

**International Training Programme on
“Enhancing Leadership Skills”**

i.	Name of the Institute	V.V. Giri National Labour Institute
ii.	Title of the Course	Enhancing Leadership Skills
iii.	Proposed dates and duration of the Course in Weeks/Months	March 09-27, 2020 (Three Weeks)
iv.	Eligibility Criteria for Participants	
	a) Educational	Graduation and above
	b) Work Experience	Minimum three years of work experience in the concerned field.
	c) Target Group/ Segment	Officials from Government Departments, Institutions, Representatives from Employee/Employers’ Organisations, Officials from Industry including service sector, HR Professionals etc. This programme is only for foreign nationals sponsored by Ministry of External Affairs, Govt. of India. The participant should have working knowledge of English.
v.	Aim	To develop understanding, aptitude and positive attitudes on leadership among participants of Developing Countries.
vi.	Objectives	<ul style="list-style-type: none"> • Share and experience various leadership styles; • Insights into the leadership dynamics of inter-personal and inter-group relations; • Develop effective communication and listening skills; • Acquire skills for managing and resolving conflicts at work; • Develop positive attitude towards work, superiors, peers and subordinates; • Sharpen behavioural skills and insights for better supervision; • Improving organizational climate through effective leadership styles; • Role of leadership in creating a motivational work culture. • Appreciate changing labour market dynamics and employment relations scenario in the context of globalisation; • Understand the concept and use of emotional intelligence; • Efficient ways of managing time and stress at work • Situational leadership and strategic leadership- new paradigms

vii.	Justifications/Rationale	<p>Organizations are made of groups of people. An essential objective of management is to coordinate the activities of the group and direct the efforts of their members towards achieving the vision, mission, objectives and goals of the organization. This involves the process of leadership and choice of an appropriate form of behavior. The manager must understand the nature of leadership which determines the effectiveness of the process. Importance of leadership needs no over-emphasis. Success of any organization is invariably attributed to the effectiveness style of leadership. Even independence, growth and prosperity of nations are because of good leadership. Likewise, prosperity and growth of industrial or business organizations can be attributed to effective leadership. World-class performances are achieved by many organizations because of effective leadership styles.</p> <p>Development of nations very much depends on development of institutions and organizations. An institution building is an art of a leader. Leaders could be political leaders, social leaders, academic leaders, entrepreneurial and managerial leaders and so on, the benchmark being their ability to create and run the institution or organization of world-class standards.</p> <p>Keeping in view the above, VVG NLI has been organizing this international programme on leadership for nearly a couple of decades now.</p> <p>This programme is designed to be interactive and participative, as participants from diverse backgrounds and countries participate, thus drawing and sharing some of the best practices and models of leadership styles from different countries.</p>
viii.	Detailed Course Content	<p>Leadership in globalised world; Leadership dynamics; Conceptual understanding of leadership; Leadership style; Visionary leadership; Globalization and world market and labour; Motivational styles; Communication skills; Developing positive attitude; Human Resource Management; Developing personal and organizational effectiveness; Conflict management; Intra and Inter Personal Relations; Stress management; leadership skills; emotional</p>

		<p>intelligence; personal effectiveness; goal setting. India and its culture.</p> <p>The present programme also proposes to showcase various success stories of many Indian leaders and organizations – both in government and private sectors. Efforts would be made to organize interaction of participants of the programme with some of the well-accomplished leaders during the three-weeks programme.</p> <p>The programme also proposes to expose the participants to the working of some of the best practices/success stories through field visits.</p> <p>The present programme also tries to showcase various success stories of many Indian leaders both in Government and private sectors. India has got many eminent leaders Ritesh Agrawal: OYO Hotels, Wilson Bezwada: Safai Karmachari Andolan, Magsaysay award winner) in various fields who have defied many odds to reach the position they are in today. Efforts will be made to organise interactions of participants with a few well accomplished leaders during the programme.</p> <p>The programme also exposes participants to have practical experience of various institutions/organizations working best in their fields. It may include visits to an Indian industry, government set up or any other organizations.</p>
ix.	Profiles/CVs of the Faculty	<p>Dr. Otojit Kshetrimayum (Course Director)</p> <p>Dr. Otojit Kshetrimayum is working as Fellow at the Institute. He is Coordinator of the Centre for North East India and one of the Associate Editors of the journal, <i>Labour and Development</i>. He is one of the Editors of the Institute’s Hindi Magazine “Shram Sangam” and the Associate Editor of <i>Awards Digest, Journal of Labour Legislation</i>. His areas of interests are Industrial Sociology, Skill Development, Social Protection, Unorganised sector, Entrepreneurship, Gender & Labour Issues, Corporate Social Responsibility, Cooperatives, Research Methodology, Labour Administration, and Labour & Employment in North East India.</p>

