

## **The Report on Four Day Training Programme on Academic Leadership**

The four day Training Programme on *Academic Leadership* is sponsored by *Centre For Academic Leadership and Education Management* (Under the Scheme of PMMMNTT, HRD Ministry), Aligarh Muslim University, Aligarh, for Vice-Chancellors/Directors/Pro-Vice Chancellors/Dean/Chairpersons and Heads of Departments was held from 27<sup>th</sup> December, 2017 to 30<sup>th</sup> December, 2017 at AMU Centre Malappuram.

### **First Day:**

The *inaugural session* started on 09:30 am at the Seminar Hall of the Centre. Mr. Shefееqu Rehman K. V., the Course Coordinator and Asst. Professor, Dept. of Business Administration, AMU Centre Malappuram, welcomed the guests and the participants. The Honorable Director of the AMU Centre Malappuram, Prof. Abdur Rasheed K.M., inaugurated the training programme. Dr. R. Ganesan, the Director of Allana Institute of Management Sciences, Azam Campus, Pune and Dr. P. Mohammed, Director of MES Colleges, Kerala felicitated the function. Mr. Mohammed Azham Khan, Asst. Registrar of the Centre has proposed the vote of thanks. Ms. Sabeena P.S., Asst. professor of Dept. of Education anchored the programme. The function was concluded by 11:00 am.

The second session was on *Quality Assurance, Accreditation and Enhancement of Institutional Performance*. The session was handled by Dr. P. Mohamed, Director of MES Colleges, Kerala. In the session, he discussed about the need for quality assurance, the NAAC accreditation process, criteria for accreditation process and grading. The session started at 11:30 and concluded at 1:00 pm.

The third session was on the *Use of ICT*. The session was handled by Dr. R. Ganesan, the Director of Allana Institute of Management Sciences, Azam Campus, Pune. In the session, he discussed about the teaching pedagogy and use of ICT according to teaching methods. The session started at 01:00 am and concluded at 03:30 pm

The fourth session of the day was on *Curriculum Development* and it was an activity oriented session. The session was handled by Dr. R. Ganesan. Each participant was asked to write the existing curriculum structure in their respective universities and asked to suggest a mode of action to improve the weakness of the present curriculum. On the basis of their

suggestions, the resource person discussed each suggestion. The session started at 4:00 pm and concluded at 5:30pm.

### **Second Day:**

The second day of the training programme started with a session on ***Budgetary and Resource Mobilization***. The session was handled by Dr. R. Ganesan. During his engagement with the participants, Dr. Ganesan illustrated various modalities of budget preparation and discussed the various aspects of income generation and meeting expenses. Beginning with various concepts included in the budget preparation, forecasting and targeting, inflow and outflow of capital, he elaborated the necessary processes to be completed while preparing a good budget. The session started at 9:30 am and concluded at 11:00 am.

The second session on ***Accountability and Autonomy***, was handled by Dr. R. Ganesan himself. In the session, while stressing on the importance of these two concepts in the higher education system, he also shared the various concerns in the implementation of them. He discussed the extent to which the education system can be given freedom for achieving academic excellence and autonomy. The session started at 11:30 am and concluded at 1:00 pm.

The third session was on ***Student Support Services***, which was handled by Dr. R. Ganesan. In the session, he discussed about the various stages of student support services. It is broadly classified into Pre-admission stage, Admission stage, Programme/Course stage, Parting out stage, Alumni Stage and finally the Migration stage. The session started at 02:00 pm and concluded at 03:30 pm.

The fourth session of the day was on ***Handling Student Diversity***, which was handled by Dr. R. Ganesan. The session was interactive and engaging the participants. Each participant was asked to list the possible diversities of the students and asked to suggest the suitable mode of action to address the diversities. On the basis of the comments and views shared by the participants, Dr. R. Ganesan analyzed each point. Stressing the merit of different ideas, he explained his own experiences in various institutions. He also highlighted the need for celebrating the diversities sometime and using them positively for inculcating various social values. Further, he cautioned on the situations where the diversities may affect the functioning of the institutions. The session started at 4:00 pm and concluded at 5:30 pm.

### **Third Day**

The third day of the training programme was started with a session on *Effective Leadership*. The session was handled by Dr. Rajshekar Krishnan, CEO, Google, Bengaluru (Karnataka). During his engagements with the participants, Dr. Rajshekar discussed about leader assessment, leader characteristics, leader styles, leader behavior and finally leader evaluation and development. He also elaborated about a practical model of leadership in which Individual, Team and Task are the components. The session started at 9:30 am and concluded at 11:00 am.

