

Leadership committee:

- Bharat Bhagat (Co-opt, Chairman: Health & Care Foundation)
- R D Ravindran (Co-opt, Chairman: Aravind Eye Hospitals)
- Dhiren Ganjwala (Ped Ortho surgeon)
- Gopakumar TS (ped ortho surgeon)
- Anaita Hegde (Ped neuro)
- Ravinder Sodhi (ped ortho surgeon)
- Laxit Doshi (Physiotherapist)

### **Introduction:**

Long term effectiveness of an organization depends on its leadership. An effective leader elevates the organization to a completely a new level. We are not taught leadership skills during our undergraduate or post-graduate training. Due to a lack of this skill, the people on the key posts of the organizations are not able to generate passion and confidence in their members. Without the involvement and enthusiasm of the members, it is very difficult to implement and achieve success in the various projects.

This problem can be overcome by a program called Leadership Development Training (LDT). Effective LDT can transform ordinary administrators into effective leaders. To best of my knowledge, very few medical organizations have such training sessions.

IACP should be the pioneer in this direction. To train members of IACPs to become better and more effective leaders. These members become the office bearers of the association and take up various activities of IACP.

With time new demands arise. The leaders should visualise such demands before time, think on it and motivate the few members to carry out action plan to fulfil those demands.

Changes are essential but most of the people are resistant to change. It is important to convince the members for the change. One needs strategic planning to bring upon these changes.

Leadership is a very broad term and for IACP we use it for motivation of people to work for the betterment of patients with disabilities.

The range is very broad and may mean leadership of organizational groups, education and training, mentoring, social leadership. If we offer such training to our members, it will not only help IACP, but will also help individual members irrespective of their practice place, private, semi-private or public setups. The same skills can help them in other social circumstances.

**Action plan:**

We have planned 1<sup>st</sup> Leadership Training course in the 3<sup>rd</sup> and 4<sup>th</sup> weeks October, 2021. The course will create awareness about basic points of leadership. This course will be conducted by an outside trainer- Mr. Arun Chitlangia from Mumbai. This will be 13.5 hours online training. 30 participants will be trained during this course.

Subsequent to this, we can have our internal program where these participants can become trainers for our members.

We will also provide in depth training with professors from business schools like IIMs and International School of Business, Hyderabad.

To invite leaders who are working in the field of disability to share their stories with members of IACP.

**Short term goals:**

- Make IACP members aware about the need of leadership training
- Provide the leadership training to members who wants to be trained
- Facilitate the activities of other committees

**Long term goals:**

- To make leadership training mandatory for those who aspires to apply or accept a post in executive committee or sub-committee
- Set up our internal training programs by our members for our members