Resilient Leadership for Social Enterprise Management

One Week ATAL-AICTE

Faculty Development Program

Date: 27th Jan – 1st Feb 2025

Sponsored by

AICTE **ATAL**

Organised by
Entrepreneurship Development Institute of India
Ahmedabad

Resilient Leadership for Social Enterprise Management

Introduction

Greetings and welcome to the Faculty Development Programme on Resilient Leadership for Social Enterprise Management. This programme aims to provide academics with the expertise and abilities necessary to foster resilient leadership in social entrepreneurship. In the current dynamic and frequently uncertain corporate landscape, resilience is essential for leaders who aspire to create societal change while effectively managing obstacles and uncertainties. This programme emphasizes resilient leadership to tackle the urgent requirement for adaptation, sustainability, and innovation in social enterprises.

Given their critical role in forming the next generation of social entrepreneurs, researchers studying entrepreneurship will find this topic especially pertinent. Comprehending the principles of resilient leadership empowers educators to cultivate a mentality that promotes endurance, strategic thinking, and emotional intelligence in their pupils. These attributes are crucial for constructing resilient social companies capable of flourishing in the presence of challenges.

Moreover, this programme would enable academics to strengthen their assistance to incubators by equipping them with sophisticated methodologies and practical resources to train prospective social entrepreneurs effectively. Academics can assist incubators in fostering a supportive atmosphere that encourages the development, durability, and enduring prosperity of social businesses by incorporating resilient leadership principles into their teaching and advisory responsibilities. This, in turn, enhances the robustness and societal influence of the entrepreneurial environment.

Rationale

Social enterprises are organisations primarily founded to participate in activities that provide positive social outcomes. A comprehensive practices and implementation of leadership are crucial for the enduring success of such organisations. Social entrepreneurs face the task of addressing leadership obstacles to safeguard their organisations' social goal while simultaneously pursuing growth and success. A social entrepreneur needs strong leadership qualities to fulfil this obligation. They typically have personal challenges that encompass the daily strain of managing professional and domestic responsibilities and external pressures from society. Therefore, it has become imperative for social companies to embrace resilient leadership approaches to deal with these significant obstacles effectively.

This FDP aims to provide faculty members and industry professionals with the necessary skills and knowledge to develop resilient leadership skills in entrepreneurs, practitioners, mentors, and students to improve the management of social enterprises.

Objectives and benefits

- **Enhance Understanding of Resilient Leadership:** Equip candidates with a deep understanding of resilient leadership principles and their application in managing social enterprises.
- **Develop Strategic Thinking Skills:** Foster advanced strategic thinking skills to navigate and overcome challenges faced by social enterprises.
- **Integrate Resilient Leadership into Curriculum:** Provide tools and methodologies for incorporating resilient leadership training into entrepreneurship curricula.
- **Encourage Innovative Problem-Solving:** Inspire innovative approaches to problem-solving in social enterprises, fostering creativity and adaptability.
- **Strengthen Incubator Support Systems:** Empower academics to collaborate with incubators, enhancing support systems for social enterprises through resilient leadership practices.
- **Promote Societal Development:** Utilize resilient leadership to drive social impact, contributing to societal development and community well-being.
- **Advance Sustainable Development Goals (SDGs):** Align social enterprise management practices with the SDGs, promoting long-term global sustainability.

Topics to be covered

FDP will focus on the following areas

- Overview of Resilience leadership & its relevance in Social Enterprise Management
- Entrepreneurial mindset for Social Enterprise
- Addressing Leadership Challenges with mental health & stress coping strategies
- Framing and testing Business Model for Social Enterprise Leaders
- Mentoring Leadership for pitching the Venture to Investors
- Nurturing Leaders for Intellectual Property Right in Social Enterprise
- Financial Innovation for Social Entrepreneurs
- Identifying Leadership styles for Social Entrepreneurs
- Driving leadership innovations in Social Enterprises
- Resilience Leadership in Social Enterprises: Possible research avenues

Pedagogy

The Faculty Development Programme will use a variety of pedagogical methodologies to provide a complete and engaging learning experience. These methods promote critical thinking, practical insights, and resilient leadership in social enterprise management.