The second session of the day of the training programme was on *Building Teams*. The session was handled by Dr. Rajshekar Krishnan. During his engagements with the participants, Dr. Rajshekar discussed about achieving the task, building and maintaining a team and, developing an individual. He also discussed about the Belbin's Team Role in which he explained about the action oriented role, people oriented role and thought oriented role. The session started at 11:30 am and concluded at 01:00 pm.

The third session of the day was on *Conflict Resolution* and the session was handled by Dr. Zakaria K.A., Professor, School of Management Studies and Director, Kaushal Kendra, CUSAT, Cochin. Beginning with different types of conflict in the institutional settings, Dr. Zakaria focused on the sources of conflict and techniques to resolve them. Through personality tests, he tried to convince the strength and weakness of the participants while addressing the conflicting situations. The session started at 02:00 pm and was concluded at 03:30 pm.

The fourth and last session of the day was on *Institutional Ranking* and the session was handled by Dr. Rajshekar Krishnan. He discussed about the Academic Ranking of World Universities and National Institutional Ranking Framework (NIRF). He also elaborated about the parameters of NIRF such as teaching and learning resources, research and professional practice, graduation outcome, outreach and inclusivity, and perception. The session started at 04:00 pm and concluded at 05:30 pm.

### **Fourth Day:**

The fourth day of the training programme was started with a session on *Reforms and Higher Education*. The session was handled by Dr. Rajshekar Krishnan. He discussed about challenges faced by the higher educational Institutions in India such as corruption in its political economy and pressure on public resources to a future of work, that requires new competencies and newer models of employment. He also elaborated about three areas where change is

required. They are: the governance of institutions, the ability of institutions to attract a very different kind of faculty and the regulations to understand the culture. The session started at 9:30 am and concluded at 11:00 am.

The second session of the fourth day of the training programme was on ***Internationalization & Collaborations***. The session was handled by Dr. Rajshekar Krishnan himself. During his engagements with the participants, Dr. Rajshekar discussed about the rules for the successful collaborations in which he elaborated about the need to collaborate, finding the right partners, leveraging the existing relationships, finding the common ground with the other, investing in relationships, identifying and supporting the champions and sponsors and, measuring, monitoring and communicating the success. The session started at 11:30 am and concluded at 01:00 pm.

The third session was on ***Group Work*** and it was handled by Mr. Shefееqu Rehman K.V., the Course Coordinator. In the session, he divided the participants into various groups and, each group is asked to think over a real challenge they had faced as an academic leader. The Course Coordinator has given an opportunity to them to articulate the challenge and, the pros and cons of the decisions they had taken in light of the knowledge and the skills they have imbibed through the four day training programme. The session was an active one, where all the participants had opened their thoughts and feelings. The participants have shared the benefits they have received through the training. Moreover they have firmly decided to take more effective measures and feasible decisions in their prospective career based on the training they received in the programme. The session started at 02:00 pm and was concluded at 03:30 pm.

The training programme was concluded with ***Valedictory Session***. The function began on 04:00 pm at the Seminar Hall of the Centre. The Course Coordinator, Mr. Shefееqu Rehman K.V., during his welcome speech, expressed his sincere gratitude to his whole crew, AMU Fraternity and the UGC HRDC, AMU, Aligarh for their committed cooperation, support and guidance. The Honorable Director of the Centre, Prof. Abdur Rasheed K.M. had rendered the valedictory remarks of the course. He had distributed certificates to the participants and congratulated them wholeheartedly. Mr. Mohammed Zulfiqar, Assistant of UGC HRDC AMU felicitated the programme and congratulated the participants and AMU Malappuram Centre. A few of the participants had shared their experiences of the course and expressed their gratitude to the AMU Malappuram Centre and UGC HRDC, AMU for giving them the opportunity to

participate in the programme. Mr. Mohammed Azham Khan, Asst. Registrar of the Centre had proposed the vote of thanks. The meeting came to an end by 05: 30 pm after the University Tarana followed by the National Anthem. The participants bid farewell to the Centre after having a group photo.

Date: 03/01/2018

Course Coordinator

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Mr. Shefeequ Rehman K.V.