



अखिल भारतीय तकनीकी शिक्षा परिषद्
All India Council for Technical Education



FACULTY DEVELOPMENT PROGRAMME

on

Thriving in Academia: Holistic Work-Life Balance Strategies for Faculty Excellence

July 13-18, 2026

Venue:

**International Institute of Health Management
Research, New Delhi**



About the Institute

**LEADING THE WAY IN
HEALTHCARE EDUCATION**



**IIHMR DELHI'S REMARKABLE
ACCOMPLISHMENT**

Our Mission

The International Institute of Health Management Research (IIHMR), Delhi is an institution dedicated to the improvement in standards in health through better management of health care and related programs. It seeks to accomplish this through management research, training, consultation, and institutional networking in a national and global perspective.

Thrust Area

IIHMR, Delhi is engaged in policy issues, program planning, management, and capacity building, mainly in the healthcare domain. It undertakes research, training, and consulting activities in the following areas:

- Human Resources for Health
- Primary Healthcare Management
- Population and Reproductive Health
- Health Economics and Finance
- NGO Management and Networking
- Hospital Management
- Programme Management and Evaluation of Health Programmes
- Healthcare IT Evaluation and Management

RATIONALE

The contemporary academic environment in India's technical education sector has undergone a dramatic transformation over the past decade. Faculty members in institutions are expected to simultaneously excel in teaching, research, consultancy, administrative responsibilities, curriculum development, accreditation tasks, and continuous professional development. This multifaceted role creates immense pressure that, if left unaddressed, leads to chronic stress, burnout, and deteriorating quality of academic output.

According to several national surveys and studies conducted by educational bodies, over 62% of technical faculty in India report experiencing high levels of occupational stress. The digital age has further blurred the boundary between professional and personal life — faculty are expected to be available 24/7 via emails, WhatsApp groups, and virtual platforms, eroding recovery time and personal well-being.

Work-Life Balance (WLB) is not merely about managing time — it is a holistic concept encompassing physical health, mental wellness, emotional intelligence, social relationships, financial awareness, and spiritual well-being. When faculty achieve a healthy equilibrium, the benefits cascade across their students, departments, institutions, and society at large.

Key challenges driving the need for this FDP include:

- Rising incidence of burnout and occupational stress among academic staff
- Increasing digital overload with blurred work-personal boundaries
- Lack of structured wellness frameworks in technical institutions
- Inadequate awareness of mindfulness, emotional regulation, and resilience strategies
- Growing research demands alongside teaching and administrative workload
- Post-pandemic psychological impact on faculty mental health
- Absence of institutional culture promoting faculty well-being

This FDP is designed to equip faculty with actionable strategies, evidence-based tools, and mindset shifts that enable them to thrive — not merely survive — in the demanding academic ecosystem.

OBJECTIVES OF THE PROGRAMME

- To understand the concept, dimensions, and significance of Work-Life Balance in the academic context
- To apply evidence-based time management and productivity frameworks
- To Practice mindfulness, meditation, and stress regulation techniques
- To Foster a culture of well-being within their departments and institutions
- To Integrate work-life balance principles into their professional development journey

EXPECTED BENEFITS

Benefits to Individual Faculty

- Reduced stress levels and improved mental health and emotional resilience
- Enhanced productivity, creativity, and academic performance
- Better physical health through structured wellness practices
- Improved interpersonal relationships with colleagues, students, and family
- Greater job satisfaction, motivation, and sense of purpose
- Clarity in career goals and personal values alignment

Benefits to the Institution

- Reduced absenteeism and faculty attrition in technical institutions
- Improved quality of teaching, research, and student mentoring
- Creation of a positive, inclusive, and productive organizational culture
- Better student outcomes driven by engaged and energetic faculty
- Strengthened institutional reputation through faculty well-being initiatives

TARGET AUDIENCE

- Head of Institutions/Directors/Principals/Deans/HoDs/BoG/GC/BoS/AC members, etc. are eligible to participate in this Program.
- Faculty members who want to enhance their learning and understanding about the work-life balance to achieve academic excellence.
- Research Scholars who are interested in exploring the topic in detail.

