

**A SNAP SHOT ON  
BRIEF REPORT ON PROFESSIONAL DEVELOPMENT TRAINING  
PROGRAMME  
UNDER TEQIP - III (Batch-2)**

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## **Background:**

Professional Development Training Programme Under TEQIP - III offers a pragmatic approach to the issues surrounding strategic planning in higher education to enhance quality of education with effectiveness of management. International collage and Universities management are very proactive in changes required for sustainable knowledge development. They are in a totally new generation than us. Indian education sector has opportunities as well as challenges like institute voids, past experiences and typical mind set, which makes the management of higher education institute in India quite a challenging task.

These issues can be managed by having two prolonged interventions:

1. Institutional administration,
2. Faculty knowledge up gradation

These two interventions can be only managed by stakeholder's active participation. IIM Indore had the experience of knowledge assimilation from the consultation workshops and training programmes conducted for TEQIP till date. The learning's from these programs and literature survey, IIMI has decided to have focused modules. The delivery of these modules is such that it beautifully integrates in the steps of change management.

## **Future Steps:**

Research in strategic planning in higher education institutes in India  
Research on developing Innovation culture in the institutes

## **Programme Delivery:**

Enclosed (Macro and Micro Schedule) Annexure A and Annexure B

## **Topics covered in MCEP batch are as following:**

- Time Management
- Pedagogy (Teachings)
- Change Management
- R&D Management / Handling Research in Institute
- Governance System
- Consultancy
- Stress Management I & II
- Team Building
- Project Management I & II
- Use of ICT I & II
- Laboratory Management
- Decision Making
- Mission/Vision/Goals of technical institution I & II

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- Industry interaction
- Sponsorship for R&D Activities

**Objectives of Sessions of Professional Development Programme Under TEQIP - III are as under**

**Time Management**

In this session, we introduce techniques of managing time at workplace and in general course of life.

**Pedagogy**

Objective of this session is to introduce the participant to case method of teaching.

**Change Management**

The objective of the session was to introduce the participants with the issues in managing organizational change in higher education institutions.

**R & D Management / Handling Research in Institute**

Objectives: To make participant understand the importance of performance appraisal system in the institute of higher education.

**Governance System**

To understand governance system for higher education for better performance drawing on the experience of IIM Indore.

**Consultancy**

The business environment of today presents problems which are “wicked” in nature. Wicked problems are ill-defined, have multiple stakeholders, have no clear and unambiguous solution or an exhaustive list of potential solutions, and each problem is essentially unique. In order to develop sustainable strategies in such an environment, the management consultant would need to combine several skills - cognitive skills comprising analytical and divergent thinking, knowledge of theoretical concepts and frameworks, and awareness of issues and challenges in the business environment. The session provides an overview of the complexities inherent in consulting assignments, and a guidance to clients while hiring external consultants for specific assignments.

### **Stress Management I & II**

Objective for this session is to introduce concept of stress; To discuss techniques of managing stress; experiential learning to understand and manage stress.

### **Team Building**

To provide an overview of group behaviour and group dynamics.  
To provide insights into building effective teams.

### **Projects Management I & II**

To make participants understand the issues and challenges pertaining to construction, project management, purchase etc.

### **Use of ICT I & II**

**Objective of session I:** To discuss the use of ICT in Academic Administration.

**Objective of session II:** To discuss the contribution of ICT in enhancing teaching and learning in higher education institutions.

### **Laboratory Management**

The objective of the session "Laboratory Management" was to give idea about different aspects of conducting and managing laboratory. Topics covered included documentation and safety management and designing laboratory course.

### **Decision Making**

The objective is to provide an insight to group decision making.

### **Mission / Vision / Goals of technical institutions I & II**

The objective of the session was to provide an insight on how vision, mission and goals can make a difference to organizational performance and help the participants understand how to build a good vision and mission statements.

### **Industry interaction**

The session objective was "Importance of academia-industry collaboration for a win-win outcome for both - examples from IIM Indore".

