

1.	Name of the Institute	V.V. Giri National Labour Institute
2.	Title of the Course	International Training Programme on Innovative Leadership: Driving change and fostering growth for participants from Tanzania
3.	Proposed dates and duration of the Course in Weeks/Months	2nd – 20th December 2024
4.	Eligibility Criteria for Participants	Junior and Middle level functionaries
	a) Educational	Participants should be graduates and must also have a working knowledge of English.
	b) Work Experience	1 year of work experience
	c) Target Group/ Segment	Officials from government departments, institutions, representatives from employee/employers' organisations, Executives from industrial and service sectors and other officials connected with administrative work etc. This programme is for foreign nationals sponsored by the Ministry of External Affairs, Govt. of India.
5.	Aim, Objectives of the Course	For details please find annexure I below.
6.	Justification/Rationale	For details please find annexure II below.
7.	Detailed Course Content	For details please find annexure III below.
8.	Profiles/CVs of the Faculty	The course from the VVGNI will be facilitated by Dr Dhanya M B, Fellow. In addition, Senior Faculties of the VVGNI, international specialists from ILO and leading future of work specialists from the Ministry of Labour and Employment/ University/Institutes will also facilitate various interactive lectures, practical workshops and sessions of the course as guest

		speakers. For detailed CV please find Annexure IV below.
9.	Mode of Evaluation of Performance of the ITEC Participant	Evaluation and performance of the participants will be monitored by a team of experts/course director, basically on conceptual clarity and level of understanding. Moreover, each participant would be required to make a presentation on a particular subject in the context of their country in the last week of the programme. A panel of faculty members will evaluate the presentation. Feedback questionnaires will also be used for regular evaluation.
10.	What Knowledge/skills the participants will acquire from the Course	At the end of the course, the participants will be able to: <ul style="list-style-type: none"> • Developing the ability to think strategically and make decisions that drive long-term growth. • Enhancing communication skills to effectively convey ideas, inspire teams, and manage stakeholders. • Strengthening problem-solving abilities to address complex challenges and implement effective solutions. • Learning how to build and lead high-performing teams, fostering collaboration and synergy. • Building resilience and adaptability to thrive in dynamic and changing environments. • Improving skills in negotiation and conflict resolution to manage disputes and achieve positive outcomes
11.	Course Director	Dr Dhanya MB

Annexure I. Aim and Objectives of the Course

Aim

To develop skills for negotiation, communication, leadership, interpersonal skills, time management and positive attitudes toward leadership among participants from developing countries.

Objectives

- Provide insights into the leadership dynamics of interpersonal and inter-group relations while developing communication skills, with a particular focus on effective articulation and listening.
- Acquire skills for managing and resolving conflicts at work, and learn how to set priorities, control chaos in the workplace, and make decisions under pressure to enhance productivity and maintain a harmonious work environment.
- Sharpen behavioural skills and insights for supervision, coordination and motivation to the subordinates to enhance their effectiveness;
- Appreciate changing labour market and employment relations scenario in the context of globalisation;
- Develop your analytical skills through research and information;
- Understand the Core Components of Emotional Intelligence
- Acquire knowledge for managing time effectively and enhancing conflict management skills;
- Share and experience various leadership styles.

Annexure II: Justification/Rationale

The International Training Programme on Innovative Leadership aims to equip participants, specifically from Tanzania, with the skills and mindset needed to drive change and foster growth within their organisations and communities. Leaders in developing countries often face unique challenges that require robust leadership skills. This program focuses on essential skills such as negotiation, communication, and interpersonal relations, which are crucial for effective leadership. In a rapidly changing global landscape, leaders must be innovative and adaptable. This training aims to instill these qualities, enabling participants to spearhead transformative initiatives. By enhancing leadership capabilities, the program contributes to broader economic and social development goals. Effective leaders can influence positive change in various sectors, including business, government, and non-profits. The methodology will be experiential Learning such as role-playing, simulations, and group exercises to practice leadership skills; Case Studies and Real-world Scenarios to analyse successful leadership examples and innovative practices from global contexts. Team-based projects that encourage collaboration, problem-solving, and

innovation. Presentations and peer reviews to foster feedback and collective learning; Tools and activities for participants to assess their leadership styles and effectiveness; Panel Discussions and Expert Panels.