DETAILED COURSE CONTENTS

Day	Module	Topics Covered	Delivery Mode
1	Module 1: Understanding Work-Life Balance	• Concept & dimensions of WLB • Myths vs. realities of WLB in academia • Burnout indicators & self-assessment • Personal WLB audit & goal setting • The 8 pillars of faculty wellness	Lectures, Self-Assessment Tools, Group Discussion
2	Module 2: Time Management & Productivity Mastery	• Eisenhower Matrix & Priority Mapping • Time blocking & deep work techniques • Managing academic calendar effectively • Overcoming procrastination • Digital decluttering & attention management	Workshops, Case Studies, Hands-on Practice
3	Module 3: Mindfulness, Stress & Emotional Resilience	• Science of stress & its impact on performance • Mindfulness-Based Stress Reduction (MBSR) • Breathing exercises & body scan meditation • Emotional Intelligence (EQ) for faculty • Building resilience & coping strategies	Experiential Learning, Meditation Sessions, Role Play
4	Module 4: Holistic Wellness & Healthy Boundaries	• Physical wellness: nutrition, sleep & exercise • Setting professional boundaries • Managing digital overload & social media • Work-family integration strategies • Financial wellness for academics • Fostering meaningful relationships	Panel Discussions, Expert Sessions, Peer Learning
5	Module 5: Creating a Culture of Wellness & Action Planning	• Leading well-being initiatives in institutions • NEP 2020 & faculty wellness policy • Designing a Personal Wellness Blueprint • Building peer support networks • Capstone: My Work-Life Integration Plan	Presentations, Action Planning, Certification

TOOLS AND TECHNIQUES

- Experiential Learning: Reflective exercises, journaling, and self-assessment inventories
- Case-Based Learning: Real-world scenarios from Indian academic institutions
- Problem-Based Learning: Participants analyze personal WLB challenges and co-create solutions
- Peer Learning Circles: Small group discussions for shared experience and peer coaching

EXPECTED OUTCOMES Upon successful completion of this FDP, participants will have:

- Developed a strong foundation in Work-Life Balance concepts and frameworks
- Acquired practical tools for time management, stress reduction, and emotional regulation
- Built a professional peer support network across institutions
- Enhanced their capacity to model and promote well-being in their departments
- Gained awareness of national policies supporting faculty wellness under NEP 2020

RESOURCE PERSONS

Dr. Divya Aggarwal

Coordinator

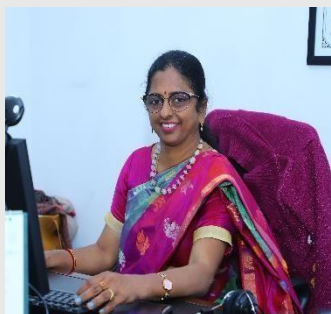


Dr. Divya is currently Associate Professor with IIHMR Delhi. She did her Ph.D in Management from prestigious Amity University, Noida. She did her M.B.A specializing in Human Resources and Finance from Guru Gobind Singh Indraprastha University, Delhi. She has more than 17 years of Academic and research experience and has diverse knowledge of the health systems. She has trained more than 700 health professionals in various capacities. She is an expert on long-term success. For the past decade she devoted her energy to the investigation of long-living corporations - how they grow, adapt, and consistently beat their competitors. Under her supervision, nine post graduate students carried out research work in the area of Zoonosis which was funded by international organizations. She has carried out research project on workload assessment of ANMs funded by UNICEF and has carried out various projects related to strategy and HR viz., strategy evaluation, workforce planning, etc. She conducted Attitude Survey of Employees of Hongkong & Shanghai Banking Corporation (HSBC Bank Ltd) on 16 parameters on All India Basis and made Action Plan. She has conducted various trainings and workshops on areas related to Organizational behavior in various organizations and b-schools. Besides this, she has written various research papers in the journal of national and international repute.



Dr. Anandhi Ramachandran

Course Co-coordinator



Dr. Anandhi is a Healthcare Information with several years of experience. She is PhD from University of Madras and post-doctoral research experiences from Department of Civil Eng. IIT, Madras and later in Lab of Membrane Biophysics & Biochemistry, NIAAA, NIH, and Rockville, USA. She worked as a product manager designing and developing healthcare and medical software products. For past 20 years she has been actively engaged in teaching, research, training healthcare professionals and

consultancy with particular focus on design, development, and implementation of simple technology-based solutions for delivering effective and quality healthcare. She has been privileged to work with top government education organizations like NIELIT. She has published many scholarly articles and plays an active role as reviewer in notable journals. Her research interests include healthcare technology implementation (telemedicine & mobile apps), healthcare data science, healthcare technology evaluation, and utilizing the knowledge and experience gained to digital health.



