



NATIONAL | SCHOOL *of* | LEADERSHIP

**UNITED NATIONS PRINCIPLES FOR
RESPONSIBLE MANAGEMENT
EDUCATION (UN PRME)**

Sharing Information on Progress Report 2011 - 2013

Message from the Chairman

The National School of Leadership (NSL), India's first leadership institution for higher education, became a signatory to the United Nations Principles of Responsible Management Education (UN PRME) in 2011. It gives me great pleasure to present this report on the progress that NSL has made in accordance with the PRME principles, and to reaffirm our commitment to PRME.

The National School of Leadership has taken long and greatly encompassing strides both before and since becoming a signatory to PRME, increasing in scope of academic activities and student strength year after year - but despite the apparent growth in size and complexities, NSL has maintained its focus on the principles of PRME, all of which are perfectly aligned with NSL's own values.

NSL has always been focused on bringing leadership education to individuals from multiple spheres of life, including industry, academia, social

organizations, and government, among others, through the use of efficient and effective methods of not only imparting education, but creating a platform for the exchange of ideas and initiatives. This is well reflected in the learning tools that we use.

Initiatives like NSL Lead India has created paradigms in taking up cause based initiatives in nurturing leaders from multiple sections of the society including finding solutions for issues across rural India using leadership tools and strategies researched in-house at NSL.

In addition, as part of our efforts to bridge divides and create effective infrastructures to bring together leaders from multiple spheres, NSL operates the Consortium for Global Leaders (CGL), which is a conglomerate of organizations including corporate houses, government bodies, educational institutions and social organizations. The CGL is aimed at bringing together the world's best think tanks from multiple sectors towards leadership development of individuals, organizations and nations. We would be happy to invite other organizations to be a part of the Consortium for Global Leaders and

contribute to Leadership development across boundaries.

As will be described in the following pages, we at NSL have remained true to our focus and commitment towards the principles put forth under the PRME, and we hope to maintain the kind of momentum of efforts that have led us to become the first name for leadership education in India. We would like to invite our partner signatories to peruse this report, and we look forward to jointly advancing the six principles for responsible management education through a strong and unwavering commitment to the principles that make us who we are.



Lead by choice,

A handwritten signature in black ink that reads "Satasurya". The signature is stylized and fluid.

Satasurya
Chairman,
**National School of
Leadership**
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PRME PRINCIPLES

Principle 1:

PURPOSE

We will develop the capabilities of students to be future generators of sustainable value for business and society at large and to work for an inclusive and sustainable global economy.

The National School of Leadership was started on a strong foundation of both research and introspection into both the apparent and underlying needs for leadership education in organizations across the board, in order to nurture individuals into becoming great leaders, regardless of their positions within the organizations they work with. The process of setting up NSL took three years of concerted effort that included extensive research and a

strong engagement with leaders from both corporate and academia to create the dream curriculum that would be best suited to understand, assess and address the inescapable need which organizations have for effective leaders. This was followed by the setting up of the mechanism of instruction delivery – for which NSL built a robust and interactive technology platform to support such learning.

With the focus and intent of empowering people, organizations and nations to grow at a pace that could keep them at the very forefront of development, NSL has defied age old perceptions regarding leadership and what goes into making a leader, and has uncovered the strongest fact of leadership – one can be a leader by choice.

Lead India:

In line with the first principle of the PRME, which is to develop among students the capabilities to become future generators of sustainable value for both businesses as well as society as a whole, NSL has initiated an initiative

titled Lead India - a national initiative directed towards empowering individuals from multiple segments of society with the leadership skills that can change lives and help in upliftment of society and standards of living. The Lead India initiative is designed to be conducted through training camps and workshops in remote villages in India and for the under-privileged in cities, and for this, both students, volunteers and mentors from the National School of Leadership join hands in imparting life changing leadership skills. Through the Lead India programme, our students also play the role of Leadership Mentors, and are instrumental in the nurturing of leaders in the locations that Lead India works in, resulting in a system that is cued to bring constant and ever increasing development across all strata of society.

