

Value Added Course

On

ACADEMIC LEADERSHIP

Course: B.A.B.Ed. I Year

**Date: 10th October, 2022 to
31st October, 2022**



Resource Person
Mr. Ashish Shrivastav

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Plot No. 8 & 9, Knowledge Park-II, Greater Noida, Delhi-NCR, India



SYLLABUS

Certification Course on “Academic Leadership”

Duration: 30 Hours

COURSE LAYOUT

- **Module 1 Leadership Qualities**

Concept of Management and Leadership- Cross Cultural Diversity- Styles in Leadership- Traits – Characteristics- Effective Leadership- Roles –Authentic Leadership- Values- Academic Leadership- HEI’s Functions- Developments

- **Module 2 Transformational Leadership**

Dimensions- Motivation for Successful Leadership- Team Building – Group Dynamics- Organizational Behavior- Professional Ethics

- **Module 3 Excellence through Strategic Planning**

Strategic Planning- Vision, Mission-Action Plan-SP Cycle-Steps Involved-Thrust Areas-SWOC Analysis- Performance Management- Indicators- Organizational Structure- Resource Management – Internal Revenue Generation.

- **Module 4 Building world class Institutions**

Institutional Development- Models – Global Requirements- Sustainable Development- Industry Academia collaboration- Research Excellence-Innovation Eco System- Incubation- Research Parks- Consultancy -Funding Agencies- Productivity- Infrastructure for Campuses-Green Initiatives- E-Governance.

- **Module 5 Educational Leadership in a changing World: 21st Century Challenges**

Globalization and cultural blend, Education as a public good or commodities: ever changing technologies: Super leadership and self-leadership, Awareness as important component of effective leadership of 21st century: The Awareness & Reflective practices, Reflective practice and critical thinking.

Books and references

1. Aithal, P. S., & Aithal, S. (2019). Building World-Class Universities: Some Insights Predictions.<https://mpr.ub.uni-muenchen.de/95734/>.
2. Blackmore, J. (2004). Restructuring Educational Leadership in Changing Contexts: A Local/Global Account of Restructuring in Australia. *Journal of Educational Change* 5, 267–288 <https://doi.org/10.1023/B:JEDU.0000041044.62626.99>.
3. Bhisamai, D., Chusorn, P., Chusorn, P., Kaewsang, K., & Yaowapho, W. (2022). Guidelines for Cross-Cultural Leadership Development of World Class Standard School Principals. *World Journal of Education*,12(3),11.



<https://doi.org/10.5430/wje.v12n3p11>

4. Cota, A., Dua, A., Laboissière, M., & Lin, J. (2012). Rethinking 101: A new agenda for university and higher education system leaders? Source: <https://www.mckinsey.com/industries/education/our-insights/rethinking-101-a-new-agenda-for-university-and-higher-education-system-leaders>
5. Dhyani, P., Mishra, K. L., & Mishra, G. P. (2015). Cross Cultural Leadership in Higher Educational Institutions-A Study with Special Reference to Muscat, Sultanate of Oman. In *European Journal of Business and Management* www.iiste.org ISSN (Vol. 7, Issue 28).
6. Dickson, M. W., Den Hartog, D. N., & Mitchelson, J. K. (2003). Research on leadership in a cross-cultural context: Making progress, and raising new questions. *Leadership Quarterly*, 14(6), 729–768. <https://doi.org/10.1016/j.leaqua.2003.09.002>.
7. Eryilmaz, N., & Sandoval-Hernandez, A. (2023). Is Distributed Leadership Universal? A Cross-Cultural, Comparative Approach across 40 Countries: An Alignment Optimisation Approach. *Education Sciences*, 13(2). <https://doi.org/10.3390/educsci13020218>.
8. Eryilmaz, N., & Sandoval Hernandez, A. (2021). Improving cross-cultural comparability: does school leadership mean the same in different countries? *Educational Studies*. <https://doi.org/10.1080/03055698.2021.2013777>
9. Normore, A. H., Hamdan, K., & Esposito, M. C. (2019). A cross-cultural perspective on leadership development programmes. In *Journal of Educational Administration and History* (Vol. 51, Issue 1, pp. 1–4). Routledge. <https://doi.org/10.1080/00220620.2018.1508129>.
10. Pankaj Jalote (Ed.), (2021) *Building Research Universities in India* (SAGE Studies in Higher Education). SAGE Publications, ISBN: 9789353885021 (Hardback). <https://doi.org/10.1177/09737030211040153>