Case Simulation: In detailed case simulations, participants will apply theoretical concepts to real-world scenarios. These simulations will teach social firms how to handle crises, make strategic decisions, and build resilience.

Flipped Classroom: As active participants, you will receive articles, videos, and case studies before the session. This pre-session material will fuel active debates, problem-solving, and collaborative learning, enhancing your practical comprehension in class.

Other exciting pact sessions include discussion of research topics, problem statement and applications, review and dialogue of research journals/articles on the theme, industry-oriented problem-solving sessions, live project development and applications, team presentation on learnings/outputs, and interaction with experts/IIM faculty.

The FDP will use these diverse pedagogical methods to teach participants how to lead resiliently in social enterprise management, promoting social development, economic growth, and sustainable development.

Target Audience

- The FDP is open to Assistant Professors/Associate Professor from AICTE approved institutions/Ph.D. Scholars/PG students
- Min/Max Limit- 30/50 participants from the Higher Education Institutions from the same city/ within 100 km of the host institute. (A maximum of 30% of participants can be from the host institution).
- The respective Heads of Institutions should nominate participants.

Seats

First-come, first-served enrolment is limited to 50.

Program Schedule

Offline Mode					
Day 1	Day 2	Day 3	Day 4	Day 5	Day 6
9:00 - 9:30					
Inaugural Session					
9:30 am -12:00 pm	9:30 am -12:00 pm	9:30 am -12:00 pm	9:30 am -12:00 pm	9:00 am -1:00 pm	9:30 am -12:00 pm
Session 1: Overview of Resilience leadership & its Relevance in Social Enterprise Management	Session 3: Addressing Leadership Challenges with mental health & stress coping strategies	Session 5: Mentoring Leadership for pitching the Venture to Investors	Session 7: Financial Innovation for Social Entrepreneurs	Industrial Visit	Session 10: Resilience Leadership in Social Enterprises: Possible research avenues
12:00 pm - 1:00 pm	12:00 pm - 1:00 pm	12:00 pm - 1:00 pm	12:00 pm - 1:00 pm		12:00 pm - 1:00 pm
Article Discussion	Article Discussion	Article Discussion	Article Discussion		Article Summarization
1:00 pm - 2:00 pm	1:00 pm - 2:00 pm	1:00 pm - 2:00 pm	1:00 pm - 2:00 pm	1:00 pm - 2:00 pm	1:00 pm - 2:00 pm
Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
2:00 pm - 4:30 pm	2:00 pm - 4:30 pm	2:00 pm - 4:30 pm	2:00 pm - 4:30 pm	2:00 pm - 4:30 pm	2:00 pm - 4:00 pm
Session 2: Entrepreneurial mindset for Social Enterpris	Session 4:Framing and testing Business Model for Social Enterprise Leaders	Session 6: Nurturing Leaders for Intellictual Property Right in Social Enterprise	Session 8: Indentifying Leadership styles for Social Entrepreneurs	Session 9:Driving leadership innovations in Social Enterprises	MCQs & Reflection Journal
4:30 pm - 5:30 pm	4:30 pm - 5:30 pm	4:30 pm - 5:30 pm	4:30 pm - 5:30 pm	4:30 pm - 5:30 pm	4:00 pm - 5:00 pm
Hands on training/Labs	Hands on training/Labs	Hands on training/Labs	Hands on training/Labs	Hands on training/Labs	Valedictory

Evaluation, Certificate, and Fee

Candidates would be eligible to receive a certificate of up to 70% cumulated weightage in the following aspects of the weightage mentioned.
Attendance – minimum 80% attendance essential**. 100 % attendance** - (individual) - **weightage 20%**
One assessment - a combination of MCQs/short answer type/reasoning-based, etc. - (Individual) – **weightage 10%**
2 Page Article Summary/per Team - (Team & Individual) - **weightage 30%**
Output of practical sessions -(Individual) - **weightage 15 %**
Report/outcome of Industrial visit- (Team) at the last session - **weightage 10%**
Reflection Journal - (Individual) - at the last session - **weightage 15%**

