

**Government of India  
Ministry of Youth Affairs and Sports**

**LOK SABHA  
UNSTARRED QUESTION NO.3957  
TO BE ANSWERED ON 18.08.2025**

**Leadership Courses**

**3957. Smt. Mala Rajya Laxmi Shah:  
Shri Bhojraj Nag:  
Shri Suresh Kumar Kashyap:**

**Will the Minister of YOUTH AFFAIRS AND SPORTS be pleased to state:**

- (a) the details of the premier knowledge institutions involved in offering Leadership Development Courses under the programme;**
- (b) the key themes and learning objectives included in these courses;**
- (c) the manner in which practical activities are included to reinforce classroom learning; and**
- (d) the details of certifications or recognitions awarded upon successful completion of the courses?**

**ANSWER  
THE MINISTER OF YOUTH AFFAIRS AND SPORTS  
(DR. MANSUKH MANDAVIYA)**

- (a) Ministry of Youth Affairs and Sports does not offer Leadership Development Courses currently in any premier knowledge institution under the Ministry. However, Department of Higher Education, Ministry of Education has been implementing a Central Sector Scheme namely Malaviya Mission Teacher Training Programme (MMTTP). Under the Program, there are two**

**flagship initiatives related to leadership development: Nurturing Future Leadership Programme (NFLP) and Academic Leadership Programme (ALP).**

**Nurturing Future Leadership Programme (NFLP) aims to develop leadership capacity among faculty of higher education at early stage of career, equipping them for governance, strategic decision-making, and institutional development. The programme is to be delivered by 50 eminent institutes having expertise in management/leadership training. At present, 32 Higher Education Institutions have been identified as Host Institutions, including 16 Indian Institutes of Management (IIMs) – IIM Bangalore, IIM Indore, IIM Jammu, IIM Kozhikode, IIM Lucknow, IIM Mumbai, IIM Nagpur, IIM Raipur, IIM Ranchi, IIM Sambalpur, IIM Shillong, IIM Tiruchirappalli (Trichy), IIM Udaipur, IIM Visakhapatnam, IIM Bodh Gaya, and IIM Kashipur; 8 Indian Institutes of Technology (IITs) – IIT Bombay, IIT Delhi, IIT (ISM) Dhanbad, IIT Gandhinagar, IIT Kanpur, IIT Kharagpur, IIT Madras, and IIT Roorkee; and 8 other premier newly added private institutions – Xavier Labour Relations Institute (XLRI), Jamshedpur; Management Development Institute (MDI), Gurugram; S. P. Jain Institute of Management and Research, Mumbai; Institute of Rural Management Anand (IRMA), Gujarat; Goa Institute of Management, Sanquelim, Goa; T. A. Pai Management Institute, Manipal; FLAME University, Pune; and Shiv Nadar University, Greater Noida. Till now, the NFLP has successfully trained 3,171 faculty members through the completion of 120 programmes.**

**Academic Leadership Programme (ALP) aims to equip senior academic leaders with skills to manage the intricacies of educational establishment and empowers them to drive innovation, implement NEP 2020 reforms, and lead with impact. The programme emphasizes visionary leadership, change management, and stakeholder engagement. It was initially piloted by IIT Jammu, and is now implemented by the Indian**

**Institute of Management Bangalore under the Malaviya Mission Teacher Training Programme. Till now, 66 faculty members underwent the training in 4 cohorts of the program.**

**(b) The Nurturing Future Leadership Programme (NFLP) Host Institutions enjoy autonomy in designing the course curriculum and determining its mode of delivery, while aligning with the programme's overarching objectives. The focus is on building core competencies in effective leadership across six key thematic areas:**

- i. Teamwork: Influencing people, catalyzing change, conflict resolution, trust building, and managing strengths/weaknesses.**
- ii. Communication: Active listening, empathy, public speaking, professional writing, and championing ideas.**
- iii. Self-Management: Emotional resilience, motivation, self-awareness, stress management, and time management.**
- iv. Professional Skills: Negotiation, financial management, equity/inclusivity, strategic thinking, and managing change.**
- v. Critical Thinking: Creative problem-solving, decision-making, cultural sensitivity, and managing biases.**
- vi. Conscientious Citizenship: Ethical and authentic leadership, sustainability, social engagement, and integrity.**

**The Academic Leadership Programme (ALP) is designed to strengthen the capabilities of senior academic leaders by developing competencies across the following key domains:**

- i. Foundational Leadership: Self-awareness, shared knowledge base, professional networks, and institutional priority setting.**
- ii. Strategic Leadership: Strategic thinking, tackling complex challenges, innovation, and change management.**
- iii. Team & Stakeholder Engagement: Collaboration, inclusive culture, and shared ownership through collective decision-making.**

- iv. Leadership Excellence: Data-driven decision-making and succession planning.**
- v. Sustainability: Community linkages and financial sustainability systems.**

**Learning Objectives include:**

- Expanding the pool of potential leaders in higher education.**
- Preparing faculty for proactive roles in governance, decision-making, and problem-solving.**
- Building an ecosystem for early to senior career faculty to develop leadership skills.**
- Enabling institutions to identify and assess leadership potential in faculty.**

**(c) NFLP and ALP both blend classroom sessions with hands-on components to deepen understanding and application:**

- Case Studies: Real-world scenarios for problem-solving and strategic planning.**
- Workshops & Group Activities: Group exercises, role-plays, and team-based tasks are used to build teamwork, decision-making, and negotiation skills.**
- Panel Discussions with Leaders: Interaction with eminent academic and industry leaders.**
- Experiential Activities: Examples include yoga sessions, gratitude exercises, interactive seating arrangements and other wellness-oriented activities are included to develop mindfulness, stress management, and resilience essential for leadership roles.**
- Peer Learning and Networking: Group activities, informal discussions, and collaborative exercises encourage sharing of experiences, fostering mutual learning and practical insight exchange.**

- **Participant Presentations & Expert Feedback:** Participants present key learnings to peers and expert panels fostering reflective practice and public speaking skills.

**(d) Upon successful completion, Host Institutions award a “Certificate of Participation”.**

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