Assessment Methods (M.M.30)

- Internal Assessment Theory Exam: 50%
 - Practical: 40%
 - Attendance :10%
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- Exam score = 70% of the proctored exam score out of 15.
 - Final score = Exam score + Practical Score + Attendance Marks
 - Attendance should be more than 75%.



Schedule of Certification Course on “Academic Leadership”

Duration:30 hours

Sr.No.	Resource Person	Topic Covered	Date & Time
1.	Mr. Ashish Srivastava	<ul style="list-style-type: none">• Concept of Management and Leadership- Cross Cultural Diversity	10 th October,2022 Monday 2:00p.m.-4:00p.m.
2.	Mr. Ashish Srivastava	<ul style="list-style-type: none">• Styles in Leadership- Traits – Characteristics- Effective Leadership- Roles –Authentic Leadership- Values-	11 th October,2022 Tuesday 2:00p.m.-4:00p.m.
3.	Mr. Ashish Srivastava	<ul style="list-style-type: none">• Academic Leadership- HEI’s Functions- Developments	12 th October,2022 Wednesday 2:00p.m.-4:00p.m.



4.	Mr. Ashish Srivastava	<ul style="list-style-type: none">• Dimensions- Motivation for Successful Leadership-	13 th October,2022 Thursday 2:00p.m.-4:00p.m.
5.	Mr. Ashish Srivastava	<ul style="list-style-type: none">• Team Building – Group Dynamics-	14 th October,2022 Friday 2:00p.m.-4:00p.m.
6.	Mr. Ashish Srivastava	<ul style="list-style-type: none">• Organizational Behavior- Professional Ethics	15 th October,2022 Saturday 2:00p.m.-4:00p.m.
7.	Mr. Ashish Srivastava	<ul style="list-style-type: none">• Strategic Planning- Vision, Mission-Action Plan-SP Cycle-Steps Involved	17 th October,2022 Monday 2:00p.m.-4:00p.m.
8.	Mr. Ashish Srivastava	<ul style="list-style-type: none">• Thrust Areas- SWOC Analysis- Performance Management- Indicators	18 th October,2022 Tuesday 2:00p.m.-4:00p.m.
9.	Mr. Ashish Srivastava	<ul style="list-style-type: none">• Organizational Structure- Resource Management – Internal Revenue Generation.	19 th October,2022 Wednesday 2:00p.m.-4:00p.m.



10.	Mr. Ashish Srivastava	<ul style="list-style-type: none">● Institutional Development- Models – Global Requirements- Sustainable Development- Industry Academia collaboration	20 th October,2022 Thursday 2:00p.m.-4:00p.m.
11.	Mr. Ashish Srivastava	<ul style="list-style-type: none">● Research Excellence- Innovation Eco System- Incubation-Research Parks- Consultancy	21 th October,2022 Friday 2:00p.m.-4:00p.m.
12.	Mr. Ashish Srivastava	<ul style="list-style-type: none">● Funding Agencies- Productivity- Infrastructure for Campuses- Green Initiatives- E-Governance.	27 th October,2022 Thursday 2:00p.m.-4:00p.m.
13.	Mr. Ashish Srivastava	<ul style="list-style-type: none">● Globalization and cultural blend, Education as a public good or commodities: ever changing technologies: Super leadership and self-leadership	28 th October,2022 Friday 2:00p.m.-4:00p.m.
14.	Mr. Ashish Srivastava	<ul style="list-style-type: none">● Awareness as important component of effective leadership of 21st century:	29 th October,2022 Saturday 2:00p.m.-4:00p.m.



