



Time Table

THEME OF THE COURSE: 04 DAYS TRAINING PROGRAMME ON ACADEMIC LEADERSHIP

(Vice-Chancellors/ Pro Vice Chancellors/ Directors/Deans/Chairpersons and Heads of the Department)
 (27th – 30th August, 2018)

Project Coordinator : **Professor A.R. Kidwai**, Director, UGC HRDC, AMU
 Assistant Project Coordinator : **Dr. Faiza Abbasi**, Assistant Professor, UGC HRDC, AMU
 Course Coordinator : **Dr. Mohd. Suhail Iqbal**, Principal, Hasanath College, Bangalore
(Karnataka)
 Venue : **Hasanath College for Women Bangalore (Karnataka)**

Day No.	Date	Session I (10:00 – 11:30 a.m.)	Session II (11:30 a.m. – 1:00 p.m.)		Session III (2:00-3:30 pm)	Session IV (3:30-5:00 pm)
1.	27.08.2018 Monday	Inaugural	Interactive Session By Dr. Mohd. Suhail Iqbal, Principal, Hasanath College, Bangalore (Karnataka) Coordinator	Lunch Break	Internationalisation & collaborations By Dr. R. Ganesan Director Allana Institute of Management Sciences, Azam Campus, Pune (MS)	Curriculum, Curricular development and Pedagogy/improved teaching & learning & promoting research By Dr. R. Ganesan Director Allana Institute of Management Sciences, Azam
2.	28.08.2018 Tuesday	Student support services and placement, grievance redressal and handling student issues By Dr. R. Ganesan Director Allana Institute of Management Sciences, Azam Campus, Pune	Conflict resolution and management/Distributed leadership and diffusion of authority/Effective decision making (parallel sessions or combined theme) By Dr. R. Ganesan Director Allana Institute of Management Sciences, Azam Campus, Pune (MS)		Emotional Intelligence By Dr. Sushma Ganesan Allana Institute of Management Sciences, Azam Campus, Pune (MS)	Effective Communication By Dr. Sushma Ganesan Allana Institute of Management Sciences, Azam Campus, Pune (MS)
3.	29.08.2018 Wednesday	Effective leadership By Dr. Rajshekhar Krishnan Executive Director, 6 Cubes Corporate Training Solutions Bangalore (Karnataka)	Building teams By Dr. Rajshekhar Krishnan Executive Director, 6 Cubes Corporate Training Solutions Bangalore (Karnataka)		Reforms and Higher Education By Dr. Rajshekhar Krishnan Executive Director, 6 Cubes Corporate Training Solutions Bangalore (Karnataka)	Internationalisation & collaborations By Dr. Rajshekhar Krishnan Executive Director, 6 Cubes Corporate Training Solutions Bangalore (Karnataka)

4.	30.08.2018 Thursday	<p align="center">Financial management and resource mobilization-I</p> <p align="center">By</p> <p align="center">Prof. Khwaja M. Shahid, IAS</p> <p align="center">(Former Vice Chancellor MANUU, Hyderabad)</p> <p align="center">New Delhi</p>	<p align="center">Financial management and resource mobilization-II</p> <p align="center">By</p> <p align="center">Prof. Khwaja M. Shahid, IAS</p> <p align="center">(Former Vice Chancellor MANUU, Hyderabad)</p> <p align="center">New Delhi</p>	<p align="center">Experience sharing, Group work and Take aways/key learnings/implementation ideas</p> <p align="center">By</p> <p align="center">Dr. Mohd. Suhail Iqbal, Principal, Hasanath College, Bangalore (Karnataka)</p> <p align="center">Coordinator</p>	<p align="center">Valedictory</p> <p align="center">By</p> <p align="center">Prof. M. Rizwan Khan</p> <p align="center">Dept. of English</p> <p align="center">AMU, Aligarh</p>
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Centre for Academic Leadership and Education Management (CALEM)

(Under the Scheme of PMMMNMTT HRD Ministry, Govt. of India, New Delhi)
Aligarh Muslim University, Aligarh – 202002 UP (India), Phone No. 0571-2400991

