

## Duration and Venue of the Programme:

The capacity development programme is a 3-day programme. In all, there will be six training sessions conducted by the subject experts. In addition, there will be four sessions of Group Work by the participants on the topics covered by the subject experts. In all 24 hours will be devoted towards training sessions and group work.

The programme will be conducted at University of Kashmir, Hazratbal, Srinagar.

## Programme Schedule:

The program will commence on Tuesday, April 8<sup>th</sup>, to 10<sup>th</sup>, 2025. The schedule of activities will be notified in due course of Time.

## Participants & Resource Persons:

Participants will be from the affiliated govt and private colleges of the university. However, preference will be given to the Principals of Govt. Degree Colleges and other Govt. Colleges. The resource persons will be drawn from academia.

## Registration Fee:

A non-refundable registration fee of Rs. 1500 per participant will be charged. Accommodation in the university guest house will be available to the participants of far off places, however, on 'First-come-First Serve' basis as a limited number of rooms are available. Participants opting for university accommodation during the programme shall have to pay room rent & food charges at their own.

The Registration fee can be remitted through electronic transfer to our Bank account No. 0007010100001477, IFSC Code: JAKA0NASEEM, Branch: Hazratbal, Bank J&K Bank Ltd or through DD in favour of Dean College Development Council, University of Kashmir.

## Important Dates for Registration:

The link for the submission of Google form for Registration will be open from

**14<sup>th</sup> March to 4<sup>th</sup> April, 2025.**



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🌐 <https://dcdc.uok.edu.in> ✉ [deancdc@uok.edu.in](mailto:deancdc@uok.edu.in)

## Programme Director and Coordinator:

Dean College Development Council is the Programme Director. However, he will be assisted by the Programme Coordinator and organising committee. Prof Nazir A. Nazir, is the programme coordinator.

## Organising Committee:

The organising committee consisting of the following has been constituted for the purpose planning and organising the capacity development programme seamlessly:

- **Prof. (Dr.) Khursheed A. Butt**  
Dean College Development Council  
Chairman
- **Prof. (Dr.) Nazir A. Nazir,**  
Dept. of Commerce, UoK  
Programme Coordinator.
- **Prof. (Dr.) Bashir Ahmad Joo,**  
Head, Dept. of Management Studies, UoK.
- **Prof. (Dr.) Mushtaq Ahmad Siddiqi**  
Dept. of Management Studies, UoK.
- **Dr. Sabiya Mufti, Associate Professor,**  
Dept. of Commerce, UoK.

## Chief Patron:



**Prof. (Dr.) Nilofer Khan**  
Hon'ble Vice-Chancellor, University of Kashmir

## Patron:



**Prof. (Dr.) Naseer Iqbal**  
Registrar, University of Kashmir



# 3-DAY LEADERSHIP CAPACITY BUILDING PROGRAMME FOR COLLEGE PRINCIPALS

**8<sup>th</sup> April to 10<sup>th</sup> April, 2025**



*Organised by:*

**Dean College Development Council,  
UNIVERSITY OF KASHMIR**

## Background

During the last decade or so, Higher Education in the country has witnessed unprecedented developments. The important developments that have taken place include introduction of Choice Based Credit System and NEP-2020 which contains many revolutionised initiatives aimed to overhaul higher education in the country. Besides, the demands of the knowledge economy has thrown open many challenges for the HEIs to deal with. To meet the challenges of these and other developments that have taken place in the country, HEIs would need a leadership that is capable of leading from the front. Leaders in any sphere of activity have a significant role to play in the success of an organisation. Leaders provide direction and vision, motivate and inspire others, and help create an environment conducive to success by promoting communication and collaboration among team members. It is an established fact that effective leadership is instrumental in fostering innovation, resilience, and organizational success in today's dynamic and competitive environment.