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15.	Mr. Ashish Srivastava	<ul style="list-style-type: none">• The Awareness & Reflective practices, Reflective practice and critical thinking.	31st October,2022 Monday 3:00p.m.-5:00p.m.
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	Report
Name of the Course	Certification Course on “ Academic Leadership ”
Date	10th October,2022 to 31st October,2022
Venue	Classroom, Ground Floor, Block C
Organized by	School of Education, MIMT
Participated by	45 Students of B.A.B.Ed. I year
Activity -In charge	Ms. Sandhya Yadav
Resource Person	Mr. Ashish Srivastava
Objective	<p>On completion of Certification Course on “Academic Leadership”, the prospective teacher educator will be able to:</p> <ul style="list-style-type: none">● Acquaint the student teaches with the concept and concerns of Academic Leadership● Develop an understanding of the role of the Academic Leader● Enable the students to understand to concept at importance of leadership qualities and Team Building – Group Dynamics, Organizational Behavior, Professional Ethics.● Enable the student teacher to critically analyse the administrative scenario in relation to the functioning of the other secondary schools of the area with Excellence through Strategic Planning.● Acquaint the student teacher with the scientific practices of Educational Leadership in a changing World: 21st Century Challenges and keep him to apply it in work situation.



Content	<p>Planning & Execution: Ms. Sandhya Yadav was assigned the responsibility to conduct the course. The proposal was forwarded to the Management to get it approved. It was accepted on 24th September, 2022. Thereafter, Mr. Ashish Srivastava (Assistant Professor, MIMT) were approached to conduct the course. They were convinced and sent course schedule. The Plan of Action was prepared.</p> <p>Day wise Activity:</p> <p>Day 1 (10th October, 2022,)</p> <p>On the First day in Session-1, Mr. Ashish Srivastava discussed about the Concept of Management and Leadership- Cross Cultural Diversity</p> <p>Day 2 (11th October, 2022,)</p> <p>On the Second day in Session-2, Mr. Ashish Srivastava trained the students about Styles in Leadership- Traits – Characteristics- Effective Leadership- Roles – Authentic Leadership- Values-</p> <p>Day 3 (12th October, 2022,)</p> <p>On the Third day in Session-3, Mr. Ashish Srivastava explained about Academic Leadership- HEI's Functions- Developments.</p> <p>Day (13th October, 2022,)</p> <p>On the Fourth day in Session-4, he discussed about Dimensions- Motivation for Successful Leadership-how to respond by using language in various contexts/situations. He told the ways of how to talk about oneself and others.</p> <p>Day 5 (14th October, 2022,)</p> <p>On the Fifth day in Session-5, Mr. Ashish Srivastava discussed about Team Building & Group Dynamics.</p> <p>Day 6 (15th October, 2022,)</p> <p>On the Sixth day in Session-6, He imparted training through group discussion on organizational behavior & professional ethics. Students enjoyed the session a lot.</p> <p>Day 7 (17th October, 2022,)</p> <p>On the Seventh day in Session-7, Mr. Ashish Srivastava told about Strategic Planning- Vision, Mission-Action Plan-SP Cycle.</p>
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Day 8 (18th October, 2022,)

On the Eight day in Session-8, Mr. Ashish Srivastava told about Thrust Areas- SWOC Analysis- Performance Management- Indicators.

Day 9 (19th October, 2022,)

On the Ninth day in Session-9, He gave knowledge students to clear their doubts about Organizational Structure- Resource Management – Internal Revenue Generation.

Day 10 (20th October, 2022,)

On the tenth day in Session-10, Mr. Ashish Srivastava discussed about the Institutional Development- Models – Global Requirements- Sustainable Development- Industry Academia collaboration

Day 11 (21st October, 2022,)

On the eleventh day in Session-11, Mr. Ashish Srivastava discussed about the Research Excellence-Innovation Eco System- Incubation-Research Parks- Consultancy

Day 12 (27th October, 2022,)

On the Twelfth day in Session-12 He discussed about Funding Agencies- Productivity- Infrastructure for Campuses- Green Initiatives- E-Governance.