Approach to Leadership Education:

The reliance that the world has on theoretical education has its advantages and drawbacks – all of us

have seen that. But what ultimately sets increasingly effective instructional methods apart is the real-time engagements that help in structuring the experience – and as an extension, the thought processes – of individuals engaged in various levels of operations within organizations, and by effect the nurturing of leadership skills that are present in such individuals. It is with this understanding of how human beings function that NSL's programmes are structured and executed. With a strong focus on neuroscientific assessments and approaches in order to properly understand the psychological make-up of persons who play important roles in organizations, NSL's courses are designed to help individuals understand their own strengths and weaknesses, and how best they can leverage these in order to become effective leaders and play a significant role in the organizations they work with.

In addition to the primary courses which include both a Masters

level and a Doctoral programme in Leadership Sciences, NSL has also introduced some highly specific courses, including a Masters programme in Military Psychology, which is the first of its kind in India, as well as a programme in Sports Psychology. In addition, there are other regular programmes including on Leadership in Entrepreneurship, and Research & Analytics – all of which are designed to give students a hands-on experience in their field of choosing, while maintaining a standard of leadership ethics that play a key role in nurturing not only effective but truly responsible leaders.

Principle 2:

VALUES

We will incorporate into our academic activities and curricula the values of global social responsibility as portrayed in international initiatives such as the United Nations Global Compact.

Social responsibility, as a commitment to the society we operate in, runs deep in the organizational ethos of NSL. The Lead India initiative is a genuinely effective platform to give back to the society in a significantly constructive manner. In addition, NSL also focuses as a matter of routine on programmes that would have a direct impact on society.

In the past few months, NSL has conducted two major workshops, including the largest ever leadership workshop for the Delhi Police and for Agra Police forces. These workshops focused NSL's AXELL, a model built on Quantum Mechanics by eminent scientist and NSL's Dean, Prof. (Dr.) Chinmoy Sarkar's AXELL, on enabling the police personnel to understand and build a clear focus on the conduct of its duties through greater public sensitivity, as well as to such cases that involve women and children, and other factors such as better individual approaches to crime victims, et al. In facing the ever-changing scenario of law and order, these workshops were

focused on equipping the police personnel with the ability to meet and surpass the requirements of their duties in a sustainable manner. Both the workshops saw substantial participation from all ranks of the police fraternity.

Internally as well, NSL operates by a set of values that are in-line with the institution's vision to be the recognized standard of excellence in leadership sciences and research, and its mission to build great leaders, organizations and nations by providing innovative education services through collaborative partnerships. The foundation for our mission lies in the values that we choose to operate by, and these include:

A culture of spirituality which helps individuals discern and decipher clearly the environments they work in, in a manner calculated to foster sound decision making through effectively studying the issues that impact a situation, and to employ the right and positive energies to come to the 'right' decision, keeping in mind the long-term impacts that

any such decision will manifest.

A strong proactive outlook calculated to meet the needs of leaders and organizations, by anticipating changes and capitalising on opportunities in the right manner, with a healthy mix of future focus, adaptability to change, receptivity to new ideas and technologies, and flexibility in the way commitments are met in order to be as effective as possible.

An internal engagement model which helps NSL understand and accept the ramifications of both individual and team responsibilities, and allows for the taking requisite risks, building a constructive culture and honouring success.

A system that fosters respect for each other within the organization, with the greatest dignity and understanding towards the rights and beliefs of everyone engaged in the NSL value chain. This system is focused on always putting people first, and inculcates a culture of consideration and measured response to each other's rights and requirements.

A framework of ethical standards built to bring out the best from all stakeholders in the value chain, including leading by example, keeping commitments, staying true to values, acting upon facts, and effectively building and maintaining trust through clear communication and expression amongst all.

A healthy team support system, where every person plays a motivating role for the others in order to meet common goals. The fostering of such teamwork results in a system wherein individuals motivate one another, collaborate to reach and implement decisions, support each other through knowledge and resource sharing, and encouraging each other to celebrate successes and create an enjoyable work environment.

Principle 3:

METHOD

We will create educational frameworks, materials, processes and environments that enable effective learning experiences for responsible leadership.