LIST OF PARTICIPANTS

THEME OF THE COURSE: 04 DAYS TRAINING PROGRAMME ON ACADEMIC LEADERSHIP

(Vice-Chancellors/ Pro Vice Chancellors/ Directors/Deans/Chairpersons and Heads of the Department)
(27th – 30th August, 2018)

Project Coordinator : **Professor A.R. Kidwai**, Director, UGC HRDC, AMU
Assistant Project Coordinator : **Dr. Faiza Abbasi**, Assistant Professor, UGC HRDC, AMU
Course Coordinator : **Dr. Mohd. Suhail Iqbal**, Principal, Hasanath College, Bangalore (Karnataka)
Venue : **Hasanath College for Women Bangalore (Karnataka)**

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Consolidated Statement

SC		ST		OBC		Minorities		General		Local	Outstation	Total		Total Participants
M	F	M	F	M	F	M	F	M	F			M	F	
4	2	2	2	-	-	16	26	12	9	72	-	34	39	73

REPORT OF CALEM-2018

HRDC, AMU-SPONSORED 4-DAY TRAINING PROGRAMME ON ACADEMIC LEADERSHIP AT HASANATH DEGREE COLLEGE FOR WOMEN

**BANGALORE,
KARNATAKA 27th - 30th
AUGUST 2018**



The Aligarh Muslim UNIVERSITY HRDC, owing, perhaps, to the past success, once again decided to conduct a 4 DAY Training Programme on Academic Leadership at this college. 73 Participants includes Heads of Dept., , Co-coordinators, Principals & Directors attended the 4-day Training Programme at the well-equipped Information Centre of the college, which, incidentally happens to be the best in Bangalore University, as commented by visitors from different institutions.

Day-1:

Inaugural function of 4 day Training Programme on ‘Academic Leadership’

The 4-day Training Programme has began with the usual fare of prayers from the holy Quran as well as Bhagavad-Gita – characteristic of the secular face of the College that has nurtured and converted over 1,00,000 girls in to competent Women from all denominations. Janab Younus Mohamed president of the Hasanath Group of Institutions and the principal, the inveterate props of all constructive training activities at the College were seemingly subsumed with happiness of the CALEM providing yet another opportunity for this constructive Job. Janab Wahab khan, Hon. Secretary in his capacity as the Chief Guest of the Inaugural function, rightly described a leader as one who would understand his followers first socially, an implication of how the capacity to be a leader begins.

Presidential address for the inaugural day was delivered by Mr. Abdul G.Sait, Venture Capitalist and CEO, who outlined the role of leaders in shaping the minds of the new Generations.

	<p>Centre for Academic Leadership and Education Management (CALEM), UGC Human Resource Development Centre, Aligarh Muslim University, Aligarh Organizes 4 Day Training Programme on “Academic Leadership”</p>	
<p>At</p>		
<p>HASANATH COLLEGE FOR WOMEN DICKENSON ROAD, BANGALORE-560042 27-30th August 2018</p>		
<p><u>INAUGURATION</u> on Monday, 27th August 2018 at 9.30 AM</p> <p>Chief Guest: Janab A.Wahab Khan Saheb Hon. Secretary, Hasanath Edn.Society, Bangalore Janab Abdul Gafoor Sait (Mohsin) Group CEO & Venture Catalyst (Member, HES) <i>Will preside over the function</i></p> <p>Guests of Honour: Dr.R.Ganeshan Director, Allana Institute of Mgt Studies, Pune Janab Hameed Razack Sait Chairman, HES Advisory Committee Janab Sayeed Munawer Saheb Vice-President, HES Janab Aziz Qader Saheb Vice-President, HES Janab Sulaiman Rabbani Sait Saheb Treasurer, HES</p> <p>Venue: Razack Sait Memorial Conference Hall, Hasanath College for Women, Bangalore</p>		
<p>Younus Mohammed President, HES</p>	<p>Prof.A.R.Kidwai Director, UGC-HRDC, AMU</p>	<p>Dr. Mohd. Suhail Iqbal Principal & Course Coordinator</p>