Annexure III: Detailed Course Content

The course content comprised of 75 academic hours i.e., classes/activities/self-study/presentations spreading over three weeks. The course broadly covered the following topics (with emphasis on peer learning, case studies of best practices, group discussions). 1. Introduction to Leadership and Communication; 2 Conflict Management and Techniques of Conflict Resolution; 3. Setting priorities and managing tasks; 4. Globalization and Labor Market Dynamics; 5. Analytical Skills Development; 6. Enhancing interpersonal relationships through emotional intelligence; 7. Understanding the core components of emotional intelligence; 8. In-depth conflict management strategies; 9. Real-world scenarios and case studies; 10. Presentations and problem-solving exercises and 11. Way Forward, Group discussions and Q&A.

The Programme will adopt a participative approach to facilitate learning from each other. Every session is designed on a structured PowerPoint presentation for about 45 -60 minutes. Subsequently, nearly 45 minutes will be devoted to interactive discussions. Apart from raising questions on the issues highlighted by the resource persons, participants were also encouraged to highlight the experiences from their countries and their professional roles. Assignments will be an integral part of all the lectures. In every lecture, a detailed set of essential readings will be shared with the participants. The Course Director will interact with the participants after each session to highlight some of the major learnings from the sessions. Overall, the emphasis will be on experiential learning.

Annexure IV. Profile of the faculty:

Dr Dhanya M B, is Fellow (faculty) at V V Giri National Labour Institute, NOIDA. She is an economist by training and has been part of various national and international training, research and policy initiatives of the Ministry of Labour and Employment, Government of India. She has nearly two decades of research experience in the domain of labour market studies and has done her PhD in Economics. She is the Coordinator of the Centre for Labour Market Studies and Integrated Labour History Research Programme, two of the major research centres of the V.V. Giri National Labour Institute (VVGNI). Ministry of Labour & Employment, Government of India deputed Dr Dhanya to look after the work of India's G20 Presidency 2022-23 in addition to VVGNI's existing work from August 2022. She has been involved in policy initiatives of the Ministry of Labour and Employment, Government of India on various subjects such as Working Group member on ratification of ILO Convention-Forced Labour Protocol (2018), Drafting of

National Employment Policy (2018-19), Member of Tripartite Working Group to facilitate the process of the ratification of the ILO convention No 87 & 98 (2013-14), prepared issue paper on gig and platform economy and social protection for EWG G20 India Presidency 2022-23 to mention a few. She represented India (2022) in the BRICS country labour research institute network's seminar hosted by the Chinese Academy of Labour and Social Security, China and delivered a presentation on the Employment and income Policies of India in the context of the post-pandemic period.

A determined researcher and trainer, she has been coordinating various training programmes and research in the area of labour and employment, future of work, labour economics and public policies. She has authored a few books/ monographs on different subjects as follows: Gig and Platform Workers: Vision 2047 (2022, MoLE), 'Post Covid-19 Lockdown Scenario of Youth Unemployment in India' (2020, UNICEF & RGNIYD); 'Promoting Youth Employment & Entrepreneurship: A Study with Special focus on 'Startups' (2020, VVGnLI); 'Quality Employment Generation in Micro and Small enterprises (MSEs) in India: strategies and way forward' (2018, VVGnLI); 'Worker's Rights and Practices in the Contemporary Scenario: an overview' (2014, VVGnLI), 'Fundamental Principles and Rights at Work and informal economy in India' (2013, VVGnLI); and 'Engendering Gender Statistics' (2012, VVGnLI); She also published several research articles in different journals in national and international level and chapters in edited books.

She has also undergone training in the areas of "Private-sector Engagement for Livelihoods and Employment Opportunities of Vulnerable Groups in Fragile, Conflict-Affected and Emergency Situations" by ILO-ITC, Turin; "Short Course on Research Skills for South Asia" by IZA/FCDO, Germany; 'Promotion of Youth Employment in Fragile Settings', 'Designing and implementing effective wage policies', jointly organized by International Training Centre (ITC)-Turin and ILO-Delhi; She has been involved/attended in various International training programmes like International Conference on South-South Cooperation 'Innovations in Public Employment Programmes for Sustainable Inclusive Growth (IBSA), International Workshop on Time Use Survey organized by National Academy of Statistical Administration, to mention a few.

She has trained more than 1000 government officials/trade union leaders/ officers public enterprises/Researchers in the area of labour and employment. She has been invited as resource person/guest faculty for delivering lectures by various academic institutions like Jawaharlal Nehru University (JNU), Institute of Economic Growth (IEG), Ambedkar University, Pandit Deendayal Upadhyaya National Academy of Social Security (PDNASS), National Institute of Educational Planning & Administration (NEUPA), National Institute of Labour Economics Research and Development (NILERD), National Institute for Career Service (NICS), Institute of Technology and science (ITS) to mention a few. She also delivered lectures in various national and international programmes organized by VVGnLI and its Regional Collaborative Institutions.