



विज्ञान एवं प्रौद्योगिकी विभाग  
DEPARTMENT OF  
**SCIENCE & TECHNOLOGY**

**UKIERI**  
UK-India Education  
and Research Initiative



# **The Women in Space and Allied Sciences Leadership Programme (WiSLP)**

## **Programme Schedule**

**Date: Tuesday–Friday, 28–31<sup>st</sup> January, 2025**

**Venue: Hall M242, Indian Association for the Cultivation of  
Science, Jadavpur, Kolkata**

# About the Program

Department of Science and Technology, in collaboration with the British Council under the UK-India Education and Research Initiative (UKIERI), is organizing 4-day Leadership Development Workshops for women scientists working in the area of Space and Allied Sciences under the WiSLP program. This initiative will provide an excellent opportunity for early and mid-career women scientists aspiring for leadership roles.

The programme aims for Women's Empowerment in leadership and governance roles in the area of scientific research, which shall enable them to

- Eliminate skill gaps in Space Science
- Nurture a leadership identity and growth path
- Inculcate confidence and overcome communication challenges
- Master the nuances of IPR, Indian Policies, Governance, and Finance, towards better-informed decision-making and effective administrative and management practices

Further, a leadership framework will be developed under the programme. The workshop will be conducted with a reputed group of experts from the UK and Indian Experts, focusing on Global Best Practices, Leadership Skills Development, Technical and Strategic Insights etc. The workshop is without any registration fee and fully residential and will include interactive sessions, mentoring, and practical insights to address the challenges faced by women scientists in advancing to leadership positions.

The Comprehensive training program will be expertly delivered by distinguished faculty from Coventry University, UK, renowned for their academic excellence and global expertise. Indian speakers from India will provide valuable insights into the Indian perspective, covering key topics such as financial management, intellectual property rights, policies, and governance, complementing the expertise shared by the UK trainers.

# Programme Schedule

**Day 1: Tuesday, 28 January 2025**

**Theme:** Contextualizing leadership in Space and Allied Sciences: which competencies are needed and why. Identifying the gaps.

| Time          | Agenda                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|---------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 9:00–09:30 am | <b>Registration</b>                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 9:30–9:55 am  | <b>Inaugural</b>                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 9:30 am       | Welcome Remarks by Dr. Vandana Singh, Head WISE-KIRAN Division, Department of Science and Technology, New Delhi. (Online)                                                                                                                                                                                                                                                                                                                  |
| 9:40 am       | Opening Remarks by Mr. Debanjan Chakrabarti, Director, British Council, East and North-East India.                                                                                                                                                                                                                                                                                                                                         |
| 9:45 am       | Address by Prof. Arindam Banerjee, Director, Indian Association for the Cultivation of Science, Kolkata.                                                                                                                                                                                                                                                                                                                                   |
| 9:55 am       | Vote of Thanks by Prof. Narayan Pradhan, School of Material Sciences, Indian Association for the Cultivation of Science, Kolkata.                                                                                                                                                                                                                                                                                                          |
| 10:00–10:55   | Begin by introducing the WiSLP program, the trainers, and the participants. Explore peer-to-peer mentoring and networking, including setting up digital tools and connections. Incorporate any additional tools suggested by participants. Establish the digital infrastructure needed for the course and focus on building mutual understanding by discussing why everyone is part of the program.                                        |
| 10:55–11:20   | <b>Tea Break and networking</b>                                                                                                                                                                                                                                                                                                                                                                                                            |
| 11:20–12:00   | <b>Getting familiar with the Intellectual Property Rights in Higher Education Institutions in India</b><br><br><b>Speaker:</b> Prof. Padmavati Manchikanti, Department of Rajiv Gandhi School of Intellectual Property Law, Indian Institute of Technology, Kharagpur, West Bengal                                                                                                                                                         |
| 12:00–13:25   | <ul style="list-style-type: none"> <li>• <b>The Big Picture:</b> Highlight the role of women in leadership and their impactful contributions to space science and society.</li> <li>• <b>Incorporate Insights:</b> Feature interviews, recordings, and perspectives from the <i>Space Superstars</i> initiative.</li> <li>• <b>Guided Activities:</b> Engage in tutor-led sessions to deepen understanding and foster learning.</li> </ul> |
| 13.25–14.20   | <b>Lunch</b>                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 14:20–15:35   | <ul style="list-style-type: none"> <li>• Leadership - profiles, traits and how we acquire them</li> <li>• Difference between leadership and management and what makes a good leader</li> <li>• Group and individual activities.</li> </ul>                                                                                                                                                                                                 |
| 15:35–16:00   | <b>Break and networking</b>                                                                                                                                                                                                                                                                                                                                                                                                                |
| 16:00–17:00   | <ul style="list-style-type: none"> <li>• Intersectionality - Who are you as a future leader?</li> <li>• Identity cupboard as an individual activity followed by group reflections. (where you are now and where you want to be)</li> <li>• Individual activity</li> </ul> <p>Begin preparation for Day-4 presentations</p>                                                                                                                 |
| 17:00         | <b>Close</b>                                                                                                                                                                                                                                                                                                                                                                                                                               |

