



स्वामी राम हिमालयन विश्वविद्यालय
Swami Rama Himalayan University

FACULTY DEVELOPMENT TRAINING PROGRAM

ON

EFFECTIVE TEAM BUILDING FOR ACADEMIC EXCELLENCE

2ND DECEMBER – 14TH DECEMBER, 2024
(TWO WEEKS)

ORGANIZED BY

LEARNING AND DEVELOPMENT CENTRE

ORGANIZING MEMBERS

CHIEF PATRON



Dr Vijay Dhasmana
President, SRHU

PATRON



Dr Rajendra Dobhal, FNASC
Vice-chancellor, SRHU



Dr Vijendra D Chauhan
Chairperson,
Learning and Development Centre



Dr Ashok Kumar Deorari
Pro Vice Chancellor,
SRHU



**Dr. Pradeep Kumar
Varshney**
Director IQAC SRHU



LT. GEN. DR DALJIT SINGH
DEAN CUM PRINCIPAL HIMS



DR. GRACE MADONNA SINGH
INCHARGE,
LEARNING AND DEVELOPMENT
CENTRE

Week 1: Foundations of Team Building
Dates: 2nd December – 7th December, 2024

Date	Day	Topic	Recourse Person
2nd Dec	Monday	Introduction to Team Building	Dr. Pradeep K. Varshney
3rd Dec	Tuesday	Understanding Team Dynamics & Roles	Dr. Vijendra D. Chauhan
4th Dec	Wednesday	Communication Skills for Effective Teams	Mrs. Ekta Rao
5th Dec	Thursday	Leadership Styles in Team Building	Dr. Deepa Singh
6th Dec	Friday	Conflict Resolution and Problem Solving in Teams	Mr. Rajmani Pandey
7th Dec	Saturday	Emotional Intelligence & Trust Building	Dr. Grace Madonna Singh

Week 2: Applying Team Building in Academia
Dates: 9th December – 14th December, 2024

Date	Day	Topic	Recourse Person
9th Dec	Monday	Collaborative Teaching & Learning	Dr. Juhi Kalra
10th Dec	Tuesday	Team-Based Project Planning in Academic	Mrs. Kavita Negi
11th Dec	Wednesday	Tools & Technologies for Enhancing Team	Dr. Pradeep K.Varshney
12th Dec	Thursday	Case Studies: Successful Academic Teams	Dr. Kiran Bhatt
13th Dec	Friday	Group Activity based on Team Building	Mrs. Kavita Negi
14th Dec	Monday	Collaborative Teaching & Learning	Dr. Deep shikha





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6TH JANUARY – 18TH JANUARY 2025

(TWO WEEKS)

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Week 1: Foundations of Team Building

Dates: 6th January – 11st January, 2025

Date	Day	Topic	Recourse Person
6th Jan.	Monday	Introduction to Team Building	Dr. Pradeep K. Varshney
7th Jan.	Tuesday	Understanding Team Dynamics & Roles	Dr. Vijendra D. Chauhan
8th Jan.	Wednesday	Communication Skills for Effective Teams	Mrs. Ekta Rao
9th Jan.	Thursday	Leadership Styles in Team Building	Dr. Deepa Singh
10th Jan.	Friday	Conflict Resolution and Problem Solving in Teams	Mr. Rajmani Pandey
11th Jan.	Saturday	Emotional Intelligence & Trust Building	Dr. Grace Madonna Singh

Week 2: Applying Team Building in Academia

Dates: 13th January – 18th January, 2025

Date	Day	Topic	Recourse Person
13th Jan.	Monday	Collaborative Teaching & Learning Strategies	Dr. Juhi Kalra
14th Jan.	Tuesday	Team-Based Project Planning in Academic Settings	Mrs. Kavita Negi
15th Jan.	Wednesday	Tools & Technologies for Enhancing Team Collaboration	Dr. Pradeep K.Varshney
16th Jan.	Thursday	Case Studies: Successful Academic Teams	Dr. Kiran Bhatt
17th Jan.	Friday	Group Activity based on Team Building	Mrs. Kavita Negi
18th Jan.	Monday	Collaborative Teaching & Learning Strategies	Dr. Deep shikha





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20TH JANUARY – 1ST FEBRUARY 2025
(TWO WEEKS)

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Week 1: Foundations of Team Building
Dates: 20th January – 25th January 2025

