

Best Practice:-

1. Title of the Practice

National Level Five-Day Faculty Development Program on “Leveraging Indian Knowledge System Practices for Managerial Excellence”.

2. Objectives of the Practice

- Aiding in the Implementation of NEP 2020: Assist in bringing instructional strategies into compliance with the New Education Policy (NEP) 2020, which prioritizes integrating new and traditional knowledge systems through IKS course,
- Understanding the Foundations: Examine the fundamental ideas and doctrines of the Indian Knowledge System (IKS) through experts.
- Assimilation with Present-day Disciplines: Examine how IKS might support holistic learning in contemporary educational systems.
- Guiding content creation: Give academic staff members the resources and models they need to create and execute IKS-based curricula that emphasize ethics, value-based learning, and critical thinking.
- Developing faculty expertise in advancing indigenous knowledge and pedagogy.

3. The Context

In recent years, there has been a growing demand to Indianize management education by incorporating traditional knowledge, values, and wisdom from ancient Indian texts and systems. Recognizing this, IICMR organized a national-level FDP to create awareness and equip educators with the tools to blend Indian traditions with contemporary management practices. This initiative also aligns with the NEP 2020 vision to revive the Indian Knowledge System across academic disciplines.

4. The Practice

This five-day Faculty Development Program (FDP), conducted from 9th to 15th October 2024, (excluding Saturday & Sunday) was curated with the objective to draw insights from Indian scriptures, leadership icons, and indigenous frameworks. The sessions were designed to ensure experiential learning through:

- **Day 1:** Leadership and Organizational Behaviour from the *Bhagavad Gita* by HG Radheshyam Prabhuji (ISKCON).
- **Day 2:** Comparative analysis of Indian and Western management ideologies with insights from Vedic texts and temple architecture by Col. Virendra Mishra and Col. Dinesh Kumar.
- **Day 3:** Strategic leadership lessons from the life of *Chhatrapati Shivaji Maharaj* by Mr. Ajinkya Rajput.
- **Day 4:** Indigenous frameworks in family and community business values by Dr. Shreyas Srivatsan.

- **Day 5:** Innovative indigenous practices like *Jugaad* and their relevance in modern management by Ms. Anuradha Jain.

5. Evidence of Success

- **Participation:** Over **540 registered** participants with **398 actively attending** from across the country.
- **Faculty Feedback:** Participants expressed deep appreciation for the unique content and practical insights. They found the sessions spiritually enriching, intellectually stimulating, and professionally applicable.
- **Pedagogical Impact:** Many educators shared their intent to integrate IKS-based topics into their curriculum and adopt value-based leadership discussions in their teaching.
- **Cultural Resonance:** The sessions evoked pride and interest among faculty to explore Indian heritage and its relevance in today's world.

6. Problems Encountered and Resources Required

- **Content Sensitivity:** Balancing spiritual and academic dimensions without appearing religiously inclined required careful speaker selection and session moderation.
- **Diverse Audience:** Participants from different disciplines and regions required contextualization of content for better relatability.
- **Time Constraints:** Condensing centuries of wisdom into brief 3-hour sessions each day while maintaining engagement.

7. Notes

This FDP reinforced the relevance of India's cultural and intellectual legacy in addressing modern-day management challenges. It laid the foundation for future academic initiatives aligned with the Indian Knowledge System, encouraging a shift from rote learning to values-based education. The overwhelming success demonstrates the importance of fostering a connection between tradition and innovation in faculty development.

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