He is a Sociologist. He has completed Post Graduate in Sociology from the Department of Sociology, Jamia Millia Islamia, New Delhi; M.Phil and Ph. D. in Sociology from the Centre for the Study of Social Systems, School of Social Sciences, Jawaharlal Nehru University, New Delhi. His Ph.D. thesis is on "From Lineage to Cooperative: A Study of Handloom Weaving in Manipur". Before joining this institute, he was working as Assistant Professor in the Department of Sociology, School of Social Sciences, Sikkim Central University, Gangtok and as Senior Fellow in Women's Studies and Development Centre, University of Delhi. He has also worked in the projects conducted by National Council for Educational Research and Training (NCERT) and All India Institute of Medical Sciences (AIIMS). He has also delivered lectures at Asian Productivity Organisation, Tokyo; ILO-International Training Centre, Turin; National Judicial Academy, Bhopal; National Statistical Systems Training Academy; Maharashtra Institute of Labour Studies, Mumbai; Pandit Deendayal Upadhyaya National Academy of Social Security; National Institute of Open Schooling; Kumaun University, Nainital; Manipur University, Imphal; Indira Gandhi National Tribal University, Regional Campus Manipur; Tata Institute of Social Sciences, Guwahati; Sikkim University, Gangtok; Hemvati Nandan Bahuguna Garhwal University, Srinagar; Jamia Millia Islamia, New Delhi; Delhi University.

OTHER RESOURCE PERSONS:

Dr. K. Tara Shankar is the Associate Dean at Asian Business School. He is responsible for overall academic administration of PGDM Course; responsible for curriculum design, teaching, continuous monitoring of faculty development and responsible for the enhancement of students' leadership and managerial skills. His areas of interest include Organizational Behaviour, Human Resource Management, Marketing Management, Services Marketing.

Dr. M.M. Rehman a Ph.D. in Economics, has been working in the area of education and labour issues for almost four decades. He started his career as a journalist. His interests in the area of research mainly include- Unorganised Sector with special reference to Rural Workers and interest in the area of training which include – Rural Sector, Urban Unorganised Sector and Leadership Development, etc, He has completed the research studies like: Development & Dilemma: A Report of the project “Empowerment of Rural Labourers with Special Reference to Rural Artisans- Towards Evolving a Strategy – An Action Research Project”; Indian Labour: A Statistical Profile: Women Labour in India: A Comprehensive Manual; Handbook of Women Labour in India; Cine Workers Welfare Fund in India; Report on Action Research Project on Organising Rural Labour for Effective Participation in Development; Evaluation of Beedi Workers’ Welfare Fund; Social Security for Unorganised Sector – An Action Research, UNDP Project; Assessing Employment Potential for Workers in West Bengal, Janshree Bima Yojana: An Evaluation. He has also conducted evaluation research for several Welfare Funds, namely, Limestone and Dolomite Mines, Iron Ore Mine, Cinema Workers, Beedi Workers, Fish Workers and Differentially Aabled Workers in India. He was also engaged as coordinator the study of National Rural Employment Guarantee Schemes sponsored by Ministry of Rural Development, Government of India.

He was closely associated with conducting and coordinating training Trade Union Organisers. N.G.O. activists working particularly in both rural and urban areas.