The 4-day Training Programme on 'Academic Leadesship' has been commenced by the well-selected Resources Persons of the CALEM. It was first the turn of Dr. R.Ganeshan, Director, Allana Institute of Management Sciences, Azam Campus, Pune to unleash a fund of information to the elite gathering. He began, without announcing the objective of his exercise which happened to find who the leaders and who the followers would be divided the participants into half-a-dozen groups, and gave them the exercise of identifying the uniqueness in individuals within the groups. He came out with the ingenious way to identify the leaders from what the individuals had identified in them. This, perhaps, had given an idea to the participants about the nature of the proceedings to follow in the 4-day Training Programme. The concept of leadership, that followed, was as enthralling as it was informative.



Dr.R Ganeshan, himself a Corporate trainer spoke about the 5 Ds of leadership qualities, distribution of traits of leadership in different individuals and how to hone those traits mentally, intellectually and spiritually. He rightly rated Management and Leadership as two distinctive traits, yet complementary to each other. He elaborated on Jim Collin's Level-5 Leaders who showcase personal humility with intense professional will. Dr. R.Ganeshan also touched on Blue Ocean Strategy and the 8-Roles of Effective Leaders.

In his next session, Dr. R.Ganeshan described how curriculum development can be achieved through the traits of Knowledge, Skills and Attitude. During this discourse, Dr.R.Ganeshan touched on Curriculum and Bloom's taxonomy.

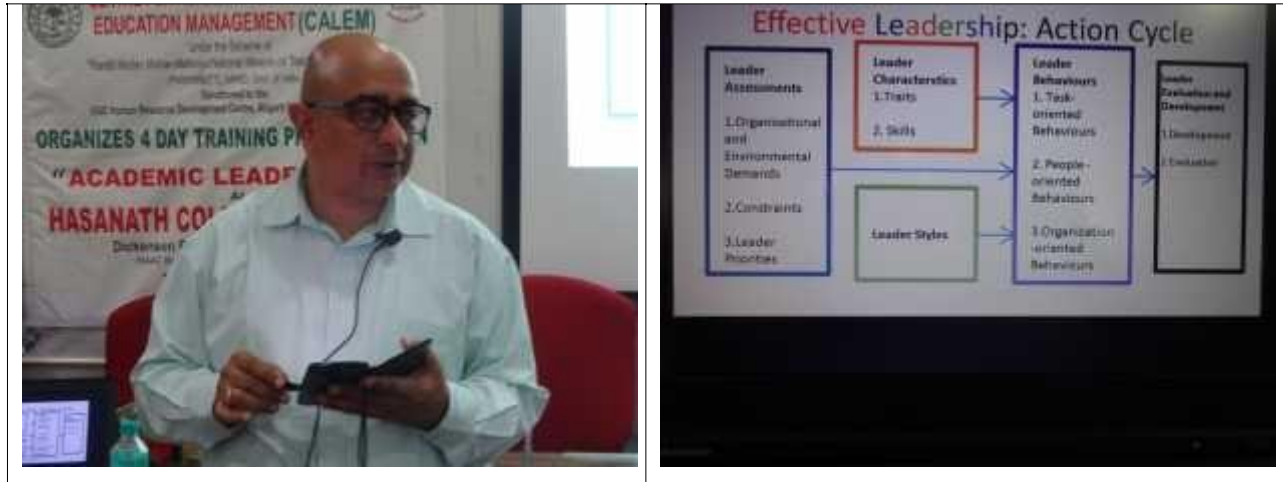
2nd Day, 28-8-2018

The first part of the **2nd Day's programme** was covered once again by Dr. Ganeshan who began by quoting Mahatma Gandhi that 'Students are the Customers of Teachers'. What a great thought and what a timely quote! He spoke on student Support Services, Higher Order Thinking, the Bloom Line and the 3-domain of psychomotor, i.e., Cognitive, Effective and Co-native. Dr. R.Ganeshan concluded by advising that Questions from all levels of Bloom will help in learning and differentiates instructions the easier way.