Date	Day	Topic	Recourse Person
20th Jan.	Monday	Introduction to Team Building	Dr. Pradeep K. Varshney
21st Jan.	Tuesday	Understanding Team Dynamics & Roles	Dr. Vijendra D. Chauhan
22nd Jan.	Wednesday	Communication Skills for Effective Teams	Mrs. Ekta Rao
23rd Jan.	Thursday	Leadership Styles in Team Building	Dr. Deepa Singh
24th Jan.	Friday	Conflict Resolution and Problem Solving in	Mr. Rajmani Pandey
25th Jan.	Saturday	Emotional Intelligence & Trust Building	Dr. Grace Madonna Singh

Week 2: Applying Team Building in Academia

Dates: 27th January – 1st February 2025

Date	Day	Topic	Recourse Person
27th Jan.	Monday	Collaborative Teaching & Learning Strategies	Dr. Juhi Kalra
28th Jan.	Tuesday	Team-Based Project Planning in Academic Settings	Mrs. Kavita Negi
29th Jan.	Wednesday	Tools & Technologies for Enhancing Team Collaboration	Dr. Pradeep K.Varshney
30th Jan.	Thursday	Case Studies: Successful Academic Teams	Dr. Kiran Bhatt
31st Jan.	Friday	Group Activity based on Team Building	Mrs. Kavita Negi
1st Feb.	Monday	Collaborative Teaching & Learning Strategies	Dr. Deep shikha





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FACULTY DEVELOPMENT TRAINING PROGRAM

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3RD FEBRUARY – 15TH FEBRUARY 2025

(TWO WEEKS)

ORGANIZED BY

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Week 1: Foundations of Team Building

Dates: 3rd February – 8th February 2025

Date	Day	Topic	Recourse Person
3rd Feb	Monday	Introduction to Team Building	Dr. Pradeep K. Varshney
4th Feb	Tuesday	Understanding Team Dynamics & Roles	Dr. Vijendra D. Chauhan
5th Feb	Wednesday	Communication Skills for Effective Teams	Mrs. Ekta Rao
6th Feb	Thursday	Leadership Styles in Team Building	Dr. Deepa Singh
7th Feb	Friday	Conflict Resolution and Problem Solving in Teams	Mr. Rajmani Pandey
8th Feb	Saturday	Emotional Intelligence & Trust Building	Dr. Grace Madonna Singh

Week 2: Applying Team Building in Academia

Dates: 10th February – 15th February 2025

Date	Day	Topic	Recourse Person
10th Feb	Monday	Collaborative Teaching & Learning Strategies	Dr. Juhi Kalra
11th Feb	Tuesday	Team-Based Project Planning in Academic Settings	Mrs. Kavita Negi
12th Feb	Wednesday	Tools & Technologies for Enhancing Team Collaboration	Dr. Pradeep K.Varshney
13th Feb	Thursday	Case Studies: Successful Academic Teams	Dr. Kiran Bhatt
14th Feb	Friday	Group Activity based on Team Building	Mrs. Kavita Negi
15th Feb	Monday	Collaborative Teaching & Learning Strategies	Dr. Deep shikha





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FACULTY DEVELOPMENT TRAINING PROGRAM

ON

EFFECTIVE TEAM BUILDING FOR ACADEMIC EXCELLENCE

26TH AUGUST- 7TH SEPTEMBER 2025

(TWO WEEKS)

ORGANIZED BY

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Week 1: Foundations of Team Building

Dates: 26th August – 1st September 2025

Date	Day	Topic	Recourse Person
26th Aug.	Tuesday	Introduction to Team Building	Dr. Pradeep K. Varshney
27th Aug	Wednesday	Understanding Team Dynamics & Roles	Dr. Vijendra D. Chauhan
28th Aug	Thursday	Communication Skills for Effective Teams	Mrs. Ekta Rao
29th Aug	Friday	Leadership Styles in Team Building	Dr. Deepa Singh
30th Aug	Saturday	Conflict Resolution and Problem Solving in Teams	Mr. Rajmani Pandey
1st Sept.	Monday	Emotional Intelligence & Trust Building	Dr. Grace Madonna Singh

