

Faculty Development Programme

Human-Centred Leadership in a Digital Era

20th – 24th April 2026 | Virtual Mode | 10:00 AM – 5:00 PM



1. Programme Overview

The Centre for Teaching, Learning and Development (CTLD) at BML Munjal University, in collaboration with the Association of Indian Universities (AIU), successfully organized a five-day Faculty Development Programme (FDP) on “*Human-Centred Leadership in a Digital Era*” from 20th to 24th April 2026 under the aegis of the AIU–BML Munjal University Academic and Administrative Development Centre. The programme witnessed active participation from faculty members and administrative professionals representing diverse institutions, reflecting a shared commitment toward strengthening leadership capacities in contemporary academic ecosystems.

The FDP was thoughtfully designed to address the evolving demands of leadership in an increasingly digital and complex environment. It emphasized the integration of human-centric values—such as empathy, ethical responsibility, and inclusivity with strategic and technological competencies. The programme structure encompassed a comprehensive range of themes, including leadership in a VUCA (Volatility, Uncertainty, Complexity, and Ambiguity) world, critical thinking and decision-making under uncertainty, innovation and design thinking, ethical leadership in digitally mediated contexts, and effective change leadership in dynamic organizations.

Adopting a highly participative and application-oriented approach, the sessions incorporated case-based discussions, collaborative group exercises, and reflective learning methodologies. This enabled participants to contextualize theoretical frameworks within real-world academic and organizational settings, thereby enhancing both conceptual understanding and practical relevance. The programme also facilitated meaningful dialogue around creating psychologically safe and inclusive workplaces, while navigating the challenges and opportunities presented by digital transformation.

Overall, the FDP was widely appreciated for its academic rigor, contemporary relevance, and experiential learning design. It served as a significant platform for professional enrichment, equipping participants with the mindset and competencies required to lead with resilience, adaptability, and a strong human orientation in the digital era.

2. Organizing Committee

Advisory Committee

Prof. Jaskiran Arora

FDP Chair

Dr. Richa Mishra

FDP Co-Chair

Dr. Kavita Chawla

FDP Coordinator

Ms. Mitali

Student Organizing Committee Members

Namokar Jain & Aaradhya Bhardwaj (BBA, III Year)

3. Schedule & Resource Persons

BML MUNJAL UNIVERSITY <i>presents</i> FACULTY DEVELOPMENT PROGRAMME (FDP) on <i>Human-Centred Leadership in a Digital Era</i>						Programme Schedule
Day, Date	Day 1: Apr 20, 2026 (Monday)	Day 2: Apr 21, 2026 (Tuesday)	Day 3: Apr 22, 2026 (Wednesday)	Day 4: Apr 23, 2026 (Thursday)	Day 5: Apr 24, 2026 (Friday)	
9:30 – 10:00 hrs	Inauguration Session					
10:00 – 11:30 hrs	Session 1: The Evolving Leadership Paradigm in a VUCA World Dr. Richa Mishra, BML Munjal University	Session 3: Critical Thinking for Leaders Dr. Deepti Sharma, BML Munjal University	Session 5: Design Thinking for Leaders Ms. Shraddha, JKLU Jaipur	Session 7: Digital Transformation and AI in Leadership Dr. Jolly Masih BML Munjal University	Session 9: Leading Change in Dynamic Environments Dr. Keerti Shukla, BML Munjal University	
11:30 – 11:45 hrs	TEA BREAK	TEA BREAK	TEA BREAK	TEA BREAK	TEA BREAK	
11:45 – 13:15 hrs	Reflection & Activity: Leadership Reflection Exercise	Reflection & Activity: Critical Thinking Exercise	Reflection & Activity: Design Thinking Practice	Activity: Case Discussion – Digital Leadership Challenges	Case Discussion : Leading Organizational Change	
13:15 – 14:15 hrs	LUNCH BREAK	LUNCH BREAK	LUNCH BREAK	LUNCH BREAK	LUNCH BREAK	
14:15 – 15:45 hrs	Session 2: Emotional Intelligence and Psychological Safety in Leadership Dr. Keerti Shukla, BML Munjal University	Session 4: Decision- Making Under Uncertainty & Cognitive Biases Dr. Richa Sahay Trainer, Soft Skills & Behavioral Coach	Session 6: Creative Problem-Solving in Organizations Ms. Upasana, Independent Director, DEQUITEC	Session 8: Ethical Challenges in Digital Leadership Dr. Prashant Verma BML Munjal University	Session 10: Developing Future-Ready Leadership Skills Dr. Richa Mishra, BML Munjal University	
15:45 – 16:00 hrs	TEA BREAK	TEA BREAK	TEA BREAK	TEA BREAK	TEA BREAK	
16:00 – 17:30 hrs	Activity: Emotional Intelligence	Activity: Case Discussion – Cognitive Biases	Activity: Reflection Exercise – Solving Organizational Challenges	Discussion : Ethical Dilemmas in Digital Leadership	Programme Summary, Key Takeaways & Reflections	

