

## **VEV 733 Special Module on Leadership –Transformational Leadership – Developing the right mindset to lead**

### **RESOURCE PERSON**

Dr. Anuradha Balaram

Retired Member of The Indian Economic Service (1986-2016)

Chief Coordinator, The Awakened Citizen Program, Ramakrishna Mission Delhi

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### **Brief CV:**

Dr. Anuradha Balaram served as a member of the Indian Economic Service from 1986 to 2016 in various advisory capacities in the Federal and State Governments, including the Office of the Comptroller and Auditor General of India (CAG). She also served as an Economist, on deputation with Asian Development Bank. Her experience as a Development Economist has given her a ring-side view on why the best thought out policies do not take off on the field, not only in India but elsewhere. She became acutely aware that the education system in India falls short in instilling self-confidence, openness to personal and peer learning, original thinking and solution-orientedness in children and young people. She therefore chose to take Voluntary Retirement from Government in 2016 and serve full time in a voluntary capacity as the Chief Coordinator of The Awakened Citizen Program of the Ramakrishna Mission, Delhi, which aims at addressing this gap in formal education in over 5000 schools all over India. In the past five years she has gained a deeper insight into man making education, transformational leadership, self-actualization, responsible choice making and value-based work, which can give meaning, purpose and fulfillment. *(Detailed CV may be seen on <https://www.linkedin.com/in/anuradha-balaram-081b2b9/>)*

### **About this Course:**

This course will help students to understand the traits required to be an effective leader in different contexts – corporate, academic, government and community. A clear understanding on how leading during a crisis and leading day to day operational issues differ will also be focused on. Students will be guided to identify and build their leadership skills by working on their strengths and seizing the opportunities around them. They will discover some mind-set barriers which are preventing them from bringing out their full potential as a leader.

**Method to be followed in all sessions:**

The emphasis will be on peer and personal learning through highly interactive focused discussions and group assignments. Each student is expected to choose and practice leadership qualities that appeal to them, after studying alternative models. Students are expected to convert their learning to action during the course and are expected to show incremental transformation in their own mindset based on the ideas gathered during the course. Throughout the course and for a period of 3 months after the last session, the course conductor will be available to help them practice what they have chosen. Reference literature will be provided in each session.

**Transformational Leadership - Duration 14 hours - 7 sessions****Session 1 – Do I have leadership potential? Introduction to Practical Leadership– 2 hours**

The focus of this session is on examining our nature and attitudes to see if we are likely to be effective leaders. Students will be asked to identify one area they need to work on and throughout the course their progress will be tracked by introducing a base line survey, mid-course survey and endline survey.

**Session 2 - Do I have leadership potential? Outlining a strategy for improving our leadership skills- 2 hours**

The focus of this session is to understand what aspect students have identified in themselves that need focus and to divide the class into groups so that they can work collectively to motivate and inspire each other, under the guidance of the Professor.

**Session 3 – Leadership Skills of effective leaders in the corporate world – 2 hours**

The focus of this session is to identify different leadership styles of corporate leaders and identify some common traits which are worth emulating. Emphasis will be on how select corporate leaders handled failure, adverse situations and so on.

**Session 4 – Leading a Change in Society – 2 hours**

In this session, the qualities demonstrated by ordinary people who achieved extraordinary accomplishments which influenced a community or a society will be discussed to understand why they chose to make some personal sacrifices for a larger cause and how they persisted with achieving their ideal.

**Session 5–Effective Leadership in the Government /Public Sector – 2 hours**

The focus of this session is to have an understanding of different approaches to governance – Select Ideas of Chanakya and Thiruvalluvar will be discussed. Students will get a good understanding of how a Rajarishi can impact governance.

**Session 6 – Swami Vivekananda’s ideas to influence Youth Leaders– 2 hours**

Some brilliant leadership ideas of Swami Vivekananda as ably demonstrated by him in his short life will be discussed and debated.

**Session 7 – Applying the learning to action – 2 hours**

Students will be guided to prepare clear and realistic leadership goals and will be armed with a set of ‘SMART’ tools to ensure that they make incremental but consistent improvement.

**Evaluation:**

This is a one credit graded course. 90% attendance is mandatory in the lecture component. Assignments will have to be handed in according to the specifications within the timeline given. The emphasis will be on practicing what has been discussed in the sessions and in demonstrating clear internalization of the ideas through individual and group presentations.

**Introductory Session:** This will be held in NRCVEE Centre on **3<sup>rd</sup> August from 4-5 PM**. While exact dates and timings will be firmed up in consultation with interested students, the entire course will be finished between 6<sup>th</sup> August and 20<sup>th</sup> September.