Week 2: Applying Team Building in Academia

Dates: 2nd September - 7th September 2025

Date	Day	Topic	Recourse Person
2nd Sept.	Tuesday	Collaborative Teaching & Learning Strategies	Dr. Juhi Kalra
3rd Sept.	Wednesday	Team-Based Project Planning in Academic Settings	Mrs. Kavita Negi
4th Sept.	Thursday	Tools & Technologies for Enhancing Team Collaboration	Dr. Pradeep K.Varshney
5th Sept.	Friday	Case Studies: Successful Academic Teams	Dr. Kiran Bhatt
6th Sept.	Saturday	Group Activity based on Team Building	Mrs. Kavita Negi
7th Sept.	Sunday	Collaborative Teaching & Learning Strategies	Dr. Deep Shikha



Swami Rama Himalayan University

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**TWO WEEKS FACULTY DEVELOPMENT TRAINING
PROGRAMME
ON
EFFECTIVE TEAM BUILDING FOR ACADEMIC EXCELLENCE**



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REPORT ON:
FACULTY DEVELOPMENT TRAINING
PROGRAMME

THEME:
“EFFECTIVE TEAM BUILDING FOR
ACADEMIC EXCELLENCE



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FACULTY DEVELOPMENT TRAINING PROGRAMME REPORT

Title: *Effective Team Building for Academic Excellence*

Duration: Two Weeks

Organized by: *Learning and Development Centre*

Introduction:

The Faculty Development Training Programme titled “Effective Team Building for Academic Excellence” was organized to enhance teamwork competencies, collaborative pedagogy, leadership skills, and inter-faculty coordination within the institution. Conducted in five slots during 2024–2025, it featured structured weekly modules, expert-led sessions, hands-on activities, and group learning tasks designed to foster cooperation, mutual respect, and shared responsibility among faculty members. The programme enabled participants to communicate more efficiently, work cohesively, and adopt effective conflict-resolution strategies within academic teams. It also introduced modern tools, digital platforms, and best practices for collaborative planning and execution, supported by case studies and reflective learning exercises.

In today’s dynamic academic environment, the ability of faculty to collaborate is critical for institutional growth. By focusing on emotional intelligence, empathy, and trust-building, the programme empowered faculty to function as stronger teams. Overall, it significantly contributed to improving teaching quality and enhancing institutional performance through coordinated academic efforts.

Objectives of the Faculty Development Training Programme:

The primary goal of the Faculty Development Training Programme was to equip faculty members with essential team-building skills that promote collaborative working, enhance mutual understanding, strengthen academic partnerships, and ultimately foster academic excellence, professional competence, and sustainable institutional growth through effective teamwork and collective responsibility. The specific objectives included:

1. To strengthen teamwork skills and collaborative working abilities among faculty members.
2. To enhance interpersonal communication and coordination within academic teams.
3. To develop leadership qualities and decision-making abilities for efficient teamwork.
4. To promote emotional intelligence, empathy, trust, and mutual respect among faculty.
5. To introduce tools, techniques, and digital platforms that support team-based academic activities.
6. To improve conflict-resolution skills and constructive problem-solving approaches within faculty groups.
7. To encourage collaborative teaching, co-facilitation, and shared academic responsibilities.
8. To cultivate a culture of cooperation, accountability, and collective growth in the institution.
9. To enable faculty to apply teamwork principles in planning, execution, and evaluation of academic tasks.
10. To enhance overall institutional academic performance through strengthened team culture.

Programme Summary:

The Faculty Development Training Programme was structured to provide a comprehensive understanding of team-building concepts and their application in academic settings. The workshop was designed in a phased manner to ensure systematic learning, continuity, and maximum participation. It focused on theoretical insights, practical activities, reflective discussions, and collaborative tasks that enabled faculty members to experience teamwork in real academic contexts.

To accommodate faculty from different departments and to ensure wider participation, the programme was conducted in four structured slots throughout the academic year. Each slot was planned to include a balanced mix of interactive sessions, expert lectures, case studies, and group exercises. The four slots were developed to progressively build faculty competency, starting from foundation concepts and moving towards implementation-oriented practice, ensuring that every participant was able to apply the acquired skills effectively within their academic and institutional environment.

The slots were:

SLOTS	DURATION
I	2 nd December – 14 th December, 2024
II	6 th January – 18 th January 2025
III	20 th January – 1 st February 2025
IV	3 rd February – 15 th February 2025
V	26 th August – 7 th September 2025

It combined interactive sessions, case studies, group activities, expert lectures, panel discussions, and reflective learning exercises to create an engaging and impactful training experience. Participants explored key areas such as team roles and responsibilities, leadership styles, communication barriers, conflict management strategies, and the psychology of group behaviour in academic settings. A significant focus was placed on enhancing emotional intelligence, empathy, and interpersonal understanding to foster a more inclusive, supportive, and respectful environment for collaborative work.