## Day 2: Wednesday, 29 January, 2025

**Theme:** Situating yourself within leadership frameworks: who you are, how you will lead, where you are heading in your career. Filling the gaps.

| Time         | Agenda                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|--------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 9:00–09:55   | <b>The leader's task</b> <ul style="list-style-type: none"><li>• <b>Reflection and Preview:</b> Highlight the best moments from the previous day, review the day's schedule, and introduce the upcoming activities.</li><li>• <b>Group Activity:</b> Identify and discuss the common qualities you admire in your Women in Science (WiS) role model.</li></ul>                                                                                                                                                                                                 |
| 09:55–10:50  | <ul style="list-style-type: none"><li>• <b>Discovering Your Leadership Strategy:</b> Identify and develop your authentic leadership style.</li><li>• <b>Career Development:</b> Explore pathways for career growth through engaging group and individual activities.</li></ul>                                                                                                                                                                                                                                                                                 |
| 10:50–11:20  | <b>Break and networking</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 11:20–12:00  | <ul style="list-style-type: none"><li>• <b>Ethics, Accountability, and Governance:</b><br/><br/>Speaker: Smt. A. Dhanlakshmi, Joint Secretary, Department of Science and Technology</li></ul>                                                                                                                                                                                                                                                                                                                                                                  |
| 12:00– 12:30 | <ul style="list-style-type: none"><li>• <b>Initiatives of govt of India to empower women in STEM.</b><br/>Speaker: Dr. Vandana Singh, Head WISE-KIRAN Division, Department of Science and Technology, New Delhi. (Online)</li></ul>                                                                                                                                                                                                                                                                                                                            |
| 12: 30-13:25 | <ul style="list-style-type: none"><li>• Develop skills to communicate effectively and confidently through writing.</li><li>• Learn to write well across various formats, practice concise writing, and differentiate between formal and informal styles. Explore the use of LLMs as a writing tool.</li><li>• Participate in tutor-led activities to enhance your writing skills.</li></ul>                                                                                                                                                                    |
| 13.25–14.20  | <b>Lunch</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 14:20–15:35  | <ul style="list-style-type: none"><li>• <b>Women's Leadership and Soft Power:</b> Explore the unique strengths women bring to leadership through soft power.</li><li>• <b>Collaborative Leadership:</b> Learn strategies for working with and leading male colleagues, fostering men as allies and champions, and practising direct leadership.</li><li>• <b>Interactive Sessions:</b> Engage in group and individual activities to build leadership skills and strengthen collaboration.</li></ul>                                                            |
| 15:35–16:00  | <b>Break and networking</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 16:00–17:00  | <ul style="list-style-type: none"><li>• <b>People and Team Management:</b> Master the art of effectively managing individuals and teams.</li><li>• <b>Course Planning:</b> Select themes for exploration on days 3 and 4, define focus areas for the remainder of the course, conduct skills gap analysis, and practice collaborative sharing.</li><li>• <b>Leadership Skills:</b> Develop expertise in technical leadership, empathetic and inclusive leadership, and balancing the roles of a leader and manager.</li></ul> Begin individual theme research. |
| 17:00        | <b>Close</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