## Need of the Programme

Colleges enjoy a place of strategic importance in the landscape of higher education in the country. These account for nearly 79% of the total students enrolled in the higher education. Therefore, the success of higher education in India is linked directly to the quality of college education. The ability to transform colleges to offer quality education largely depends upon its Principals who have a dual role to play i.e. the leadership role as well the role of a manager. As a leader, a Principal has to demonstrate energy and commitment to improve results, take initiatives often involving calculated risks while considering the common good, challenge the status quo and motivate others to achieve something new and better. As a manager, a Principal has to plan, organise, control and mobilise resources and energise all in the college to work in teams and collaborate with each other to achieve the stated goals. Therefore, a Principal will be able to discharge this dual role effectively only when he or she possesses leadership traits and managerial abilities.

The success and credibility of colleges are often correlated with competent, enthusiastic, and energized Principals. Not only this, college Principals are supposed

to develop institutions of excellence in the wake of changes occurring in the educational scenario at the national and global level. College Principals are destined to act as a catalyst for nurturing national values and ethos among learners and preparing them as future leaders to lead an inclusive, equitable, and sustainable society. The role of college Principals becomes more significant in fulfilling the expectations of National Education Policy 2020. NEP 2020 requires college principals to create world-class multidisciplinary institutions, increase the Gross Enrolment Ratio to 50% by 2035, and promote holistic and multidisciplinary education. Above all, NEP 2020 requires that the colleges will seek support and guidance in achieving the minimum benchmarks for achieving the status of 'Autonomous Degree Granting Colleges'.

To support the college Principals in the mammoth task of revamping and transforming education in their colleges, University of Kashmir is organizing a Leadership Capacity Building Programme for College Principals of our affiliated colleges. The programme is aimed to develop leadership and management capabilities of College Principals so as assist them to excel, both personally and professionally, in their roles.

## Programme Objectives

The primary objective of the programme is to build leadership and managerial capabilities of principals of our affiliated colleges so as to enable them to manage their colleges well to meet the demands of NEP 2020 and new knowledge economy. The specific objectives of the programme include:

- To sensitize the Principals about various Leadership challenges in higher Education and the strategies needed to meet such challenges.
- To train how to design and implement a 'Strategic Plan (ISP)' of the college.
- To educate how to plan, develop and implement 'College Development Plan (IDP)'.
- To highlight the steps needed to mobilize resources and create an eco-system for quality-driven outcome-based education in their colleges.
- To make them understand about the niceties of planning and organising 'Academic & Administrative Audit (AAA)' at the College Level.
- To discuss the best practices needed to achieve excellence in higher education at the college level.

## Themes to be Covered:

The following aspects of leadership and management of academics at college level will be covered in the capacity building programme:

1. Academic Leadership in Higher Education: Challenges and Strategies
2. Leadership Challenges and Strategies to Overcome at the institutional level viz:
  - Institutional Autonomy and Academic freedom
  - Improving Research and publications in colleges
  - Excellence in teaching and ICTs
  - Implementation challenges of NPE 2020 in colleges
3. Leadership Challenges and Strategies to overcome at the institutional level:
  - Integration of ICT in Colleges: Challenges and Issues
  - Implementing Skill Development Programs in Colleges: Roadmap Ahead
  - Social responsibility and community engagement
4. Planning & Designing of Institutional Strategic Plan
5. Development of Institutional Development Plan
6. Planning and Designing of Academic & Administrative Audit.
7. Quality-driven outcome-based education in the colleges: Development & Assessment
8. Best Practices for Achieving Excellence: Identification & Exploration

## Methodology to be Used:

The methodology to be used to develop leadership and management capabilities of the participant college principals will include training sessions conducted by the subject experts to be drawn from academia. This will be supplemented by the methodology of 'Group Work' where participants will be assigned certain tasks for discussion and for framing an action plan that will be facilitated by subject experts. The group work will conclude with the preparation of a document/ plan of action. The purpose of the group work is to provide 'Hand-on-Training' to the participants.