Day 13 (28th October, 2022,)

On the next day in Session-13, Mr. Ashish Srivastava made students understand about Globalization and cultural blend, Education as a public good or commodities: ever changing technologies: Super leadership and self-leadership

Day 14 (29th October, 2022,)

On the fourteenth session he discussed about awareness as important component of effective leadership of 21st century:

Day 15 (31st October, 2022,)

On the last day in Session-15 Mr. Ashish Srivastava too told them about The Awareness & Reflective practices, Reflective practice and critical thinking. Students participated in the practice session by giving their views.

Students enjoyed the last session very much by doing self-assessment quiz.



<p>Outcome</p>	<p>The learning outcomes of the Certification Course on “Academic Leadership” are:</p> <ul style="list-style-type: none">• Students demonstrate the ability to advocate for all stakeholders, utilizing the knowledge and tools necessary, to create and sustain vibrant educational environments.• Students demonstrate the knowledge and skills to apply organizational theory, management skills, leadership strategies, and data to transform organizations.• Students demonstrate the ability to select, interpret, and apply theory and research to address a variety of compelling problems in urban education.• Students demonstrate the ability to plan and conduct research and evaluation studies with a clear purpose to improve educational lives of others and based on findings make recommendations to improve future educational practices.• Students demonstrate foundational and practical knowledge to incorporate ethical, legal, and professional behaviors to increase equitable educational opportunities and academic achievement for all students. <p>45 students of B.A.B.Ed. I year had done this course. The course was highly interactive and extremely motivated the students.</p>
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Glimpse of Value Added Course Pictures



Picture1.1 Mr. Ashish Srivastava (Asst. Professor,MIMT)during the orientation of Academic Leadership Value Added Course.



Picture1.2 Mr. Ashish Srivastava (Asst. Professor,MIMT) explained the concept and importance of inter-cultural diversity in management and leadership to the students.



**Picture 1.3:Mr. Ashish Srivastava(Asst. Professor,MIMT) making students understand the dimensions-
motivation for successful leadership.**



**Picture 1.4:Mr. Ashish Srivastava resolved the doubts of the students related to organizational behavior
and professional ethics.**