Workshops on digital collaboration tools like Google Workspace, Microsoft Teams, Trello, and other project management platforms enabled faculty to gain practical skills for organizing, coordinating, and monitoring academic tasks remotely and efficiently. Demonstrations on shared resource planning and documentation practices further strengthened their collaborative capabilities. Interdisciplinary group projects, presentations, role-play exercises, and team simulations helped participants experience real challenges, identify group strengths, and understand the meaningful benefits of working in diverse academic teams.

Outcomes of the Faculty Development Training Programme

The Faculty Development Programme achieved several significant outcomes, contributing meaningfully to the professional growth of faculty members and aligning closely with the broader institutional mission of academic excellence and quality enhancement. The key outcomes included:

1. Enhanced Understanding of Team Dynamics: Participants developed a deeper understanding of the characteristics, functions, and behavioural dynamics of academic teams, enabling them to collaborate with greater clarity and purpose.
2. Improved Communication and Leadership Skills: Faculty members demonstrated increased confidence in expressing ideas, facilitating discussions, delegating responsibilities, and adopting leadership styles suited to diverse team environments.
3. Better Conflict Resolution Strategies: The programme enabled participants to approach disagreements and interpersonal challenges more professionally, resulting in healthier work relationships and improved team morale.
4. Integration of Digital Tools for Collaboration: Faculty members actively started using collaborative digital platforms for academic planning, research coordination, internal meetings, shared documentation, and joint mentoring.
5. Strengthened Professional Networks: The programme fostered cross-departmental bonding, enhanced academic cooperation, and encouraged future interdisciplinary teaching, research, and publication initiatives.
6. Heightened Emotional Awareness and Sensitivity: Participants exhibited improved emotional intelligence, empathy, patience, and appreciation for team diversity, which are essential for long-term collaborative success.
7. Increased Institutional Cohesion: The programme helped create a more unified academic culture, promoting shared responsibility and collective ownership toward institutional goals.
8. Positive Impact on Teaching–Learning Quality: Faculty members began implementing collaborative approaches in classrooms, resulting in more engaging, supportive and student-centred learning environments.

Participant Feedback:

The feedback received from participants was highly encouraging and reflected the overall effectiveness of the programme. Faculty members appreciated the systematic structure, relevant content, and practical orientation of the sessions. Participants expressed that the expert-led lectures, interactive discussions, and hands-on activities significantly enhanced their understanding of team-building concepts and their application in academic settings.

Many faculty members highlighted that the sessions on communication, leadership, emotional intelligence, and digital collaboration tools were particularly impactful and directly applicable to their professional responsibilities. The collaborative group exercises and case-based learning helped them gain confidence in working as part of diverse academic teams.

Participants also shared that the programme improved their motivation, strengthened interdepartmental relationships, and provided a valuable platform for experience-sharing. Overall, the feedback emphasized that the training was timely, well-designed, and instrumental in supporting personal development as well as institutional progress.

Conclusion:

The two-week Faculty Development Programme on “Effective Team Building for Academic Excellence” successfully achieved its intended objectives and created a meaningful impact on the professional growth of the participating faculty members. The programme empowered faculty with essential tools, strategies, and insights required to build cohesive teams, strengthen interpersonal communication, and cultivate a collaborative academic culture within the institution. Participants gained a clearer understanding of team roles, leadership styles, and the significance of emotional intelligence, ultimately enabling them to work more efficiently and harmoniously.

This programme also contributed to improving academic delivery through shared planning, collaborative teaching practices, and coordinated execution of academic responsibilities. As higher education institutions continue to adapt to changing educational expectations, technological advancements, and increasing interdisciplinary opportunities, such capacity-building initiatives play a vital role in nurturing faculty who can lead, communicate, collaborate, and innovate effectively. The outcomes of this programme are expected to leave a lasting impact on both academic and administrative functioning, strengthening teamwork, enhancing productivity, and supporting the long-term developmental goals and academic excellence of the institution.



FACULTY PARTICIPANTS INVOLVED IN THE TEAM BUILDING ACTIVITIES



ACTIVE ENGAGEMENT OF FACULTY DURING THE SESSIONS OF THE WORKSHOP



FACULTY PARTICIPANTS AT THE VALEDICTORY CEREMONY OF THE WORKSHOP