

# National Academy of Medical Sciences



## Chart Your Own Path to Leadership Excellence

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# At the end of the session, the participants will be conversant with

- 1 Reviewed their assignments and study material to identify strengths and areas of improvement
- 2 Based on the above prepare their personal leadership development & monitoring action plan to be implemented in a time bound manner

*“Leaders knows the way, show the way and walk the way” - Unknown*

# Evolution of Learning of Leadership

## **Phase I (1800-1940): Trait Era**

- Leaders are born: bestowed special qualities
- Read autobiographies of great leaders and imitate their style

## **Phase II (1940-1970): Behaviour Era**

- Right behaviour can be studied and measured
- It can be taught through various methods

## **Phase III (1970- 2000): Contingency Era**

- No one best way, contextual. People can learn to become good leaders
- Focus on relationship between leaders and followers

## **Phase IV (2000- ): Personalised**

- Personalized Approach such as The three domains model of capacity development helps individuals and trainers in a simple practical way
- Personal Leadership Plan and follow up

# Inputs for PDP

## Reflect on your strengths and weaknesses

1. Leadership Style – Compass
2. Leadership Skills
3. First Things First (Time Management)
4. Communication Skills
5. Emotional Competencies

## And Learning from

1. Background resource material
2. Sessions during the conference



# Leadership: Your Goals

Identify your Goals

- long Term and
- short term

Personal, family and professional

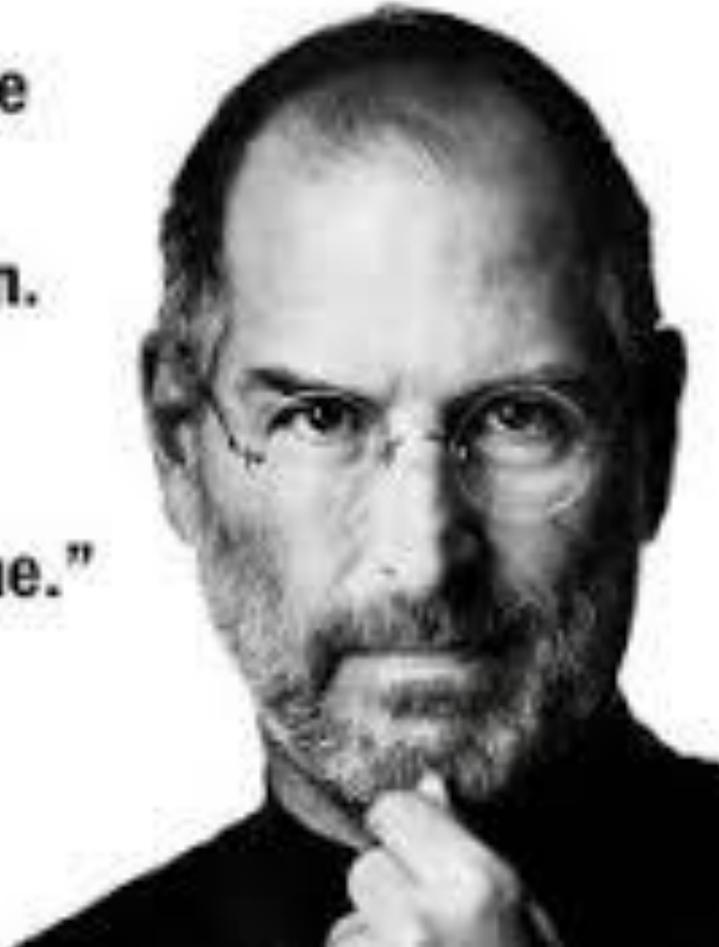
“A person who cannot decide his goal, simply cannot win.” -  
Chanakya



# Preparing Leadership Development Plan Chart Your own Path

**“Have the courage  
to follow your  
heart and intuition.  
They somehow  
know what you  
truly want to become.”**

**- Steve Jobs**

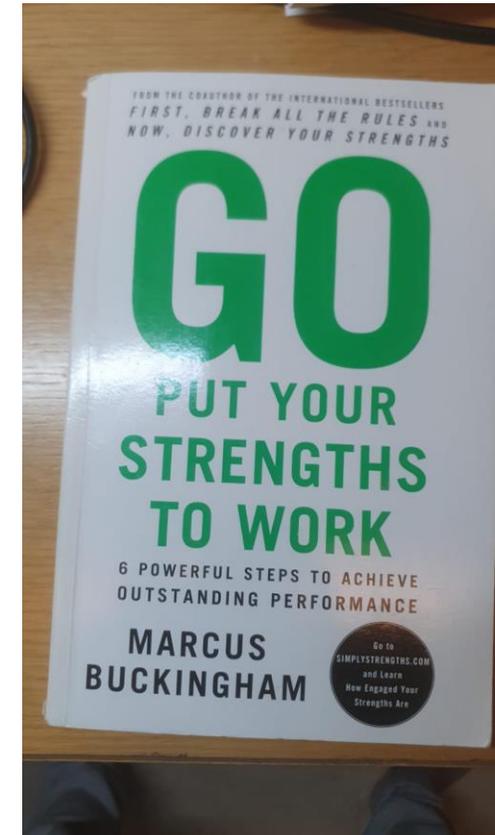


# Maximize use of your Strengths

We usually know what we are not good at but not what we are good at. We need to identify:

- What are you **really good at**?
- What skills do **others recognize** in you, and what do you get rewarded for?
- What **experiences, resources or connections** you have that others don't?