Dr. Sushma Ganeshan, who also works at the Allana Institute of Management Sciences, Pune spoke next about the 5 components of Emotional Intelligence – Self- Awareness, Self-Regulation, Motivation, Empathy and Social Skill. Also discussed were the 7 basic emotions that govern people, Anger Management and Impulse Control. She concluded her topic of Emotional Quotient and Emotional Intelligence mentioning about the habit of highly emotionally intelligent people. To a brash(y) question from a member of the audience whether people with Emotional Intelligence can be dubbed as 'crooks', the answer given by Dr.Sushma Ganeshan was that Emotional Intelligence was a term that could be used as a-double edged, nay, a triple-edged weapon !, an intelligent answer from an intelligent resources person.

3rd Day, 29-8-2018



On the 3rd Day, all the four sessions were dominated by Dr. Rajasekhar Krishnan, Executive Director, 6 Cubes Corporate Training Solutions, Bangalore, in which he talked about Effective Leadership, Building Teams, Reforms and Higher Education and Internationalization and Collaborations. He highlighted about leadership characteristics, traits and skills. He made particular mention of Meditation as it would “improve thinking ability and cognition”. He also touched upon Leadership in various scenarios, leadership development and its evaluation. This particular session was concluded with explanation about team-building, strengthening alliances and managing external stake-holders.

The second session began with Higher Education and the need for Reforms. He said that students should be job creators and not merely job seekers. Save for mentioning that Indian Academic Institutions are heading towards irrelevance, he did not touch upon the mooted idea of doing away with the UGC. He touched on the need for Education to be open, trusting, experimental, inspirational, directional and enhancing people's belief that nothing is impossible, and that education is the basis of social and economic change in the country.

Dr. Krishnan also explained the concept of 'Change' in 3 areas, i.e., Governance, Ability to have a faculty which will make a difference and Regulatory Will. If taken care of, all these would work in the transformational process of an institution which would help country redesign its educational system as the need of the hour. Dr. Krishnan failed to touch on the sensitive issue of how the Faculty is divided officially into two halves by the UGC scales to some non-deserving and low non-UGC scales to some deserving teachers, which is a reason for good individuals abandoning teaching as a career in University establishments.

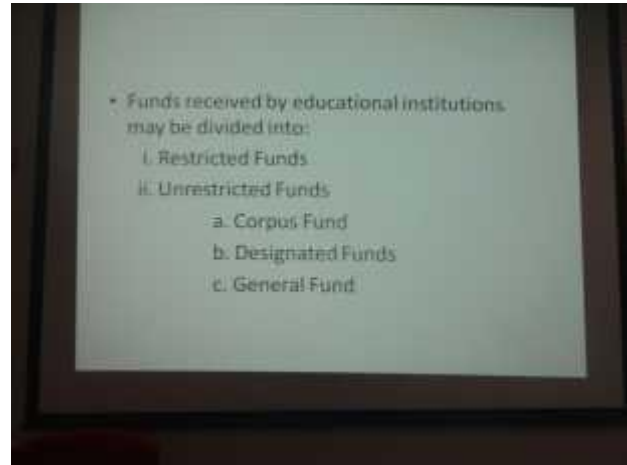
Dr. Krishnan concluded his day with Internationalization and Collaboration and with an exercise on discussion on academic excellence.

4th Day: 30-8-2018

The fourth and final day saw another eminent personality Prof. Khwaja M. Shahid, IAS who was a former Vice-Chancellor of MAANU, Hyderabad. As a true administrator and visionary, Prof Khwaja M. Shahid IAS emphasized on financial management and resources management to boost the nation's development in terms of economic growth, social status and citizen well-being. Resources are required beyond fund-raising. It entails obtaining resources from a multitude of partners. To track financial performance is to meet the desired goals and building of trust. In support of financial management Prof Khwaja M. Shahid IAS listed a few recommendations that can be exercised to fulfill these goals. He recommends the reduction in Govt. control of Universities to preserve the University Autonomy and Accountability.

Academic

decisions should be taken on merit. New methods and procedures of financial regulation should be devised and direct interference.



