



Azim Premji  
University

# POSTGRADUATE DIPLOMA IN DEVELOPMENT LEADERSHIP 2023

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For experienced development professionals  
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Is effective leadership of development organisations only about the ability to implement multiple programmes and managing teams? Or, are organisational leaders expected to have broader understanding of development theories, India's overall development journey, frameworks of development action, and organisational cultures and leadership approaches? Should leadership of development organisations be based on the same organisational principles which apply in the corporate world? Or, does the development ecosystem and organisational context require us to rethink some of these principles?

Azim Premji University's **Postgraduate Diploma in Development Leadership** emerges from and responds to such questions to enable mid to senior level professionals to prepare themselves for leadership roles in their organisations. This programme aims to advance participants' understanding of development leadership beyond programmatic considerations, by helping them anchor their rich experiences within a broader understanding of civil society and its trajectories.

## Who should join?

The diploma programme is designed for professionals with 8+ years of experience in the development sector, who are already in leadership roles in development organisations or are soon to embark on such roles.



## Key features of the programme

- 11-month part-time programme combining on-campus and online components.
- Offers perspectives on development and strengthens capabilities for organizational leadership
- Designed for mid to senior level professionals from social sector organisations.

## What does the programme offer?

This programme will help participants to:

1. Deepen their perspectives on the wider historical processes and lived experiences shaping development realities in India to better inform their work.
2. Imagine alternative development approaches and outcomes, which foster equity, justice and sustainability.
3. Strengthen capabilities of leadership to build inclusive, adaptive and collaborative organisations.
4. Enhance analytical, communication and other competencies for oversight of financial management, data analysis and communication for development action and advocacy.

## Structure

The 11-month Postgraduate Diploma programme starting in January 2023, offers a blend of on- campus and online learning across 3 terms. Each term has an on-campus residential component (~ 3 weeks) and an online component (~ 3 months) transacted over weekends (live lectures, online discussions, assignments and guided project work). The programme is designed to allow participants to continue their existing work and employment while being enrolled in the programme.

## Calendar

For an indication of dates, please refer to our website <https://azimpremjiuniversity.edu.in/programmes/development-leadership>





## Content

- India's Development Histories
- Contemporary Development Realities in India
- Approaches to Development Action
- Development Theories and Critiques
- Data Analysis for Social Action
- Competencies for Effective Communication
- Shaping Organisational Culture
- Principles of Financial Management
- Leadership Practices for Development Organisations

Seminar course: Emerging Themes in Development

Term 1 Project: Reflections on Development Practice

Term 2 Project: Leading Organisational Change

The programme also includes interactions with institution builders and organisation leaders from the development sector

## Pedagogy

Designed for experienced organisational professionals, the programme assumes that participants will bring deep experience of grassroots work, and will build on that experience in class transactions. The pedagogical approach will utilise peer group learning, practice-based readings, guest lectures, discussions, films and simulations.



## Eligibility

The programme is open to those working in NGOs, social movements and other grassroots organisations. The eligibility criteria are:

- Undergraduate degree in any discipline
- Eight or more years of work in any domain of the development sector, preferably with marginalized groups in urban or rural locations
- Fluency in English (reading, written, spoken)
- Currently in leadership roles in their respective organisations, or likely to move into such roles within the next three years
- Consent and recommendation from the applicant's current employer.

We encourage applications from women and other groups which are underrepresented in the leadership of social sector organizations in the country. Participants who need to bring young children with them, please contact us to discuss child care requirements.

## Admission process

Step 1: Application (Deadline: 15<sup>th</sup> May, 2022)

- Submit online application form

Step 2: Recommendation

- Recommendation form to be submitted by the current employer of shortlisted applicants.

Step 3: Written test and panel interview (June - July 2022)

Applications will be evaluated based on the candidates' depth of field experience, present or future leadership roles, capability for reflexivity in the organisational context, and ability to complete the course requirements.

## About the University

Azim Premji University was established in Karnataka by the Azim Premji University Act 2010 as a not-for-profit University and it is recognized by the University Grants Commission (UGC). We are an endowment based private university committed to the social purpose of contributing to a just, equitable, humane and sustainable society. All our educational programmes consciously nurture and reflect this vision of the University.





## Contact Us

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