Dr. Preetam Khandelwal is an Associate Professor at the Faculty of Management Studies, University of Delhi. She has done MA and PhD in Psychology. She taught at the Department of Psychology, University of Rajasthan and later at the Department of Applied psychology, University of Delhi for over a decade before Joining FMS, University of Delhi as an Associate Professor. She has over 3

decades of experience in teaching, research, training, and consulting. Her specialization is Organizational Behavior. Her research interests are in the area of work motivation, leadership, work life balance, Gender studies, Human Resource Development, Decision making .Her current interests are in the area of Aviation Psychology, Positive Psychology, Gender issues in Management, Intuition in Decision Making and Entrepreneurship.

She has been involved in designing & conducting Executive development programmes for various Public and Private sector organizations as well as Government Institutions such as Welcome Group of Hotels, Taj Group of Hotels, Gas Authority of India Limited, ONGC, Maruti Suzuki India Ltd, Indian Oil Corporation, DCM Ltd., NCERT, NUEPA, IGNOU etc. She is also involved in Psychological Testing and Recruitment related activities for various organizations.

Dr. Rishi Raj Singh – M.A. (Sociology), Rohilkhand University, Bareilly, Uttar Pradesh and PhD. from H.N.B. University Srinagar, Garhwal on Gender Issues in Women Entrepreneurship Development in India. Presently, working as Director (Training UEPA) & Training Officer. He is also incharge of International Programmes in the National Institute for Entrepreneurship and Small Business Development, M/o Skill Development and Entrepreneurship, Govt. of India. He is accredited Entrepreneurial Motivation Trainer.

He has the 27 years experience of conducting training International and national. Industrial potential survey in Iganga District of Uganda, Research in the area of Entrepreneurship, Micro Enterprise development. He developed the cases on Entrepreneurship for using in the training programme.

Dr. Sapna Popli has handled roles and responsibilities of a corporate executive, a teacher, trainer, researcher and an academic administrator in more than 20 years of work experience. She is an MBA, majors in Marketing with an undergraduate degree in Mathematics (Honors).

		<p>She has offered courses in marketing, services, strategy & marketing research at IILM. Her work has been published and presented in the areas of business education, quality in business education, customer satisfaction, learning and culture in various journals & conferences. Her current research & consulting interests are in the areas of leadership & service orientation.</p> <p>In the last 14 years at IILM, she has handled various portfolios during these years. Her current role, besides managing the postgraduate business programs, includes major responsibility for curriculum development, student development, international collaborations and partnership development.</p> <p>Prof. Sunil Bakshi is an alumni of Delhi School of Social Work from where he passed his MSW. He is also a law graduate from Delhi University. He has 30 years of experience in corporate and academic sector. He was General Manager – HR of Damas Jewellery, Dubai. He was Chief Consultant with End to End Solutions, Dubai. He is a visiting faculty to Delhi School of Economics and London School of Economics. He is presently involved in Corporate Trainings in the field of HRM, Labour Laws and Soft Skills. Presently working as Chief Executive Officer at Global Institute of Skill Development, New Delhi.</p>
x.	<p>Mode of Evaluation of Performance of the ITEC Participant</p>	<p>The evaluation of the performance of the ITEC participants will be monitored by the Course Director on a day to day basis. Some of the criteria to be used for the day to day monitoring would include: attendance and punctuality; attentiveness in the sessions; participation in various sessions particularly in the group activities; questions being raised in the different sessions etc. Apart from this, each participant will be required to make a presentation on a theme of their specialisation related to the course towards end of the course.</p>

xi.	Expected Outcome of the Course	<p>The participants gain knowledge about effective leadership and other concerned issues. They also learn various skills of leadership such as influencing skills, interpersonal skills, conflict management skills, communication skills, motivation skills, emotional intelligent skills and Positive attitude. This helps in managing their work effectively and developing team work and better interpersonal relations at all levels.</p> <p>The programme would try to realize the potential of the participants and inspire them give their best in their respective fields. It ultimately brings in transformational change in their society in a broader context.</p>
xii.	Course Director	<p>Otojit Kshetrimayum otojit.vvgnli@nic.in</p>