4. Session Highlights

The programme featured hands-on demonstrations, live tool walkthroughs, and interactive sessions across all five days. Below are representative snapshots from the virtual sessions:

Namokar Jain (Presenting, annotating)

Welcome
Faculty Development Programme
on
Human-Centered Leadership in Digital Era
(ONLINE MODE)
20th April 2026 – 24th April 2026

BML Munjal University graded A⁺ by NAAC

9:48 AM | Faculty Development Programme 2026

Participants: Richa Mishra, Monoj Dutta, Aaradhye Bhard..., Namokar Jain, Ajaybir Solanki, Abhishek Uppal, Amit Kumar, Mitali -

Deepti Sharma (Presenting, annotating)

Activity- Analytical & Logical Scenarios

- **Root Cause Analysis:** Customer satisfaction scores have dropped, but you don't know why, and you have limited time. What steps do you take to investigate?
- **Unexpected Outcome:** Tell us about a time a project did not go as planned. What did you learn?

10:57 AM | Faculty Development Programme 2026

Participants: Monoj Dutta, Deepti Sharma, Abhishek..., Namokar Jain, Mitali -

Keerti Shukla (Presenting, annotating)

LIFE Tak

Sir, I don't know how you're still so calm

2:34 PM | Faculty Development Programme 2026

Participants: Mitali, Monoj Dutta, Keerti Shukla, Amit Kumar, Abhishek Uppal

Deepti Sharma (Presenting, annotating)

7 Questions - Decision Making Approach

- Q1. Is the quality of the decision important?
- Q2. Is team commitment to the decision important?
- Q3. Do you have enough information to make the decision on your own?
- Q4. Is the problem well structured?
- Q5. If you made the decision yourself, would the team support it?
- Q6. Does the team share organisational goals?
- Q7. Is conflict among the team over the decision likely?

11:18 AM | Faculty Development Programme 2026

Participants: Monoj Dutta, Deepti Sharma, Abhishek..., Namokar Jain, Mitali -

Upasana Singh (Presenting)

Without the box thinking

Box Thinking

Outside-The-Box Thinking

Without-The-Box Thinking

2:54 PM | Faculty Development Programme 2026

Participants: Upasana Singh, Abhishek Up..., Amit Kumar, Aaradhya Bh..., Monoj Dutta, Mitali -

Shraddha Bharatiya (Presenting, annotating)

What is Design Thinking? It's Not Just for Designers Anymore

Design Thinking represents a fundamental shift in how leaders approach problem-solving in today's complex business environment. This powerful methodology transcends traditional boundaries, moving beyond the realm of product designers to become an essential leadership tool for navigating uncertainty and driving meaningful innovation.

- Human-Centred**: Places real people and their needs at the centre of every solution
- Iterative Process**: Embraces continuous refinement through testing and learning
- Challenge Assumptions**: Questions established norms to uncover hidden opportunities

At its core, Design Thinking combines empathy, collaboration, and rapid prototyping to transform how organisations understand problems and develop solutions. Leaders who master this approach unlock the ability to navigate ambiguity, inspire teams, and create breakthrough innovations that truly resonate with customers.