Prof Khwaja M.Shahid IAS concluded by reiterating that higher education should be developed for infrastructure for social and economic growth of the country, with student involvement. Political interference should be stopped.

4th Day: 30-8-2018, Valedictory Function



The concluding fare, organized in the Founders' Hall saw all luminaries of management from President, Secretary, & Treasurer, Prof Khwaja M.Shahid IAS Prof.M.Rizwan Khan AMU and the Principal gathering and being felicitated.

Al

l individuals spoke, and the positive targets were CALEM and the Principal, Dr. Mohammed Suhail Iqbal who organized the 4 Day Training Programme, for its success.

Prof. M.RIZWAN KHAN Dept of English AMU in his valedictory address spoke on the Introduction of Quality mandate for colleges and universities. This included NAAC accreditation with a minimum score of 2.5 for all institutions. Also stressed on how the Higher Education Institutions (HEIs) to improve the graduate outcome so that at least 50% of the students get employment, become self employed or get higher education. Promote students link with society or industry that at least 2/3 of them engage in socially productive activities. He emphasized on training students in essentials professional soft skills like learn work time management as well as values and professional ethics create

awareness for students to demonstrate these talents. Employability should be given importance by Govt. Jobs should be created for which effective policies to be followed

	<p>Centre for Academic Leadership and Education Management (CALEM), UGC Human Resource Development Centre, Aligarh Muslim University, Aligarh Organizes 4 Day Training Programme on “Academic Leadership”</p>	
<p>HASANATH COLLEGE FOR WOMEN DICKENSON ROAD, BANGALORE-560042 27-30th August 2018</p>		
<p>VALEDICTORY FUNCTION</p>		
<p>Thursday, 30th August 2018</p>		
<p>Chief Guest:</p>	<p>Janab Younus Mohammed Hon'ble President, Hasanath Edn.Society, Bangalore</p>	
<p>Prof. M.Rizwan Khan Dept. of English, AMU Will preside over the function</p>		
<p>Guests of Honour:</p>	<p>Janab Prof. Khwaja Shahid, IAS, Former Vice Chacellor, MANUU, Hyderabad</p>	
<p>Janab Sayeed Munawer Vice-President, HES</p>		
<p>Janab Aziz Qader Vice-President, HES</p>		
<p>Janab Sulaiman Rabbani Sait Treasurer, HES</p>		
<p>Janab Hameed Razack Sait Chairman, HES Advisory Committee</p>		
<p>Venue: Razack Sait Memorial Conference Hall, Hasanath College for Women, Bangalore</p>		
<p>Wahab Khan Hon. Secretary, HES</p>	<p>Prof.A.R.Kidwai Director, UGC-HRDC, AMU</p>	<p>Dr. Mohd. Suhail Iqbal Principal & Course Coordinator</p>



The Principal, in his final golden words referred to the tremendous impact on the 4 Day Training programmed had, qualitatively. He said, “That the teaching sessions are interspersed with practical exercises, as required, should help us to know how teaching can be made very effective. We all must be grateful to the Resources Persons for their service, and, of course, CALEM itself. I am also told that there has not been a moment of dullness, as otherwise normally it is wanted to happen in a normal class room, when engaged by most of us. In short I would like to put across that we should treat ourselves to be lucky to be under the spell of our visiting resources persons. For

this, we should be indebted to not only the persons personally, but also to the AMU for deputing such excellent scholars”.



The Principal concluded on a very important note, saying, that the job of AMU and the resources persons was over, and it heralded the commencement of the job of the professors and principals with their alumni. What all they had learnt in the 4 Day

training Programme needed to be passed on to the students appropriately. He said that then only the Training Programme served a purpose.

The Principal also thanked the Librarian and his Adam staff for making the four- day programme so lively and also those involved in catering, stating that the arrangements were excellent.





**Centre for Academic Leadership and
Education Management (CALEM)**
Aligarh Muslim University, Aligarh



**4 Day Training Programme on
“ACADEMIC LEADERSHIP”**

at

**HASANATH COLLEGE FOR WOMEN, BANGALORE-560042
27-30th August 2018**



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