

Action Taken Report on Program Advisory Meet- 2019

On Leadership (Offered as LEAD course)

Dated: 18th March, 2020

The industry-academia council meeting was held on 28th April, 2019 at BIMTECH, Greater Noida. As part of the PGDM programme, in the area of Leadership, the following members were present:

1. Mr. S Mohan
2. Mr. Niraj Kumar
3. Mr. Deepak Gupta
4. Mr. Navneet Trikha
5. Mr. Pankaj Chopra
6. Mr. V.Sridhar
7. Mr. Nitesh Jain
8. Mr. Jatul Anand
9. Dr. L Ramani
10. Dr. Jaya Gupta
11. Dr. Itilekha Dash
12. Dr. Navin Shrivastava

The members were initially briefed regarding the existing lead format as well as the glaring issues faced during its administration. Primarily connected with the peer level open assessment system. The members were briefed regarding some development plan and subsequently their observations were incorporated in minutes as below:

S. No.	Discussion Points	Industry Expert	Action Taken
1.	<ol style="list-style-type: none">1. Maximum 3 to 4 projects should be given in a trimester.2. Assessment by industry expert during summer project on his/her leadership skills displayed3. Senior batch should be mentors for junior batch4. Content and process are important for LEAD. The existing methodology focussed only on process.5. Faculty mentoring is important.6. Multi-rater evaluation at the entry and end of each trimester.7. Leadership Workshop at the start of the trimester.	Mr S Mohan	<ol style="list-style-type: none">1. We have not given any projects.2. We have our own format for feedback. <p>Points No. 3, 5 and 7 have been implemented.</p> <ol style="list-style-type: none">4. LEAD has been redesigned.6. Evaluation by 3 stakeholders at the end of every trimester.

<p>2.</p>	<ol style="list-style-type: none"> 1. Maximum 3 to 4 projects should be given in a trimester. Based on interest, these projects should be chosen by students. 2. Leadership cannot be taught but needs to be developed. 3. It should not be a part of any curriculum but should be an independent course offered after the first term as a structured course. 4. The course should be an optional course, not compulsory for all because all cannot be leaders. 5. Talked about Welingker model for developing Leadership. 6. The improvement in the candidate needs to be mapped over the four trimesters. 	<p>Mr Niraj Kumar</p>	<ol style="list-style-type: none"> 1. Projects are given by various colleagues who are teaching different courses in the trimester, and the Area has no say in the same. 4. Not possible since the credits for all students should be the same. <p>Points No. 2, 3 and 6 have been implemented</p>
<p>3.</p>	<ol style="list-style-type: none"> 1. Workshop/ capsule course on leadership to be given at the beginning of the term. EQ component should be emphasized in that. 2. Self-assessment of leadership by all students. 3. Each student should be evaluated by members of all other group as well as by faculty. 	<p>Mr. Deepak Gupta</p>	<p>All points have been implemented</p>
<p>4.</p>	<ol style="list-style-type: none"> 1. Emphasized on ethical leadership 2. He believed that leadership can be developed by 'Learning by doing' 3. Empathy needs to be developed 4. Leaders need to be taught to take tough decisions 	<p>Mr. Pankaj Chopra</p>	<p>All points have been implemented</p>
<p>5.</p>	<ol style="list-style-type: none"> 1. Competencies developed in the four terms needs to be evaluated. 2. Continuous feedback by team of faculty 3. Feedback about strength and areas of improvement 4. Only qualitative feedback mandatory from peer 5. No. of projects in any case should not be more than 3. Students 	<p>Mr. V Sridhar</p>	<p>Points No. 1, 2 and 3 have been implemented</p> <p>4. Feedback is quantitative since the criteria decided for their assessment can be evaluated only by peers.</p>

	<p>must get the liberty of choosing three projects of their choice.</p> <p>6. Informally he mentioned that the expert committee members in the advisory must be appraised regularly on implementation of suggestion/s.</p>		<p>5. Projects are given by various colleagues who are teaching different courses in the trimester, and the Area has no say in the same.</p>
6.	<p>1. Students need to be assessed periodically by peers, faculty and industry</p> <p>2. It should include assessment of functional and behavioural competency of each student.</p>	Mr Nitesh Jain	All points have been implemented
7.	<p>1. Workshop need to be conducted on Leadership in the beginning of the trimester one. He emphasized the assessment on lead course should start after 1st term.</p> <p>2. Criteria in rubrics need to be further elaborated and sub-divided</p> <p>3. Students should not be burdened with so many projects. He appreciated the objectives of Lead course. He emphasised that both content and behavioural competencies need to be assessed.</p>	Mr. Navneet Trikha	All points have been implemented
8.	<p>1. There is overload of projects in each term.</p> <p>2. Maximum 2/3 projects</p>	Mr Jatul Anand	All points have been implemented

HR Area Nominee