The success or failure of imparting of education is always dependent on the means by which it is done. NSL's focus on both the content shared and the instruction methods that are adopted are structured in a way that is both effective as well as convenient for students who are working professionals, and this is part of the formula which has driven NSL to maintain its position as India's best leadership institute.

NSL has adopted a Blended Learning model, which is beneficial for students in many ways. Primarily, the greatest benefit of the NSL model is that classes are conducted online, on an interactive platform wherein students can log in from any location, and the teacher or mentor conducts the class with interactive learning tools, including content, presentations, videos and other collaterals which are designed to convey the right kind of learning that needs to go into focused leadership education. Our mentors come from all kinds of backgrounds – ranging from senior people from corporates and other

bodies to ex-military personnel as well, which helps put the idea of leadership in a wide perspective. In addition, we also provide students with pre and post-lecture support in the form of specialised content that is relevant to the subject in an actively deployable manner – so that the real-time effectiveness of the topics covered are conveyed in full. The tools in use are also designed to host playback links and other collaterals to the lectures and supporting material shared, so that in case students miss the classes, they can always access the online repository of information that is accessible to them.

NSL has students from over 9 countries, all of whom are able to actively engage via the platforms provided. In addition to the learning tools in place, we also encourage a healthy connect outside of class hours, and for that, NSL encourages and actively works towards building interactive web groups for students from multiple locations, so that a free flow of information and an exchange of ideas can be facilitated for a

wholly rounded learning experience.

Principle 4:

RESEARCH

We will engage in conceptual and empirical research that advances our understanding about the role, dynamics, and impact of corporations in the creation of sustainable social, environmental and economic value.

The core focus that NSL has on leadership science stems from the basic precept of leadership as and being a science rather than an art. In that regard, the underpinnings of our efforts towards leadership education are founded on a strong philosophy of research-driven learning. Research forms a cornerstone of our programmes across the board, and NSL actively encourages research not just in the context of academic requirement, but for true learning. We firmly believe that to

truly understand a subject, one must make the effort to study it from all possible perspectives including their own – and research is what enables individuals to do so.

In keeping with this research focus, NSL has launched a research journal of its own, titled 'Scholar', which covers research articles that cover each and every aspect of how individuals can best function with respect to the requirements placed upon them by their organizations and societies. In addition, both students and mentors from NSL are actively engaged in conducting and submitting research papers on multiple topics, and till now, more than 70 such research papers have been published in leading national and international journals.

In addition to the research journal, NSL Scholar is also the annual research event of the National School of Leadership. NSL Scholar 2013 was held in collaboration with the Indian Institute of Technology (IIT), Kharagpur, and International Association

of Research Scholars (IARS), at the Central University of Rajasthan. Bringing a new dimension to research presentation to inspire research among youth, scholars at NSL presented in an NSL innovated technique involving significant audience involvement and fun in their research presentation. Professors from the Indian Institute of Technology (IIT), Kharagpur including Prof. P.K. Ray, HOD, Department of Management and Industrial Engineering at IIT Kharagpur presented along with scholars from NSL.

This research seminar also hosted an awards function under the aegis of IARS Australia, which is an affiliate of the Australian National Library, to acknowledge individuals for their contribution to excellence in research. Here, NSL achieved a great level of recognition with two mentors from NSL receiving the **IARS Distinguished Scholar 2013** award and six students from NSL receiving the **IARS Young Scholar 2013** award. This was a

landmark moment for the National School of Leadership, where the dedicated efforts put in by these illustrious members of the NSL family bore fruit, and this has certainly become a great motivator for other scholars of NSL as well to keep up their drive to excel in research.

Scholars at the National School of Leadership have published over 70 research papers in leading national and international journals during 2011 – 2013.

Principle 5:

PARTNERSHIP

We will interact with managers of business corporations to extend our knowledge of their challenges in meeting social and environmental responsibilities and to explore jointly effective approaches to meeting these challenges.