How to apply

Interested candidates can register for FDP on the ATAL-AICTE website. Link for registration:
https://www.aicte-india.org/atal

About ATAL Academy

The AICTE Training and Learning (ATAL) Academy was founded to empower faculty members to accomplish the objectives of higher education, including access, equity, and quality. AICTE is dedicated to enhancing the country's technical education standards by implementing different plans introduced by the government of India and the Ministry of Human Resource Development. The Council is aware of the necessity of providing professors and technicians with training in their specialised fields and educating the next generation in the skill sector. Training is necessary to enhance students' knowledge and abilities, increasing their employability in attaining global competencies.

About EDII

Founded in 1983, the autonomous, non-profit Entrepreneurship Development Institute of India (EDII) is a nationwide resource for entrepreneurship education, research, training, and institution building. Top financial institutions IDBI Bank Ltd., IFCI Ltd., ICICI Bank Ltd., and State Bank of India sponsor it. The gorgeous and vast EDII campus is on 23 acres of land donated by Gujarat.

The Indian Ministry of Skill Development and Entrepreneurship named EDII a CENTRE OF EXCELLENCE. National Institutional Ranking Framework (NIRF), Ministry of Education, Govt. of India places the Institute in the Innovation Category in the band of 11-50. Education Department, Govt. of Gujarat lists it as an Institute of National Importance. EDII became a National Resource Institute for entrepreneurship training, education, research, MSME development, innovations, and institutional construction. With Entrepreneurship Development Centres in Cambodia, Laos, Myanmar, Vietnam, Uzbekistan, and Rwanda, the Institute has expanded its entrepreneurship training, education, research, MSME development, innovations, and institutional building abroad. EDII affected teaching and research by launching the first organised educational Post Graduate Programme in

Entrepreneurship to train students in New Enterprise Creation, Family Business Management, and Social Entrepreneurship. Due to its competence in entrepreneurship, the University Grants Commission and Gujarat Textbook Board entrusted EDII with the duty of designing curriculum and textbooks on entrepreneurship for 11th and 12th grades. EDII collaborates with regulatory agencies, including the Central Board of Secondary Education. EDII established the Centre for Research in Entrepreneurship Education and Development (CREED) to study small and medium enterprise issues through 'The Journal of Entrepreneurship' to expand entrepreneurship research. Through its Biennial Conference on Entrepreneurship Education and Research, CREED builds a network of scholars and educators. EDII leads the India Chapter of Global Entrepreneurship Monitor (GEM), the world's most extensive entrepreneurial dynamics study. EDII has received recognition and support from the World Bank, Commonwealth Secretariat, ILO, FNST, British Council, Ford Foundation, European Union, ASEAN Secretariat, and others for promoting entrepreneurship through resource sharing and training. In 2016, EDII sponsored the Technology Business Incubator, CrAdLE - Centre for Advancing and Launching Enterprises, to encourage startups and innovation. The TBI, backed by NSTEDB, DST, and the Indian government, promotes technology/knowledge-based entrepreneurial enterprises in manufacturing, food processing, renewable energy, and healthcare. The Institute's PAN India branch offices run programs and projects under the Departments of Policy Advocacy, Knowledge, and Research; Entrepreneurship Education; Projects (Government & Corporations); Business Development Services & National Outreach; and Developing Economy Engagement.

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Contact Details
For any queries regarding the FDP, kindly contact:

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Session Plan and Tentative Resource Persons

