

Review & Reflections

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LeAP

- **Assessment-1**
 - **Day 15**
 - Date:

Observation
Overall performance
Time
management
and result
orientation.
Daily feedback
forms on
What new have
you learnt

- **What new have you learnt today?**

- Expansion in Knowledge:

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- Change in attitude:

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- Insights for institutional development:

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Group Work

Participants divided into smaller sub groups will be asked to respond to a variety of situations such as conflict management related to students, support staff and Faculty.

Emotional resilience and problem solving

Assessment-3

Group Work

Date:.....

Situation

Sub Group members

Outcome

Assessment-4

Role Play: **Overcoming Leadership Challenges**-Sessions by

..... LEAP, AMU

Role Play

In a given situation of academic leadership the participants perform their role on the theme

Institutional collaborations in academia and research

Full Name: _____

Signature: _____

Date:-.....

Summarized the significant leadership insights.

Assessment-6

Feedback Presentation

Presentation on the insights gained from the course and future leads.

Experience Sharing

Feedback Presentations

Enclosure-3

Briefing for Feedback Presentation Sessions (28th and 30th December 2019, 9am till 12:15 pm)

Esteemed colleagues, Welcome to the prestigious Leadership for Academicians (LeAP) Program of Government of India.

This note intends to brief you about the last but on session of the Indian part of this training program.

A training program aims at honing participants' abilities on three accounts i.e., Skill, knowledge and attitude.

What is a "*skill*"? It is an ability to do a specific task, e.g. Ability to use the PowerPoint. A professional is required to have some specific abilities in a particular domain. When we are fully dexterous on that account, we are classed as specialist. I trust that this training program shall help you to develop felicity in some specific skill or set of skills such as ability to use MOOCs platform.

The second aspect of the development is the "Knowledge" base. Let's visualize this in terms of English alphabet "T". Very much like "T", a person's knowledge base has two arms. The horizontal arm refers to the breadth of knowledge. Such a person is not only knowledgeable about his own subject but has also explored various other related (or even unrelated) knowledge bases as well. For example, many of you come from science streams but as potential academic administrators you shall be called upon to develop a broad understanding of the changing landscape of the education sector- not only in this country but elsewhere as well. The vertical arm refers to the depth of knowledge in our own specialty. I trust that you have already developed yourself on this account. In fact, that must have been the basis of your selection in this program. You would appreciate that a "T" looks good when it is balanced, i.e., it has a proportionate vertical and horizontal arm. I earnestly hope that this training program will help you broaden the horizontal arm of T of you knowledge base.

- Let's come to the third dimension, i.e., "Attitude". It is rather complex and critical dimension of a person's personality. It is complex because it includes many dimensions. It is critical because it plays a pivotal role in a person's eventual rise in life. As noted above, attitude is a bundle of attributes. As participants of this training program, a key dimension of attitude is our learning orientation. By joining this program you have already demonstrated this orientation .it indicates your propensity to enrich your mind with new ideas and approaches. We learn from variety of sources. We learn from our readings and our reflections on those readings. We learn from our peers. We learn from our life's experiences. For many of you, Visiting AMU, a unique institution, shall itself be a great learning opportunity. The second dimension of attitude is our approach towards life's struggles, disappointments and failures. Life of an academic in an Indian educational institution is not a bed of roses. Roses always come with thorns. If you reflect on your institutional realities and constraints, you would agree with this proposition. At times, it could be frustrating. Failures actually are a building block of success. So, when we encounter failures, how do we react? Do we crib and back and back out or rise up and walk again. For sure, your experiences in this program too would be a mixed one. How do we handle situations which may apparently not be as per our liking? I trust that this training program will help you reflect on your attitudinal disposition on this account.t hen there is a third dimension – the attitude of gratitude. A person endowed with this attitude focuses on his blessings not on constraints . For example- the Government of India has invested almost 10 lakhs on our growth and development through LeAP. Do we feel obliged for this? Does it inspire us to contribute to nation building? I have highlighted only some of the aspects of attitude. There may be many more. You are all perceptive and experienced professionals. You can add, based on your own experiences, many more dimensions of what constitutes a positive mental attitude. We wish you reflect on your experiences in this training program and specify your learning on all three dimensions., identified above. Let me also point out that development on the three dimensions does not require same level of efforts. Skill dimension is perhaps the easiest to develop. Next comes knowledge. However, the toughest one is attitude. It requires life-long efforts and training. We shall therefore expect you to submit a reflective note (of 250 words) specifying your learnings on the three dimensions identified above. The structure of the write up may be as below: (the structure specified is only indicative and not exhaustive)

1. Your background: The high points of your academic career.
2. The trigger point for your decision to participate in this training program and choosing AMU for the above purpose.
3. Your experiences in AMU till date and key learnings from LeAP. (especially in terms of skill, knowledge and attitude)
4. Your future learning/growth agenda and how it links with your Aim in Life.

This note may submitted in the office of HRDC (the course coordinator) by 26th December 2019.

We shall then meet for the interactive session, titled Feedback Presentations, on 28th and 30th December 2019 at 9am till 12:15pm (both days). During that session we shall expect you to make a presentation, based on that written note. Each participant shall be earmarked 4+1 minute for this activity. We shall use your presentations, along with the written note submitted earlier, as inputs to reflect on key take-away of this program. The focus of this reflection shall be both individual learning as also the group learning. I trust that this activity shall ensure deepening of our learning from LeAP.

In case you have a query, feel free to contact me as per the contact details shared below or approach me through your course coordinator.

Prof. Parvaiz Talib – 9412274252

Chairman, Dept. of Business Administration

Former Dean, Faculty of Management Studies & Research

Assessment-7
Written Assignment

Written Assignments

Every participant will submit a 3000 word original written assignment on the given theme. Please email on calemhrdcamu@gmail.com

You have completed the Academic leadership training program in Monash University which is a world class university. What you can do to make your HEI a high ranking institution.

Please enclose 3000 words original write up:-

Question: You have completed the Academic leadership training program in Monash University which is a world class university. What you can do to make your HEI a high ranking institution?

Please send us on calemhrdcamu@gmail.com by 28th February 2020.

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