As the National School of Leadership was founded on the needs that were seen to exist in all kinds

of organizations from both industry and academia, we at NSL have made the effort to build and sustain a constant connect with the world that our students will operate in – and to that effect, NSL has set up under its aegis the **Consortium for Global Leaders (CGL)**. In the spirit of partnership and interactions to constantly be on a quest to better understand the responsibilities that organizations shoulder, the CGL is a platform designed to be a conglomerate of organizations coming together on a common platform to bridge divides and create effective infrastructures for the sharing of ideas and practices between organizations, in order to both individually and collectively understand, assess and address the challenges of sustaining businesses in today's global economy, taking into consideration the resources that go into making an organization – both human and material.

The CGL is founded on 3 Pillars, which includes High regard of Leadership Ethics and Values, Valuing of

Leadership Qualities across the organization, and Supporting Humanized organizational practices. In line with these pillars, the CGL operates in accordance with a set of 5 principles:

Principle 1 | Purpose: CGL concentrates on bringing individuals, organizations and nations together towards a holistic proliferation of leadership development across individuals, organizations and nations.

Principle 2 | Value: CGL places prime focus on the human aspect within organizations, and adopts and inculcates people-focused approaches towards comprehensive development of leadership qualities across the board.

Principle 3 | Method: CGL focuses on combining a collaborative flexible learning framework with the principal precepts of leadership sciences to create a comprehensive learning and application atmosphere which will result in application of effective leadership practices.

Principle 4 | Research: CGL is driven by strong foundations of leadership

research, aimed at creation of a synergistic learning ecosystem through the dynamic application of research-based inputs and content that will be instrumental in the propagation of real-time application of responsible growth oriented leadership.

Principle 5 | Partnerships: CGL brings together leadership learning on the basis of strong and dynamic partnerships within a value-driven network of leaders from variegated fields of business, academics, government and research, and a pool of expert professionals from leading organizations to explore and adopt efficient and effective approaches to the development of multiple aspects of leadership development.

NSL has built a strong connect with the academic fraternity as well, including some of the leading institutes in India. NSL has partnered with the Institute of Management and Entrepreneurship Development (IMED) of the Bharati Vidyapeeth Deemed University (BVDU) on several events, most notably **InCON 2013** – an industry conference on

Talent Management, as well as on the **Program of Relevance Initiated for Development of Entrepreneurship (PRIDE) 2013**, an entrepreneurs meet which saw participation from over a hundred entrepreneurs. This event was aimed to commemorate the achievements of first generation entrepreneurs, and to inculcate and develop a passion for entrepreneurship amongst the students who attended the event. Both these events helped NSL cement stronger relations with both the corporate and entrepreneurial communities, and stands as a yardstick for further engagements in the future.

Principle 6:

DIALOGUE

We will facilitate and support dialog and debate among educators, students, business, government, consumers, media, civil society organisations and other interested

groups and stakeholders on critical issues related to global social responsibility and sustainability.

Engaging in dialogue is a cornerstone to the development of NSL, and as such, we are strongly committed to building such engagements and leveraging on our presence to reach out to multiple individuals and organizations that have the ability and drive to contribute to the growth of leadership development initiatives. Therefore, NSL engages in making every possible effort to collaborate and engage on multiple events and instances wherein there is a scope for collective growth and development of ideas and best practices.

Among such engagements so far, NSL has associated with the Institute of Management and Entrepreneurship Development (IMED) of the Bharati Vidyapeeth Deemed University (BVDU) as well as the Central University of Rajasthan (CURAJ) in organizing and carrying out Industry-Academia Partnership Summits.

Both these events saw immense levels of participation from high-level corporate leaders from across the breadth of industry, as well as from the world of academia, with senior educators and professors from institutions from across the country. These events have been instrumental in the exchange of dialogue on the topic of leadership development and the issues that affect it, and afforded NSL with multiple views and lines of thought with regard to the development of leadership education – so much so that many of the ideas and thoughts gleaned through the engagements built during these events are now slated to become guiding points towards developing on the curriculae of the various courses that NSL offers, in order to bring in the best of ideas and principles that would ultimately help students gain an ever-increasing understanding of leadership, and enable them to become better leaders in the future.



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