

### **Description of IUCEE Academic Leadership Development Course**

With the evolving landscape of Higher Educational Institutions (HEIs), the role of academic leaders is becoming increasingly complex. The limits and boundaries of their responsibilities are getting blurred, which makes it overwhelming for the leaders. Fast changing national aspirations reflects in the industrial rush which demands manpower with ever changing skillsets. HEIs are expected to cater to this demand. They are also expected to compete with each other, nationally and internationally in the form of Rankings, Externally Funded Research Projects, Accreditation, Publications, Patents, Startups etc. Student intake quality is also seeing unpredictable changes and industrial demand biases student admissions. All these have to be handled by the leaders in the Academic Institutions and not all of them may be ready for it. Having a Ph.D. degree and having some experience in teaching and research is surely a necessary requirement but is hardly sufficient to be an effective leader. One needs to prepare carefully for a leadership role to traverse and function through it effectively.

One may approach developing leadership skills in many ways and there are multiple perspectives to it. There is no, 'one approach fit for all' method. Many experts and groups around the world have tried to present different perspectives in leadership training. This training program is intended to take a slightly different approach. It is not claiming to be the best or that it will address all possible needs of aspiring leaders. But it will add a new perspective altogether to the development of leadership skills. The focus here is primarily on developing one's own core values of heart, rather than building the specific skillsets necessary to tackle different situations as a leader. The ideas presented will emphasize that by focusing on one's inner self-development, all the skillsets necessary to handle any given situation will either manifest naturally from the person or with minimal effort one can acquire them.

The training program is intended to be covered through a series of 4 or 5 discussions, each about one hour or so. It will address the importance of one's own self-evaluation in accepting a leadership role, what leadership entails and how one can handle them practically. A substantial part of the program will dwell on building and leading a team. As leaders mostly deal with the minds of their team members, the science of the mind will be discussed and some of the important principles of team building will be explored. Topics pertaining to planning and management of resources will be covered which begins with ascertaining the ground realities in the department and addressing it through a blend of static and dynamic planning, concluding with how to handle resource shortage.

Finally, one session, while not directly addressing leadership principles, is intended to deal with a subject matter that are indispensable for the leaders – principles of maintaining good health and nurturing the inner strength to walk on the path of righteousness when executing the duties.

The outlined principles aim to provide clarity and boost confidence in leadership roles. The topics of presentation will be illustrated through many many real practical life examples and scenarios making it easier for the participants to comprehend.

**First webinar on Wednesday, November 22 at 4 pm IST**

**Registration Fee: Rs, 1,000 + GST per participant.**

**About the presenter:**

An IIT Roorkee graduate in Civil Engineering, Dr. C.Sivapragasam is currently a Senior Professor and Director (IQAC) at the Kalasalingam Academy of Research and Education, Tamil Nadu. He is known for his quality teaching with innovative pedagogy design and student centric approach, besides his significant contributions in research in the field of Water Resources Engineering. He has an over 16 years of administrative experience in various capacities as HoD of Civil Department, Director (Faculty Affairs and Learning Technology) and Director (IQAC). He is a recipient of P.K. Das Memorial Best Faculty Award, Venus International Best Researcher Award and IUCEE Teaching – Learning Leadership Award. He is also currently an IUCEE Honorary Member.