



PIMPRI CHINCHWAD EDUCATION TRUST'S

S. B. PATIL INSTITUTE OF MANAGEMENT
(Research Center)



Faculty Development Programme
Academic Leadership & Excellence For
Teachers – To Develop Next-Generation
Leaders For Blended Learning

Speaker: Dr. (Capt.) C.M. Chitale (Emeritus Fellow at Savitribai Phule Pune University,
Chair Professor, Shantanurao Kirloskar Chair, Savitribai Phule Pune University)

Date: 2nd September 2021

Training of academic leaders is a critical need in today's world. Educational Institutes of all sorts realize that to survive in today's volatile, uncertain, complex, and ambiguous environment, they need leadership skills and organizational capabilities. With this objective in mind this FDP on "Academic Leadership & Excellence for Teachers" was organized at S. B. Patil Institute of Management on 2nd September 2021.

The FDP started with welcoming the Chief guest Dr. (Capt.) C. M. Chitale.



Dr. Kirti Dharwadkar, Director SBPIM welcomes Dr. (Capt.) C. M. Chitale

A session started with explaining the importance of teaching as a noble profession which shapes the character, ability, and future of an individual.

Dr. Kirti Dharwadkar, Director, SBPIM, in her welcome address she highlighted the importance of leadership in shaping up the students and leadership skills that are required in higher education.



Dr. (Capt.) C.M. Chitale explained the role of a teacher as a change agent. A teacher who knows how to inspire and to lead change can effectively prepare students for the many challenges of their future. As a change agent they help students to find their place in life and to prepare them for an ever-changing future. Such teachers are focused on constant improvement of their teaching strategies also.



He then briefed about the goals of higher education that the basic purpose of education is to create skill and knowledge. Education, Research and

Extension should be conducted in conformity with our national needs and priorities.

Dr. (Capt.) Chitale briefed about code of professional ethics like There should not be any incompatibility between percepts and practice, teacher should be calm, patient and communicative and Encourage the students to improve their attainments, develop their personalities.

He discussed about the importance of behavior management strategies which involve maintaining routine, setting rules, creating stimulating lessons and developing positive relationship with students. He further discussed about behavior management plan. A good behavior management plan will consist of procedures, rules, and consequences. Students must be made aware of these from the beginning

With the help of examples he beautifully explained the concept of transactional and transformational leadership. Transactional leadership focuses on exchanges between leaders and followers. Transformational leadership deals with how leaders help followers go beyond individual interests to pursue a shared vision. Depending on the objectives and the situation, a leader may move from using one approach to the other as needed.

He further explained the developmental goals which are combination of Critical Analytical Ability, Professional Character and Critical Managerial Ability Which leads to Student Transformation. The Development Goals are the blueprint to achieve a better and more sustainable future for all and they address the global challenges we face in VUCA world.



He discussed about the common management challenges like Decreased performance levels, Being understaffed, Lack of communication, Poor teamwork, Pressure to perform, Absence of structure, Time management, Inadequate support, skepticism, Difficult employees, Transition from coworker to manager and Weak workplace culture and also how to overcome them.



Finally he covered the elements of effective professional development. The elements such as data driven approach, specific objectives, practice focused PD, feedback and analysis loop, coherence access to teachers for professional development were discussed with the help of rubrics.

The complete FDP gave insights into Academic Leadership & Excellence For Teachers and developing them into next generation leaders for blended learning. He supported that with real life examples and case studies.

The program ended with vote of thanks. The coordinators of the program were Dr. Amarish Padma and Prof. Shilpa Kundle under the guidance of Dr. Kirti Dharwadkar, Director, SBPIM.



Dr. Kirti Dharwadkar
Director, SBPIM