“One cannot build performance on weaknesses, let alone on something one cannot do at all” Peter Drucker



# Address Your Weaknesses

Based on your job description & job you aspire for:

1. What **skills you struggle** in order to perform your current job?
2. **What additional skills you need** for the goals you aspire for
3. What are the **aspects of your personality that hold you back?**
4. What do **other people most often identify as your weakness?**
5. Where **you lack experience, resources or connections**, where others have them?

# Remember Leadership is a Journey not a destination



..... a journey with a Vision

SK Chart Your Path NAMS Leadership Course 5-7 July 2024

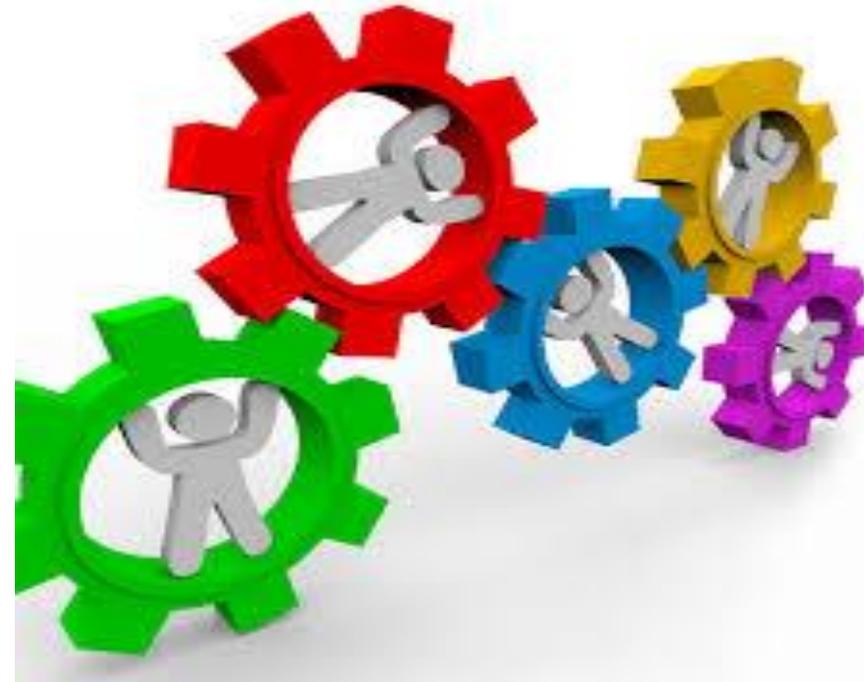
There are competing commitments in the journey: Need to prioritize  
Remember Work Life Integration



# What is a Personal Development Plan?...



Identifying Needs



Selecting the right  
development activities

# Personal Leadership Development & Monitoring Action Plan (PLDMAP)



# Leadership is not about 'Knowing' but about 'Doing'

“Just having knowledge will not lead to success. It’s what you do with what you know that makes you successful.

How can you use your knowledge to successfully lead others?”

John Calvin Maxwell – A well known experts on leadership



# PLDP Format

Strengths, weaknesses/Skills	Leadership Style & Skills (Exercise 1&2)	Time Management (Exercise 3)	Communication Skills (Exercise 4)	Emotional Competencies (Exercise 5)	Any other
<p>Strengths: How will you maximize use of these strengths? (identified from the pre-course exercises)</p>					
<p>Areas For Improvement (identified from the pre-course exercises)</p>					

# PLDMAP – An Example

With permission from Dr Manish Kumar Singh, RML Institute of Medical Sciences,  
Lucknow



# Introspection – Personal Goals

- Health

- I was gaining a lot of weight.

- Family

- I was posted at Kannauj 120 Km from Lucknow, My family was at Lucknow. Only time I had with family was the weekends. I had some or other commitment on these days as well

- Personal Happiness/Hobbies

- I had given up all hobbies. Feared a burn out

# Personal Development Plan...Personal Goals

Short Term Plan[6 Month -1 Year]

## Plan

I wish to work on my personal fitness. Cut down on weight

I plan to learn meditation & Yoga and to include them in my daily routine

I plan to have at least 1 family holiday each year.

