

National Academy of Medical Sciences



Introduction Leadership Development (LEAD) Program Third Cohort, 5-7 July 2024

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“Leaders are born, not made.”



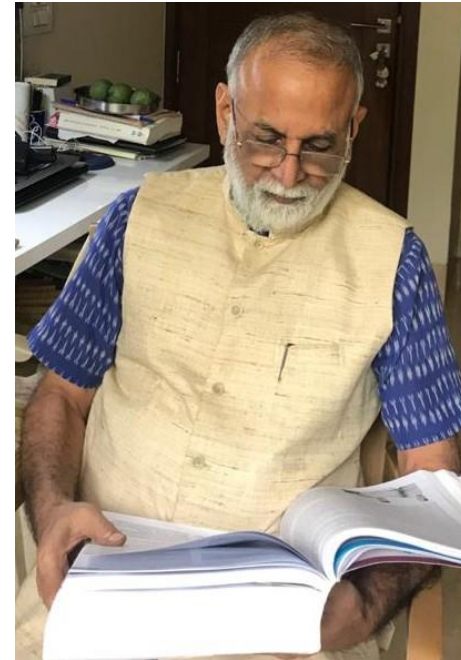
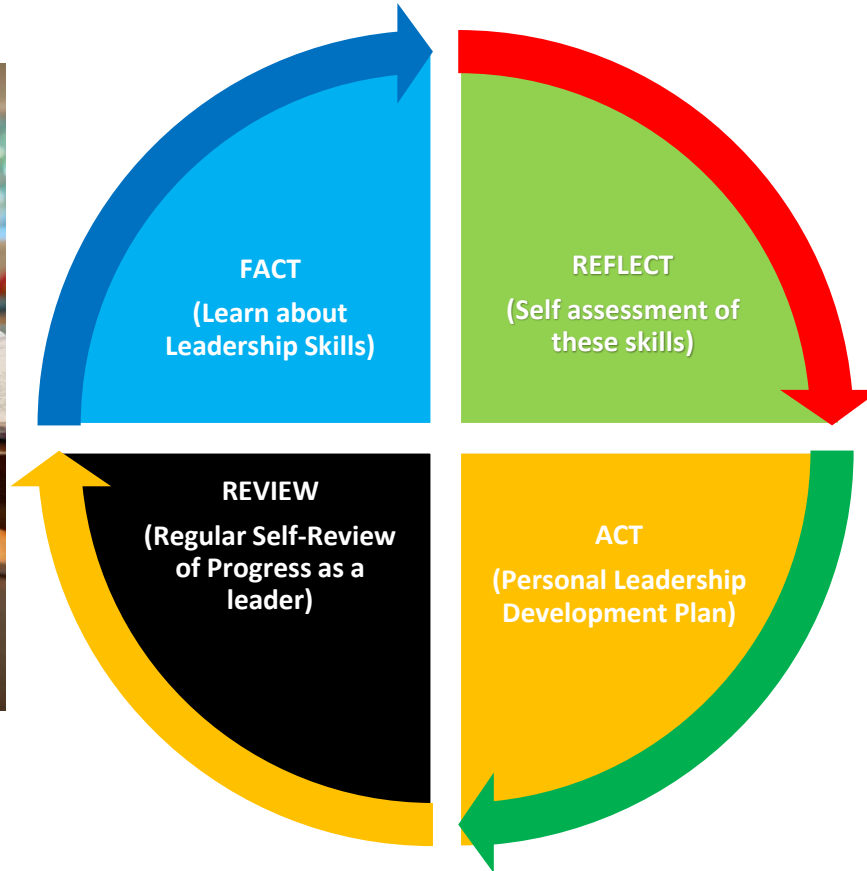
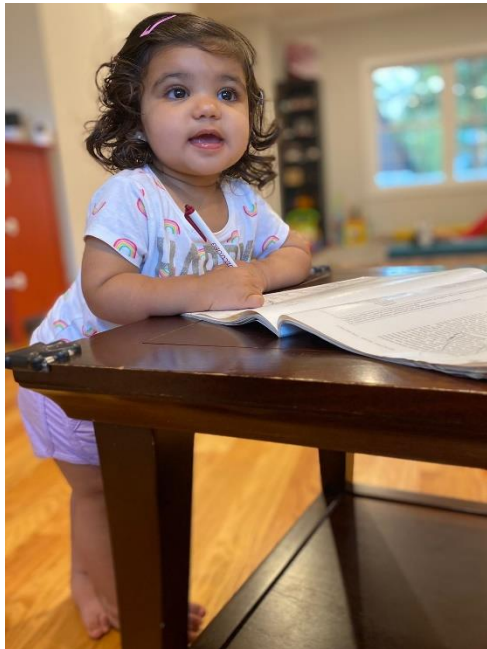


Learning Objectives

At the end of the course the participants would have

1. **Reflected on their leadership skills** during long experience in leadership positions
2. **Identified Leadership soft (or universal or transferrable) skills** which they are strong at and skills where they can improve.
3. Based on this prepared their **personalized plans** to excel as a leader
 - **Self Assessments** and learning from **Study material**
 - Discussions during **the sessions**
 - Learning from **well-known leaders** during the 'Meet the Leader' sessions
3. After the workshop **continue to act upon and monitor progress of their personalized leadership development plans**
 - Give update during online follow up sessions and
 - Continue 'on the job' self monitoring of implementation plan

Fact, Reflect, Act & Review*: Life-long Leadership Learning Model



*Adapted from NHS Leadership Training Program

Reasons of Failure of Leadership Training*,**

*Gleeson B Forbes. Dec 2, 2019, Lemen B, Kova A. Dec 8. 2021, **Gurdjian P, Thomas H, Lan K, Mckinsey 2014

No .	Reasons for failure of leadership trainings	How NAMS Training Addresses these
1.	Emphasize Knowledge, not behavior	➤ Implement PLDP to change behavior
2.	Not Aligned to individual needs. Do build on individual's skills & style	➤ Self Assessment to align to individual needs ➤ Use Fact, Reflect, Act & Review Model
3.	Not linked to skills at workplace. No on the job follow up to monitor progress	➤ Follow up sessions and self monitoring of PLDP ➤ PLDP self monitoring

“Leadership is not a Title. It is a Behavior. Live it.”



Methodology

Self Assessment assignments (5)

1. Self Awareness:
Know what you know and do not know

2. Learn what you do not know & how to use what you know

Study Material and Sessions at Workshop incl Meet the Leader

3. Action Plan
to learn what you do not know & apply what you know

Prepare individualized Leadership Plan

4. Monitor Progress

Self Directed Learning and Applying it on the job using PLD plan

5. Review progress & identify what more you need

Follow up Contacts & Self Review of PLD Plan

Leadership Skills: Universal and Technical

Universal transferrable soft skills	Profession/ job specific skills
Team work & Team Leadership	Technical Skills
Problem Solving	Scientific writing and research
Critical thinking and Analytical Skills	Emerging Skills: Social Media and its use
Verbal Communication & Listening	Emerging Skills: AI & its application
Adaptability & Change Management	Remote work, working with Virtual Teams
Eye for details	Languages and dialects

“Growing as a leader requires a combination of **intentional growth** and **leadership experience**”
John C Maxwell



Thank You

Stay in Touch

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