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**INCLEN Leadership and Management Program (LAMP)**

**ANNOUNCEMENT**

**Background**

In India, continuing success in health was through high quality research aimed at new knowledge or generating fresh interpretation of known facts and principles. Capabilities of independent physicians and different actors in health sector were integrated with medical research in order to address various bottlenecks. In past 2 decades there has been rapid urbanization, mechanization and globalization leading to many unprecedented changes in disease pattern, quality of care, lifestyle and environment. In addition, this is an era of shifting patient care from hospitals into the community, which provides new and challenging opportunities to young and experienced clinicians for research and improved education. Equally important is the critical need to decipher actionable knowledge of what drives human behaviour. Without hampering India’s vision on sustained economic growth and wellbeing, it is important to create boundaries at individual as well as societal levels by responsible conduct of research and training.

In this context, India requires more clinicians and health researchers with leadership skills to improve effectiveness, efficiency and equity of care particularly in resource constrained-settings. INCLEN’s vision is to engage young clinicians and researchers across country to develop their leadership skills in health research. Leadership is a process whereby an individual influences a group to achieve a common goal. Leader should have clear vision, knowledge, commitment and skills and most importantly, leader should act to achieve that vision.INCLEN with its vast experience in research and research management national and international programs is conducting its flagship ‘Leadership and Management (LAMP)’ training programs since 2012. This program includes: 1) pre course exercises for self-assessment of leadership skills, 2) residential face-to-face interactions. During the course participants develop ‘personal leadership development plans’, for both professional and personal livesand 3) post course review of progress in individualised leadership development plans through three contacts to discuss and nurture various aspects of management and leadership skills after their return to their work environment..

**Objectives of the course**

1. To familiarize participants with the latest concepts and theories in leadership related to health research.
2. To apply these concepts and theories to strengthen skills of leadership and management, networking and partnership in health research through reflections of their own skills in these areas.
3. To develop and implement personal action plans to strengthen skills in managing self, teams and networking through refection of current levels of skills including mentoring discussions in follow up phase of the course.

**Contents**

The program seeks to introduce the concepts of management and leadership and development capacity of participants for research in health. The highlighted of the course are as follows:

* Introduction to leadership and management.
* Strategic planning for research and development: vision development, advocacy, demand creation, fund raising and priority setting.
* Coalition building and teamwork: human resource management, mentoring, succession planning and conflict resolution.
* Knowledge management: the use of appropriate information and communication technology, and the design and use of purpose-specific data bases.
* Communication: public speaking, negotiation and writing of reports and publications
* Management competencies: project management, time management and financial management.

**Methods and strategies**

1. A "learning while doing" problem-based approach--this will include an analysis of the participant's own professional situation and the specific elements which he or she would like to change. In addition, relevant case studies will be used; many of these will be derived directly from the INCLEN experience.
2. The use of modules to be available in both print and electronic forms. Each module will include: a brief overview, a concept paper (providing a more detailed description), a variety of "tools", and case studies.
3. A variety of events, such as inter-active workshops. These events will complement the learning processes already underway through individualized study and mentoring.
4. Senior mentors will join the work with program participants; the mentors will provide encouragement, advice and guidance to LAMP participants.
5. This module includes 60% hands on practices, 10% fieldwork and 30% classroom exercises and discussions. Apart from this, additional one month pre-workshop and three months post-workshop with structured mentorship involving mentors from INCLEN & course faculties from other renowned institutions.

**Training course is based onFact, Reflect and Act approach**

* Fact (Plenary sessions, background material and pre course readings),
* Reflect (Review of strengths and weaknesses through pre course and course assignments/exercises), and
* Act (Prepare individualized leadership development action plans which will be followed up through post-course contact and mentorship)

**Eligibility**

* Mid and senior level Faculty Members and Researchers (with 10+ years of experience) from different parts of the country.

**Course Fee**

 No course fee will be charged from the participants. But we would request to deposit Rs 10,000/- (rupees ten thousand) through demand draft before the workshop. The deposited amount will be **returned back** to the participants on **complete attendance of 9 days**. In case participant attendance is not satisfactory (i.e. less than 9 days) the amount will be retained by the organizers. We will provide boarding & lodging for the entire duration of the workshop and reimbursement for AC tier II train travel to and from Delhi.

**Selection Criteria: Interested participants are expected to have**

* Demonstrated interest in research
* Have a permanent faculty or research position in his/ her college/ institution
* Letter of Intent statement

**Certificate of Successful Completion of the course**

Only those participants who have satisfactorily completed all three phases i.e. Precourse assignments, All sessions of face to face training and three follow up contacts will be given the certificate of successful completion of the course

**Maximum seats:20**

**Face to Face Workshop Dates: May 10th –May 19th2019**

**Faculty**

Experts with rich national and international experience in the field of research, leadership and management in health.

**Howto apply**

Interested candidates have to apply with

* Application form (Enclosed)
* Statement of Purpose (narrative on how the course will align with their carrier ambitions and development, 300 words)
* Updated resume

Please note, in order to ensure individualized attention class size is limited to twenty. Registration will be based on review of eligibility and Statement of Purpose and its evaluation.

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| **Course Mentor****Prof Narendra K. Arora****Executive Director****The INCLEN Trust International,** **New Delhi** | **Course Director****Dr Sanjiv Kumar, MD, DNB (MCH), MBA (Strategic Management) Executive Director NHSRC, New Delhi**  | **Course Co-Director****Dr. Neeta Kumar****Professor Department of Pathology, JamiaIslamia University,  New Delhi** | **Course Coordinator****Vaishali Deshmukh** **Senior Program Officer****INCLEN Trust****(vaishali@inclentrust.org)****New Delhi** |

**Registration deadline: 20th March 2019**

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**APPLICATION**

**INCLEN’s Leadership and Management Program**

**DATE: May 10th – May 19th 2019**

Name: …………………………………….. Current Designation:

Qualification: Institution:

Telephone: (O) Experience in Health Research (in years):

 Mobile no: Email:

**STATEMENT OF PURPOSE**: Kindly write in the space below NOT more than 300 words expressing how this course will help in your career development.

Kindly send the filled application form to: vaishali@inclentrust.org