10:29 AM | Faculty Development Programme 2026

Participants: Aaradhya Bhard..., Shraddha Bhar..., Amit Kumar, Monoj Dutta, Pooja Maheshw..., Rahul Trivedi, Hemangni Nigam, Mitali -

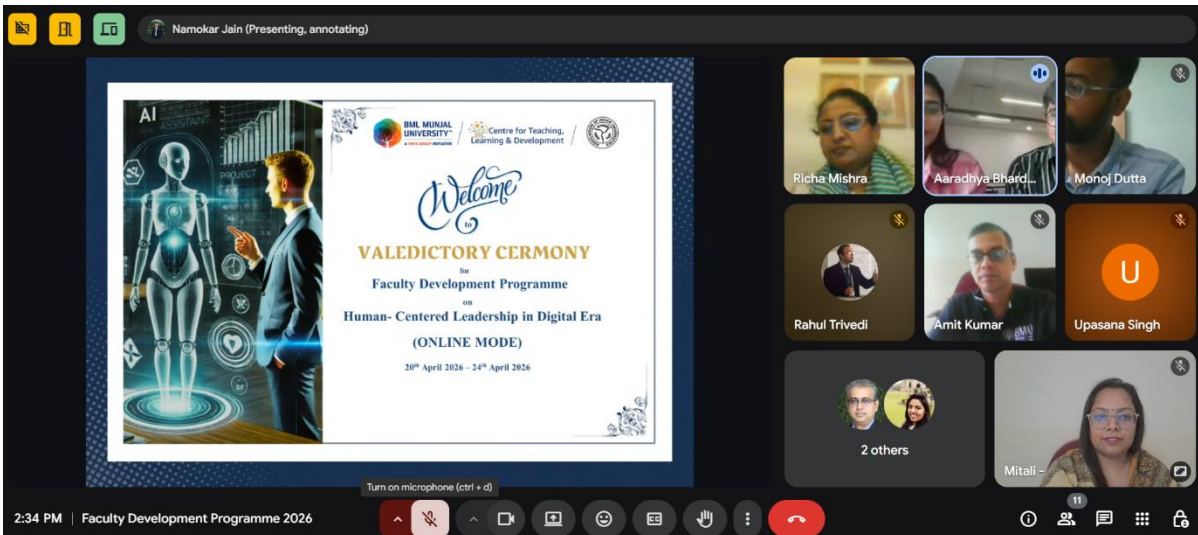
Jolly Masih (Presenting, annotating)

My Projects

#	PROJECT NAME	STATUS	# OF CHARTS	LAST UPDATED
1	Coffee_Health_Dummy_Dataset_200_participants_PT...	Ready	20	3 months ago

10:53 AM | Faculty Development Programme 2026

Participants: Ajaybir Solanki, Jolly Masih, Amit Kumar, Monoj Dutta, Mitali -



5. Key Outcomes & Takeaways

The programme enabled participants to translate leadership theory into actionable practice, with a clear emphasis on decision-making effectiveness in complex and uncertain environments. A key learning outcome was the ability to apply structured frameworks for problem-solving, allowing participants to approach institutional challenges with greater clarity, analytical depth, and strategic intent.

Participants developed a stronger orientation towards innovation by integrating design thinking principles into academic and administrative contexts, fostering more responsive and solution-driven approaches. The sessions also reinforced the importance of ethical judgment and responsible leadership, particularly in digitally influenced ecosystems where decisions carry wider organizational impact.

Another critical takeaway was the recognition of culture as a performance driver. Participants gained practical insights into creating environments that encourage trust, collaboration, and open dialogue, thereby enhancing team effectiveness and engagement. Additionally, the programme strengthened participants' ability to lead and manage change by equipping them with tools to navigate transitions, align stakeholders, and maintain continuity in dynamic settings.

Overall, the FDP contributed to enhancing participants' leadership readiness by building competencies that are directly applicable to institutional growth, operational excellence, and long-term sustainability.

Prepared by:

Ms. Mitali

FDP Event Coordinator, School of Management
BML Munjal University, Gurugram