### Day 3: Thursday, 30 January, 2025

**Theme:** Communicating with confidence, a tough aspect of leadership. Filling the gaps.

| Time        | Agenda                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 9:00–09:55  | <b>The leader's task</b> <ul style="list-style-type: none"><li>• <b>Reflection and Preview:</b> Recap the highlights from the previous day, review the current day's plan, and introduce upcoming activities.</li><li>• <b>Group Activity:</b> Explore the concept of diversity and inclusion by reflecting on what it means to each participant.</li></ul>                                                                                                                                                                                                                  |
| 09:55–10:50 | <ul style="list-style-type: none"><li>• <b>Our Lives:</b> Delve into attitudes toward careers, family, and societal values.</li><li>• <b>Focus on Wellbeing:</b> Discuss mental health and overall wellbeing.</li></ul>                                                                                                                                                                                                                                                                                                                                                      |
| 10:50–11:20 | <b>Break and networking</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 11:20–12:00 | <b>Understanding Policies</b><br><b>Speaker:</b> Prof. Vibha Tandon · Director, CSIR – Indian Institute of Chemical Biology                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 12:00–13:25 | <ul style="list-style-type: none"><li>• <b>Leadership in Space:</b> Explore leadership roles and inspiring role models in the field of space.</li><li>• <b>Guided Activities:</b> Participate in tutor-led exercises to deepen your understanding of leadership in this domain.</li></ul>                                                                                                                                                                                                                                                                                    |
| 13.25–14.20 | <b>Lunch</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 14:20–15:35 | <ul style="list-style-type: none"><li>• <b>Group Activity:</b> Engage in “A Day in the Life of” exercises to gain unique perspectives.</li><li>• <b>Building Empathy:</b> Develop a deeper understanding of diverse social and economic landscapes.</li><li>• <b>Fostering Inclusivity:</b> Explore ways to promote inclusivity and align with shared aspirations. Group and individual activities</li></ul>                                                                                                                                                                 |
| 15:35–16:00 | <b>Break and networking</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 16:00–17:00 | <ul style="list-style-type: none"><li>• <b>Leadership vs. Management:</b> Understand the key differences and complementary aspects of leadership and management.</li><li>• <b>Project Management:</b> Learn essential skills for managing projects, including budgeting and financial oversight.</li><li>• <b>Science Administration:</b> Explore the fundamentals of administering scientific initiatives effectively.</li><li>• <b>Guided Learning:</b> Participate in tutor-led activities to apply these concepts in practice. Prepare presentations for Day 4</li></ul> |
| 17:00       | <b>Close</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

## Day 4: Friday, 31 January, 2025

**Theme:** Demonstrating competencies: influencing, negotiating, presenting and leading others

| Time        | Agenda                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 9:00–09:55  | <b>The leader task</b> <ul style="list-style-type: none"><li>• <b>Reflection and Planning:</b> Recap key highlights from the previous day, review the day's schedule, and introduce upcoming activities.</li><li>• <b>Group Activity:</b> Discuss and explore the meaning of diversity and inclusion from different perspectives.</li></ul>                                                                                                                                          |
| 09:55–10:50 | <ul style="list-style-type: none"><li>• <b>The Leader as a Negotiator:</b> Develop an action plan for the future, identifying your next steps as a leader.</li><li>• <b>Navigating Challenges:</b> Learn to handle difficult conversations, speak up confidently, give and receive feedback, and address negativity effectively.</li><li>• <b>Interactive Learning:</b> Participate in tutor-led activities and role-playing exercises to practice these essential skills.</li></ul> |
| 10:50–11:20 | <b>Break and networking</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 11:20–12:00 | <b>Under time Financial Management</b><br><br><b>Speaker:</b> Ms Sarbani Saha, Registrar, Indian Association for the Cultivation of Science (IACS), Kolkata                                                                                                                                                                                                                                                                                                                          |
| 12:00–13:25 | <ul style="list-style-type: none"><li>• <b>Individual Presentations:</b> Deliver concise and impactful talks in a Three Minute Thesis (3MT) format.</li></ul>                                                                                                                                                                                                                                                                                                                        |
| 13.25–14.20 | <b>Lunch</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 14:20–15:35 | <ul style="list-style-type: none"><li>• <b>Individual Presentations:</b> Showcase your ideas through engaging and concise 3MT-style talks.</li><li>• <b>Closing Highlight:</b> Conclude with a People's Choice award for the best 3MT presentations.</li></ul>                                                                                                                                                                                                                       |
| 15:35–16:00 | <b>Break and networking</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 16:00–17:00 | <ul style="list-style-type: none"><li>• <b>World Café Discussion:</b> Explore and engage in meaningful conversations on key themes from the workshop.</li><li>• <b>Collaborative Activity:</b> Participate in group discussions to share insights and ideas.<br/>Evaluation survey (pre-departure)</li></ul>                                                                                                                                                                         |
| 17:00       | <b>Close</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |