

EFFECTIVE ACADEMIC LEADERSHIP

Rationale

Effective academic leadership is crucial for transforming universities into centres for excellence in teaching and research. In this regard, academic deans and departmental heads must formulate compelling academic visions with clearly defined goals and align organizational members to them, adopt a learner-centred orientation, promote teamwork, create a nurturing and high-trust work climate, motivate and empower people, manage planned change successfully and model the way. Research has proven that academic leaders who practised transformational leadership skills were most successful in enhancing faculty effectiveness.

Objectives

At the end of the workshop, participants should be able to:

1. State the seven core functions of leadership.
2. Explain at least five roles of academic leaders.
3. Identify their strengths and weaknesses as leaders.
4. State the seven higher education leadership competencies and related abilities.
5. State at least ten guidelines for becoming a transformational leader.
6. State the ten characteristics of a nurturing and high-trust work climate.
7. State at least eight characteristics of a high-performance work team.
8. Explain John Kotter's eight-step process of managing planned change.
9. Explain the five major domains of emotional intelligence and identify their level of emotional intelligence.

Content

1. Fundamentals of Leadership
2. Academic leadership roles and competencies
3. Fundamentals of Strategic Management
4. Transformational Leadership
5. Creating a nurturing and high-trust work climate
6. Building effective teams
7. Managing planned organizational change successfully
8. Enhancing emotional intelligence
9. Managing conflict successfully

Methodology

Interactive lectures, situated learning, experiential learning, role-plays, video presentation and group discussions

Duration

3 days

Target Group

Academic deans and departmental heads

Facilitator

Dr. Ranjit Singh Malhi