I plan to complete my research and teaching related work during office hours itself



# Sharing my PDP....Personal Goals

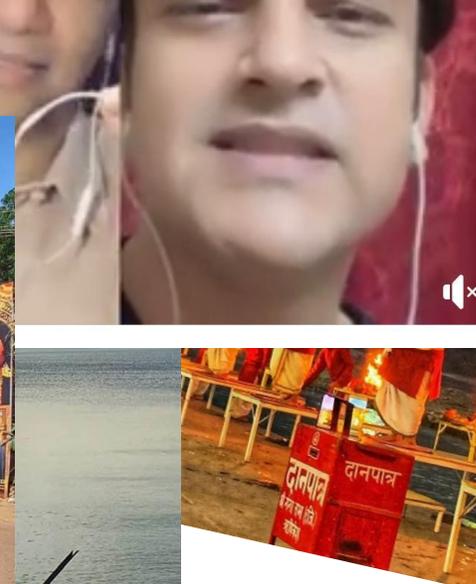
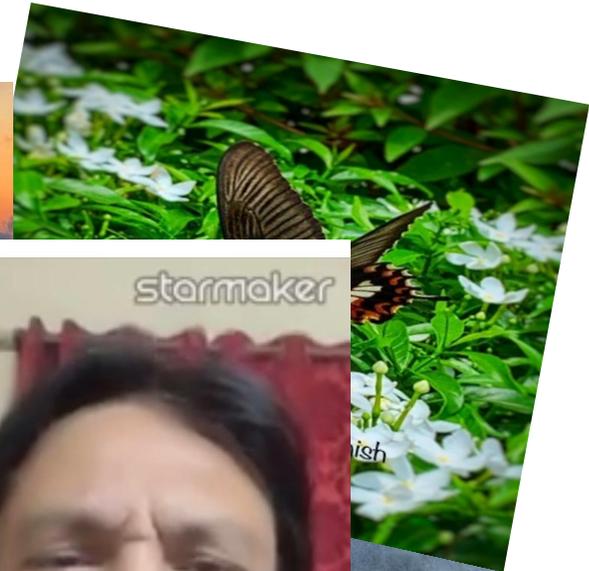
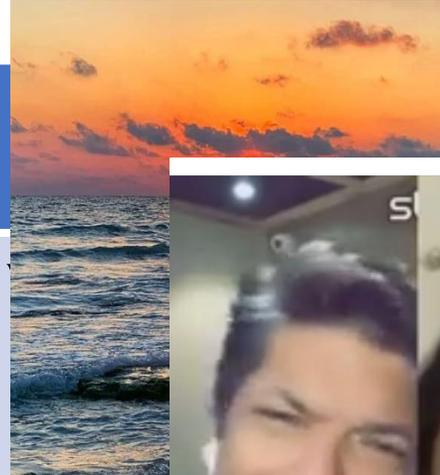
Long Term Plan [5 Year]

## Planned

Contribute quality time to my family and develop balance

Pursue my hobbies (photography, 1

Keep a track on my health



# Professional Goals

## Weakness

- Emotional intelligence & communication skills
- I was not publishing my work. (Lack of an academic environment).
- I was not prioritizing.
- I wasn't collaborating
- I wasn't writing proposals for research grant
- Research methodology skills
- Apply for awards/ membership

## Strengths

- Organizer
- Visionary
- Self Awareness
- Motivating myself
- Empathy
- Social skills

# Professional Goals (Short Term)

## Planned

To work on my communication skills and emotional intelligence

To organize trainings /workshops

To publish the recently concluded studies.



# Professional Goals (Long Term...5years)

Planned	Current Status
I wish to write <b>at least 2 research proposals related to my area of interest</b> and to successfully get research grants	<ul style="list-style-type: none"> <li>a) 1 Operational Research Proposal on RNTCP approved by Zonal RNTCP OR Workshop</li> <li>b) 1 Operational Research Proposal Submitted</li> <li>c) Intramural Proposal Applied (Not Approved) To be reapplied</li> <li>d) 5 research proposals approved by Ethics committee</li> </ul>
I wish to pursue a PhD	That's in the agenda. Have enquired
I want to further master my research methodology skills	<ul style="list-style-type: none"> <li>a) Applied for and got selected for Indo-US Vaccine Action Program on 'Principles and Practice of Clinical Research'</li> <li>b) Applied for Zonal OR Workshop under RNTCP</li> <li>c) Participated in the INCLIN international study on "Scoping the Path to Leadership in Health Research in India"</li> <li>d) Attempted many Online Courses</li> </ul>

# Professional Goals (Long Term...5years)...

Planned	Current Status
To apply for <b>awards and membership of professional bodies</b>	<ul style="list-style-type: none"><li>a) Awarded membership of NAMS</li><li>b) Scholarship by ASI 2018</li><li>c) IAPSM President Appreciation Award Young Faculty 2018</li><li>d) Member of UP Operational Research Committee</li><li>e) Fellowship by IMSA, IMA AMS</li><li>f) Membership of many professional bodies</li></ul>
<b>Network with researchers</b> in my area of research	<ul style="list-style-type: none"><li>a) I am collaborating with other researchers. I am also collaborating with Unicef, WHO , Alive and Thrive, NIPCCD , NHM and other agencies to further my work on my area of interest</li></ul>



# Take Home Messages

1. Remember leadership is not 'knowledge' it is 'behavior'.
2. Preparing and monitoring your **personal plan is the most important approach to improve your leadership skills**
3. PLDP is **YOUR plan** and implementing it is Your **COMMITMENT** to excel as a leader
4. The onus of preparing and implementing PLDP is on you and you must take charge
5. Reflect on your progress regularly
6. You may identify one or more mentors to help you

# Thank You



## Stay in Touch

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