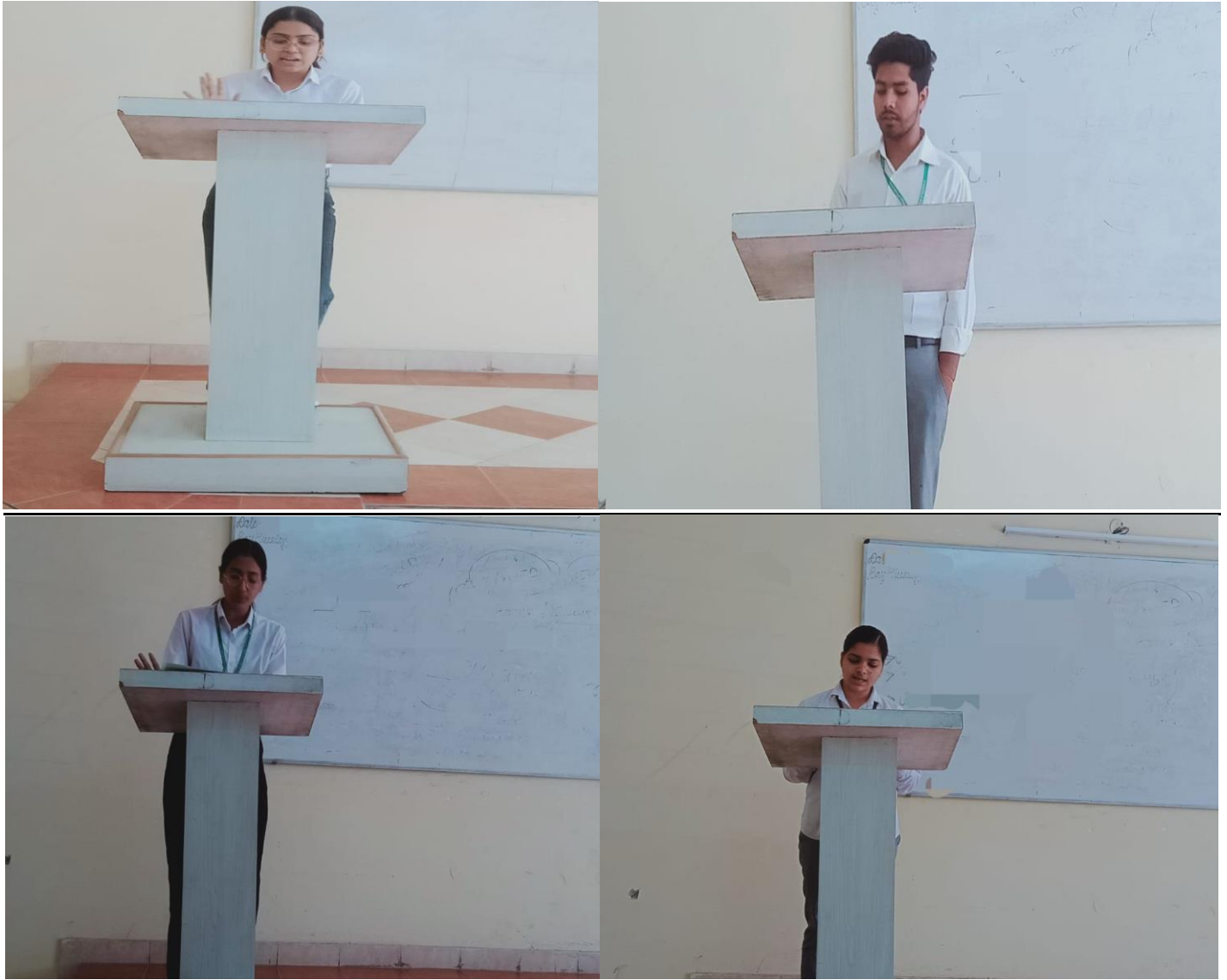


Picture 1.5: Sharing views on Leadership Quality topic in interactive session by, Saloni , B.A.B.Ed. I Year.





Picture 1.6: Students gave internal assessment practical exam.





Picture 1.7: Students gave internal assessment theory exam.





Certification Course on “Academic Leadership”

Time: 15 min.

M.M.15

Name:

Father's Name:

Enrolment No.:

Instructions:

- This paper contains 15 questions.
 - Each question carries 1 mark,
 - There will be no negative marking for wrong answers.
- Tick the correct answer.

Q.1: A leader cannot lead in a way that is not _____. Followers will see right through and will not find what they need in him as a leader.

- a) Durable b) Natural c) Forthright d) Transparent

Q.2: The Neo-classical thought stressed upon _____ of jobs, processes and technologies to maximize economic yield.

- a) Administration b) Management c) Stabilization d) Standardization

Q.3: Which type of school successfully achieves the targets set by the stakeholders by showing high grades and good results in exams?

- a) Good school b) Effective school c) Private school d) Public school

Q.4: Which option from the following is the set of research-based characteristics of a school's climate associated with improved and better student learning?

- a) Correlates b) Effectiveness c) Efficiency d) Success

Q.5: Manager chooses the right goals to pursue, but does a poor job of using resources to achieve these goals.

- a) Low efficiency/high efficiency b) High efficiency/ high effectiveness c) Low efficiency/ low effectiveness d) High efficiency/ low effectiveness

Q.6: The new leadership approach includes charismatic and _____ leadership.

- a) International b) Transformational c) Professional d) Organization

Q.7: Leadership is strictly a _____ centered work. The role of a leader is to get others to achieve an objective willingly.