No. of Session	Topics	Hours	Resource Person
Session 1	Overview of Resilience leadership & its Relevance in Social Enterprise Management	2.5	Dr. Ritesh Shahi, EDII
Session 2	Entrepreneurial mindset for Social Enterprise	2.5	Dr. Pankaj Bharti, EDII
Session 3	Addressing Leadership Challenges with mental health & stress coping strategies	2.5	Dr. Reshmi Manna, EDII
Session 4	Framing and testing Business Model for Social Enterprise Leaders	2.5	Dr. Prakash Solanki, EDII
Session 5	Mentoring Leadership for pitching the Venture to Investors	2.5	Dr. Eesha Singh, EDII
Session 6	Nurturing Leaders for Intellectual Property Right in Social Enterprise	2.5	Dr. Suneel Sharma, EDII
Session 7	Financial Innovation for Social Entrepreneurs	2.5	Dr. Eesha Singh, EDII
Session 8	Identifying Leadership styles for Social Entrepreneurs	2.5	Dr. Esrafil Ali, EDII
Session 9	Driving leadership innovations in Social Enterprises	2.5	Dr. Ritesh Shahi, EDII
Session 10	Resilience Leadership in Social Enterprises: Possible research avenues	2.5	Dr. Satya Ranjan Acharya, EDII
1	Hands on training/Labs	1	Senior Faculty Members, EDII
2	Hands on training/Labs	1	Senior Faculty Members, EDII
3	Hands on training/Labs	1	Senior Faculty Members, EDII
4	Hands on training/Labs	1	Senior Faculty Members, EDII
5	Hands on training/Labs	1	Senior Faculty Members, EDII
1	Article Discussion	1	Senior Faculty Members, EDII
2	Article Discussion	1	Senior Faculty Members, EDII
3	Article Discussion	1	Senior Faculty Members, EDII
4	Article Discussion	1	Senior Faculty Members, EDII
5	Article Summarization	1	FDP Attendees
1	MCQs & Reflection Journal	2	FDP Attendees
2	Industrial Visit	4	FDP Attendees
	TOTAL HOURS	**41**	

Faculty Resource Persons

Dr. Satya Ranjan Acharya, Professor, EDII

Dr. Satya Ranjan Acharya is a National Teacher's Awardee 2023. His extensive experience in teaching and consultancy, spanning over 25 years, underscores his deep expertise in financial management, idea generation and business plan formulation. He is trained at Startup Accelerators through MASHAV - Israel's Agency for International Development Cooperation and in the Application of Simulation for Entrepreneurship Teaching at the University of Tennessee, USA. He is the Director of CrAdLE, a DST-sponsored incubator and Atal Incubation Centre at EDII. Dr. Acharya's is also significantly contributing to mega initiatives like the Student Entrepreneurship Policy and Hastakala Setu Yojana of the Government of Gujarat.

Dr. Pankaj Bharti, Associate Professor, EDII

Dr. Bharti 24 years of teaching and research experience. Specialises in Social Psychology, Organisational Behaviour and Research Methods. He is trained in conceptualising and developing measurement tools for social science research. He has published nine papers and a book- Dehumanisation of Urban and Rural Poor. Core competency lies in psychometric assessment administration and reporting. He is associated with over 20 national as well as international research projects and is a National Team Member of Global Entrepreneurship Monitor (GEM), India. Has co-authored nine GEM India

Dr. Prakash Solanki, Associate Professor, EDII

Dr. Solanki in conducting projects /programmes for New Enterprise Creation and Capacity Building of development organisations. Possesses 25 years of experience in the field of entrepreneurship development, with expertise in entrepreneurship concept, process and practice, business opportunity guidance, innovations, business plan and enterprise creation process. Presently implementing projects to promote entrepreneurship among women & PwDs in Maharashtra sponsored by TATA Communications Ltd. & TATA Power. Also involved in capacity building & entrepreneurship development programmes for SC / ST youth and promoting S&T based entrepreneurship.

Dr. Suneel Sharma, Faculty, EDII

An alumnus of BITS Pilani, IIM Bangalore and Lancaster University, UK., Dr. Sharma has more than 28 years of experience in Digital Technologies and Analytics. His areas of interest include; Cognitive Automation, Risk, and Operation Analytics. He is engaged with over 20 ventures in domains like Automation, MarTech, FinTech, MedTech, EdTech, New Media, SaaS and D2C. He has been Director of Professional Programmes at SP Jain School of Global Management, and presently associated with governments, eminent organisations in India and abroad.

