



Administrative Staff College of India
Leadership through Learning

General Management Programme for Women Scientists

December 6–17, 2021

Sponsored by
DEPARTMENT OF SCIENCE AND TECHNOLOGY
Government of India New Delhi

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BACKGROUND

Since 2003, Department of Science and Technology (S&T) has undertaken several initiatives to ensure gender equality and equal participation of women in the sphere of Science and Technology in India. In 2013, the Science and Technology Policy reaffirmed its commitment to gender parity in Science and Technology by ensuring full and equal participation of women in the S &T sector.

Under the Plan Scheme 'DISHA Scheme for Training of Women Scientists Working in the Government Sector', the Department of Science and Technology aims to build the capabilities of women scientists, their unique styles of leadership and facilitate them to develop skills for forming strategic professional alliances and take up positions at higher level.

Administrative Staff College of India is pleased to announce the General Management Programme for Middle and Senior Level Women Scientists.

As a Scientist progresses in her career, the need for an appreciation of the macro environment and an exposure to management and business practices assumes greater importance. The General Management Programme for Women Scientists aims at enhancing the managerial and leadership capacities of experienced women scientists and technologists (at levels 'C' to 'G' and Equivalent), equipping them to effectively shoulder management responsibilities and also fulfill their commitment to directed scientific endeavor in an optimal way. The programme would contribute towards developing positive work culture and lead to enhanced synergy between personal and professional goals.

PROGRAMME OBJECTIVE

The objectives are:

- ◆ Develop/ strengthen managerial and leadership attributes of women scientists and technologists.
- ◆ Provide an appreciation of emerging trends in Science, Technology and Innovation.

- ◆ Provide an informed perspective on the administration of Government S&T institutions.
- ◆ Provide a platform to women scientists to interact with peers from other S&T institutions, share their inspiring experiences and exchange constructive views and ideas.

CONTENTS

The broad areas that will be covered in the programme include:

Module 1: Perspectives and Macro Overview

- ◆ Management Perspectives for Scientists
- ◆ Growth and Development in India: Implications for S&T Institutions
- ◆ Aligning R&D with SDGs

Module 2: Organizational Management

- ◆ Strategic Human Resource Management
- ◆ Knowledge Management
- ◆ Planning and Management of S&T Projects
- ◆ Project Management

Module 3: Innovation and Technology

Commercialization

- ◆ Strategic Significance of IPR
- ◆ Innovation Process: Ideation to Technology Commercialization
- ◆ Research Collaboration
- ◆ Managing Scientific Infrastructure

Module 4: Financial Systems Management and Accountability in Government

- ◆ Overview of Indian Financial System

Module 5: Leadership and Personal Managerial Skills

- ◆ Effective Communication
- ◆ Building and leading teams
- ◆ Work Life Balance
- ◆ Managing Stress
- ◆ Emotional Intelligence

PEDAGOGY

The programme would be conducted online using Learning Management System (LMS) and delivery would be through lectures, problem solving exercises, case discussions, experience sharing and presentations. Participants will also undergo experiential learning through group activities.

Faculty will include selected ASCI faculty and guest faculty, eminent scientists and administrators.

DURATION AND DATES

The duration of the program is for two weeks from **December 6-17, 2021**.

PROSPECTIVE PARTICIPANTS

The programme is designed for experienced women scientists and technologists at Grades 'C' to 'G' & Equivalent, working in Government S&T institutions under various Departments/Ministries. Women Scientists/Technologists engaged in R&D in Public Sector Units, Government Aided Research Institutes, Central and State Universities and scientists from the Business Management Divisions of S&T institutions are also encouraged to attend.

The participants should have put in a minimum of 9 years of service (as Group A scientists/Technologists or equivalent). They should be attending the Programme for the first time in the current block period, (i e, 2018-19 to 2021-22). Scientists who have attended the programme during the block period 2014-15 to 2017-18 are eligible to be re-nominated for the programme.

NOMINATIONS

Nominations filled in as per the attached proforma, duly endorsed and signed by the competent authority may be sent directly to the Programme Directors latest by **2nd December 2021**.

Scanned copies of duly endorsed nominations may be sent as advance information by email to the programme directors.

SPONSORSHIP & SUPPORT

This programme is fully sponsored, supported and funded by the DST, GOI. **Accordingly nominating institutions and participants NEED NOT pay DST or ASCI any expenses towards course fee.**

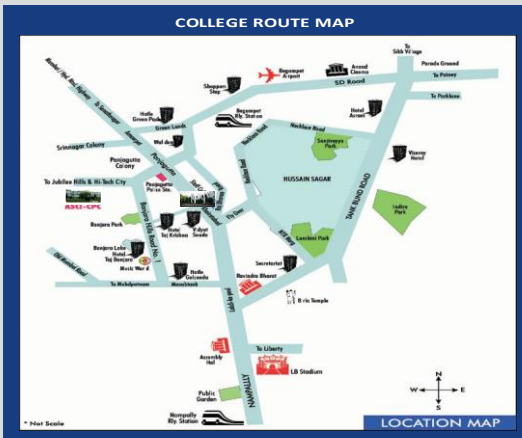
Programme Directors' Contact Information:

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ABOUT ASCI

Founded in 1956 at the initiative of Government and Industry, the Administrative Staff College of India is a pioneer in the field of post experience management development and training. ASCI has remained the leader and pacesetter in developing professionalism in management. Over 1,40,000 executives from Corporate, Government, Public and Private Sector within and outside India have taken advantage of the residential programmes offered by the College.



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