- a) People b) Self c) Group d) None of the these

Q.8: The leader is an _____ and the manager is an administrator

- a) Creator b) Visionary c) Designer d) Planner

Q.9: Students must feel _____ in their school community so that their energies can be applied to learning.

- a) Secure b) Energized c) Pressurized d) Compelled

Q.10: A measure of how efficiently and effectively managers use available resources is organized

- a) Efficiency b) Performance c) Effectiveness d) Achievement



Q.11: In _____ style the leader allows free region to the employees and let them make decisions

- a) Autocratic b) Laissez-fair c) Paternalistic d) Democratic

Q.12: in which theory we transform inputs into outputs and receive feedback?

- a) Scientific management b) Operations management c) Behavior management
d) System management

Q.13: In the level of management, the supervisors belong to the

- a) Top level b) Middle level c) Lower level d) No level

Q.14: collegial and collaborative staff; clean and committed environment are the basic components of _____

- a) Good b) Effective c) Independent d) Grammar

Q.15: choosing to “lead from _____” is the only way to create the optional chance for leadership success.

- a) Strength b) Success c) Chance d) Front



Answer sheet

<u>Question No.</u>	<u>Answer</u>
1	b) Natural
2	d) Standardization
3	a) Good school
4	a) Correlates
5	a) Low efficiency/high efficiency
6	b) Transformational
7	a) People
8	a) Creator
9	a) Secure
10	a) Efficiency
11	b) Laissez-fair
12	d) System management
13	c) Lower level
14	b) Effective
15	a) Strength



B.A.B.Ed. I Year (Session: 2022-2026), Examination-2022
Certification Course on "Academic Leadership"

Time: 15 min.

M.M.15

Name: *Riya Sharma*

Father's Name: *Mr. Umesh Sharma*

Enrolment No.: *M22602201*

Instructions:

- This paper contains 15 questions.
- Each question carries 1 mark,
- There will be no negative marking for wrong answers.
Tick the correct answer.

14/15

28/8

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Q.3: Which type of school successfully achieves the targets set by the stakeholders by showing high grades and good results in exams?

- a) Good school b) Effective school c) Private school d) Public school ✓

Q.4: Which option from the following is the set of research-based characteristics of a school's climate associated with improved and better student learning?

- a) Correlates b) Effectiveness c) Efficiency d) Success ✓

Q.5: Manager chooses the right goals to pursue, but does a poor job of using resources to achieve these goals.

- a) Low efficiency/high efficiency b) High efficiency/ high effectiveness c) Low efficiency/ low effectiveness ✓
d) High efficiency/ low effectiveness

Q.6: The new leadership approach includes charismatic and _____ leadership.

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Q.7: Leadership is strictly a _____ centered work. The role of a leader is to get others to achieve an objective willingly.

- a) People b) Self c) Group d) None of the these ✓

Q.8: The leader is an _____ and the manager is an administrator

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Q.10: A measure of how efficiently and effectively managers use available resources is organized

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B.A.B.Ed. I Year (Session: 2022-2026), Examination-2022

Certification Course on "Academic Leadership"

Time: 15 min.

M.M.15

Name: Ritu Sharma

Father's Name: Mrs Bablu Sharma

Enrolment No.: 22602231

Instructions:

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Tick the correct answer.

14/15
22/22

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B.A.B.Ed. I Year (Session: 2022-2026), Examination-2022
Certification Course on "Academic Leadership"

Time: 15 min.

M.M.15

Name: Mahak Pathak

Father's Name: Raman Pathak

Enrolment No.:

Instructions:

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13/15

2/2

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B.A.B.Ed. I Year (Session: 2022-2026), Examination-2022

Certification Course on "Academic Leadership"

Time: 15 min.

M.M.15

Name: Palak Tyagi

Father's Name: Mr. Naveen Tyagi

Enrolment No.: 22602236

Instructions:

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Tick the correct answer.

