leading organizations for participants from India, Indonesia, Afghanistan and Bhutan by IIHMR Delhi.

This five-day program primarily focuses on imparting skills through fact, act and reflect approach (adapted from leadership Development Program of National Health Scheme, United Kingdom). The **"Fact"** aspect updates the participants on the latest concept of and theories in leadership and strategic management. The **"Reflect"** component helps participants to do reflective thinking through pre-workshop assignments, exercises during "face to face" phase. The **"Act"** component helps participants to create an individual personal leadership development plan based on reflection.

The established leaders in academics will be invited to share their experiences in leadership with the participants. Five pre-workshop assignments are attached. The exercises and case studies to be used during the face-to-face phase will be shared during the workshop. After the face-to-face phase, two follow ups will be done to review progress and address emerging issues. Necessary guidance is provided to participants to strengthen the use of the leadership skills that they acquired during the earlier phase of training.

### Learning Objectives

By the end of the workshop the participants would have reflected on their leadership and strategic management skills, identified areas for improvement and prepared a personalized leadership skills development plan. Their progress will be reviewed at the two follow up contacts.

### The Resource Persons

Course Director	Course Directors	Co-	External Resource Persons	Meet the Academic Leader ( * TBC)
Dr Sanjiv Kumar, Director, IIHMR Delhi	Dr Preetha G S, (Alumni of INCLEN's Leadership course), Associate Professor, IIHMR Delhi	of	<ul style="list-style-type: none"> <li>Dr. Neeta Kumar, Professor, Department of Pathology, Jamia Islamia University, New Delhi</li> <li>Dr. Sanjeev Kumar, Communication Expert</li> </ul>	<ul style="list-style-type: none"> <li>Dr S.D Gupta, Trustee Secretary, IIHMR</li> <li>Prof. (Dr.) S.K. Sarin, Director, Institute of Liver and Biliary Sciences</li> <li>Dr. Saudan Singh, Vice Chancellor, Hemvati Nandan Bahuguna Uttarakhand Medical Education University</li> <li>Prof. O. P. Kalra, Vice Chancellor, Pt. B. D. Sharma University of Health Sciences</li> </ul>

## Course Contents

- Essential Leadership Skills- Models and Concepts
- Strategic Management and Change Management Skills
- Scientific writing
- First Things First (Time Management) and Work Life Balance
- Emotional Competencies
- Listening Skills, Dealing with difficult persons
- Networking and Negotiation Skills
- Personal Leadership Development Plan

## Course fee

- INR 32,450 inclusive of GST
- Boarding and loading is available as first cum first service basis
  - Single occupancy per day: INR 2065 inclusive of GST
  - Twin Sharing per day: INR 2419 inclusive of GST for two participants

## Early Birds Discount

Applications received on or before 4-weeks will be entitled to an early bird discount of 10%.

## Groups Discount

Any organization sponsoring four or more participants to the program will receive a discount of 20% on the total fee payable.

## Maximum Discount

Organization can avail themselves of both group and organization discounts, subject to a maximum discount of 20%.

## About IIHMR

IIHMR Delhi, established in 2008, is a premier institution dedicated towards transforming healthcare through research, training and education. The Institute runs a full-time, AICTE approved, two-year Postgraduate Diploma in Hospital and Health Management enabling human resource professionals to make noteworthy contributions in healthcare delivery.

The institution is fully equipped with state of art facilities to take up Academic and Training programs. It has an excellent combination of faculty with different backgrounds (Medical and Non- medical) to take up Academics, Research and organize Management Development Programs in their respective specialties.

In the recent past such training programs have been organized for BRAC- Bangladesh, Urban Primary Health Care Services Delivery Project – Bangladesh, Ministry of Public Health, SAF, ACTD- Afghanistan, Ministry of Health- Sri Lanka, Ministry of Health and Family Welfare, Myanmar, Ministry of Health and Social Welfare- Tanzania, and Jigme Dorji Wangchuck National Referral Hospital-Bhutan, Government of National Capital Territory, Delhi etc.

## How to apply

Please send application form duly filled-in along with the demand draft made in favor of "International Institute of Health Management Research" payable at Delhi at the following address:

Dean (Training), International Institute of Health Management Research, Sector 18 A, Plot No 3., Dwarka , New Delhi 110075 Phone: 011-30418900  
E-mail: [shikha@iihmr.org](mailto:shikha@iihmr.org)

For more information please visit our website [www.delhi.iihmr.org](http://www.delhi.iihmr.org)