Dr. Reshmi Manna possesses 22 years of experience in industry and academics. Her key areas of specialization include; research, business analytics, entrepreneurship, behavioural science, human resource management, business strategy, operations and quality analysis. She has worked with esteemed names like ITPO, IBM, ICFAI University, and NTPC and has undertaken consultancy projects with NTPC, BSES Yamuna, Eternal Mewar, and FICCI. She is also a master trainer for applied data-driven decision-making for Leaders.

Dr. Esrafil Ali, *Assistant Professor, EDII* ▪

Dr. Esrafil Ali has 14 years of academic experience. IIM Visakhapatnam, IIM Raipur, and IIM Sambalpur have employed him in various capacities. Lal Bahadur Shastri Institutions, Bareilly, and ASM's Institute of Business Management and Research, Pune, were among his early employers.

HRM, leadership, team building, and competence mapping are his specialties. His management cases and research papers have appeared in international journals. He wrote books on Labour Welfare, Labour Economics, and Personnel Administration. IIMs, IITs, NITs, IBS, ISDSI, BIT, and others have hosted international and national conferences where he has presented research. He reviews research papers for conferences and serves on journal editorial boards. He is a Sambalpur University Management PhD Research Co-Supervisor and a reviewer for Cogent Business & Management, Taylor & Francis (ABS and Scopus Indexed) and Journal of Strategy and Management, Emerald Publishing.

Dr. Eesha Singh, Assistant Professor, EDII

Dr. Singh 14+ years of experience in Industry, Statutory Audit and Consultancy, specialising in Finance, Strategic decision-making. Dr. Singh has been an integral part of various national and international government events, including G20 events, as a member of the core committee organizing and hosting the events. Prior to relocating to Ahmedabad, she was associated with The Maharaja Sayajirao University of Baroda as an Assistant Professor and also served as a visiting faculty at Gati Shakti Vishwavidyalaya (GSV), a PM Gati Shakti initiative. She has successfully participated in Faculty Development Programs conducted by IIT-K and IITB.

Dr. Ritesh Shahi, *Assistant Professor, EDII*

Dr Shahi received his Bachelor's degree in Commerce from the University of Delhi and his Master's degree in Social Entrepreneurship from the Tata Institute of Social Sciences, Mumbai. He also holds a Master of Philosophy degree in Management and Labour.

Social Entrepreneur Experts' Profile

Ms. Mrinalika Dhapola

Chief Executive Officer,
Self-Employed Women's Association (SEWA)

SEWA: Industrial Visit

Ms. Mrinalika Dhapola, CEO of Self-Employed Women's Association (SEWA) and senior professional Driving Strategic initiatives towards improving people's lives, alleviation of psychosocial concerns, empowerment of individuals and communities

The Self-Employed Women's Association (SEWA), derived from the word "service" in many Indian languages, is a labour organisation located in Ahmedabad, India. It advocates for the rights of economically disadvantaged women who work for themselves. Around 2 million individuals are part of the Self-Employed Women's Association in eight different states in India. Self-employed women lack a stable employer-employee arrangement and do not receive a regular wage or social protection like formally employed people. Consequently, they experience a more uncertain income and lifestyle. SEWA aims to achieve full employment for women, ensuring access to jobs, money, food, and social security benefits like healthcare, childcare, insurance, pension, and housing. The principles behind achieving these objectives are perseverance and growth, which involve negotiating with stakeholders and delivering services.

Tentative Articles for discussion during FDP

- Building Resilience by Martin E.P. Seligman, April 2011, *Harvard Business Publishing*
- What Leaders Get Wrong About Resilience by Danielle D. King and Megan R. McSpedon, June 2022, *Harvard Business Publishing*
- Inside the Crucible: Learning and Leading with Resilience By: Robert J. Thomas, *Harvard Business Publishing*
- The Quest for resilience, Gary, *Harvard Business Publishing*
- The secret to building Resilience, Rob Cross, *Harvard Business Publishing*
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- Munir, R., & Beh, L. S. (2019). Measuring and enhancing organisational creative climate, knowledge sharing, and innovative work behavior in startups development. *The Bottom Line, 32(4), 269-289.*