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13/15
7/8



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ASSESSMENT-SHEET:VALUE ADDED COURSE

Name of Course: Certification Course on Academic Leadership

B.A.B.Ed. I Year (Session:2022-2026)

S.N	Name of Students	Theory Exam(MCQ)	Practical (Presentation)	Attendance	MM: 30	QUALIFIED FOR CERTIFICATE (YES/NO)
1	LABONI	12	7	4	23	YES
2	MADHU BHATI	14	9	4	27	YES
3	MAHAK PATHAK	13	7	4	24	YES
4	MANU DIXIT	14	9	4	27	YES
5	NIBEDITA NISHI	12	8	4	24	YES
6	NIKITA BHATI	12	6	4	22	YES
7	NIKITA KUMARI	12	8	4	24	YES
8	NILESH SHARMA	11	8	4	23	YES
9	NISHIKA CHAUDHARY	12	7	4	23	YES
10	PALAK	13	6	4	23	YES
11	PALAK TYAGI	13	9	4	26	YES
12	PARSI SINGH	12	6	4	22	YES
13	PARUL DAVID	12	8	4	24	YES
14	POOJA	12	8	4	24	YES
15	POOJA RAWAT	12	7	4	23	YES
16	PRACHI YADAV	12	8	4	24	YES
17	PREETI	11	8	4	23	YES
18	PREETI	11	7	4	22	YES
19	PREETI CHOUDHARY	11	7	4	22	YES
20	RANI KUMARI	12	8	3	23	YES
21	RITU SHARMA	14	9	4	27	YES
22	RIYA NAGAR	12	7	4	23	YES



23	RIYA SHARMA	14	9	4	27	YES
24	RUCHI SHARMA	12	8	4	24	YES
25	SACHIN	12	7	4	23	YES
26	SAKSHAM ARORA	12	8	4	24	YES
27	SAKSHI BHARDWAJ	12	7	3	22	YES
28	SALONI	14	9	4	27	YES
29	SANDHYA BHATI	12	8	3	23	YES
30	SHIVANI BHATI	12	8	4	24	YES
31	SHIVANI SINGHAL	11	7	4	22	YES
32	SHIVANI YADAV	11	8	4	23	YES
33	SHREESA SINGH	11	8	4	23	YES
34	SIWANI KUMARI	12	8	4	24	YES
35	SONAM SINGH	12	7	4	23	YES
36	SONIA	12	8	2	22	YES
37	SOURABH KUMAR	12	8	4	24	YES
38	SOURAV BHATI	12	8	4	24	YES
39	TANISH CHAUHAN	11	7	4	22	YES
40	TANIYA CHAUDHARY	12	6	4	22	YES
41	TANNU	11	7	4	22	YES
42	TANU BHATI	11	8	4	23	YES
43	TULIKA KHANNA	12	8	4	24	YES
44	VANSHITA	12	7	4	23	YES
45	VIKASH	12	6	4	22	YES

Signature (Internal Examiner: Mr.Ashish Srivastava, Assistant Professor, School of Education,MIMT)	Signature (HOD/PRINCIPAL)
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Mangalmay Institute of Management Technology
Greater Noida (U.P.)





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Expert Profile

Mr.Ashish Srivastava

Core Skills : Innovation Ambassador, NAAC Coordinator (Teaching, Learning & Evaluation), CBCS Instruction Scheme developer, Class In charge/Academic Coordinator, Value added course developer, Member of Proctorial Committee.

Qualification : B.Sc., LLB, PGDCA, B.Ed. M.Ed., M.A. (History), UPTET, CTET, UGC NET

Experience : 6 Years

Research Area : Education, History, Computer Science



Mangalmay Institute of Management Technology

Knowledge Park II, Greater Noida (U.P.)



CERTIFICATE

Certified that

Mr./Ms .NIBEDITA NISHI

of **B.A.B.Ed.I year** of **Mangalmay Institute of Management Technology, Greater Noida,**
has successfully completed **30 Hours** Add- On Certification Program course on **Academic Leadership**
conducted from **10/Oct/ 2022 to 31/Oct/2022**

Associate Dean
Mangalmay Institute of
Management & Technology

Convener
Mangalmay Institute of
Management & Technology