Prof Dr Shiv Dutt Gupta
President, IIHMR



He is a leading Public Health professional with a distinguished academic and research career. He obtained his M.D. (Preventive & Social Medicine) from India, and Ph.D. (Epidemiology) from Johns Hopkins University, Baltimore, USA. He was conferred Fellowship of Academy of Medical Science, India (FAMS) for his outstanding contribution in the field of public health. He has done pioneering work of creating and establishing new discipline of health management and promoting research in health policy and health systems and programmes. Currently Dr Gupta is Trustee Secretary of the Indian Institute of Health Management Research (IIHMR), India, Adjunct professor John Hopkins University, USA.



Prof Dr Tanjul Saxena



Dr. Tanjul Saxena has total 22 years of experience that encapsulates over a decade of corporate exposure in addition to teaching, training, and consultancy in the realm of management. She is a Professor of Organization Behavior, Human Resource Management, Organizational Change and Development, Marketing, Consumer Behavior, Marketing Research. Currently she is Principal of College of Hospital Administration, a unit of Mahatma Gandhi Medical University of Sciences & Technology. She is a national trainer and OD interventionist of repute. Her training background brings in experimentation and innovation in her teaching pedagogy. Her vision of intellectual life is universalistic and integrated, and that is

reflected in her prolific writings and numerous speeches and deliberations in academic meets. She has three anthologies, two books and about 20 papers to her credit in the realm of education and management.



Mr. Vishal Goyal

Psychologist & Corporate Trainer



Vishal has the expertise in corporates to build productive teams by conducting various training programs. The programs are essentially aimed at building teams, improving communication among employees, establishing functional conflict resolution strategies, enhancing leadership potentials, developing better managing patterns ETC. He has conducted training programs for corporates in Delhi-NCR like P&G, Amazon Distributors, Maersk, Bajaj, HSBC, HCL, JSW Steel, in establishing training and wellness programs for them. Key focus areas are LEADERSHIP Skills, Communication, team building, time Management: and stress. He has trained and inspired 10,000+ professionals.



Ms Ekta Kapoor



Ekta Kapoor is the Co-founder of Amazing Workplaces®, an integrated HR platform focused on strengthening employer branding through research-backed people practices. As a Best-Practices Evangelist in the space of people management, she works closely with organizations to assess, enhance, and showcase workplace culture across key pillars such as leadership, employee engagement, and learning & development.

Her work is anchored in collaborating with experienced HR leaders, industry experts, and organizations to bring diverse, practice-led insights into the evolving world of work. Through curated conversations, structured assessments, and real-world case studies, she contributes to building a credible body of knowledge on workplace excellence. Ekta's approach emphasizes practical, scalable strategies that help institutions and organizations align performance, culture, and well-being in a sustainable manner.

FACULTY DEVELOPMENT PROGRAM (FDP) ON

Thriving in Academia: Holistic Work-Life Balance Strategies for Faculty Excellence

Session Plan Date 13th – 18th July 26 (Time 9:30 am – 5:30 pm)

Day 1	Day 2	Day 3	Day 4	Day 5	Day 6
9:00 – 9:30 Inauguration					
9:30 – 12:00 Session 1	9:30 – 12:00 Session 3	9:30 – 12:00 Session 5	9:30 – 12:00 Session 7	9:30 – 12:00	9:30 – 12:00 Session 10
Understanding Work-Life Balance: Concept, Dimensions & WLB Audit	Time Management & Productivity Mastery: Eisenhower Matrix, Deep Work & Time Blocking	Mindfulness & Stress Reduction	Holistic Wellness & Healthy Boundaries: Physical Health, Sleep, Nutrition & Digital Detox	Industrial visit	Expert Talk Generational Differences: Understanding and collaborating with traditional work environment
12:00 – 1:00 Article Discussion Research paper on Faculty Burnout & WLB	12:00 – 1:00 Article Discussion Time Management in Academic Settings	12:00 – 1:00 Group Work Mindfulness Practice Diary & Peer Sharing	12:00 – 1:00 Case Study Analysis and Group Discussions		12:00 – 1:00 Article Summary
1:00 – 2:00 Lunch	1:00 – 2:00 Lunch	1:00 – 2:00 Lunch	1:00 – 2:00 Lunch	1:00-2:00 Lunch	1:00 – 2:00 Lunch
2:00 – 4:30 Session 2 Burnout Indicators & Coping Strategies: Self-Assessment, EQ & Resilience Building	2:00 – 4:30 Session 4 Digital Productivity Tools	2:00 – 4:30 Session 6 Emotional Intelligence & Resilience: EQ Framework, Role Play & Stress Regulation	2:00 – 4:30 Session 8 Values Alignment & Work-Life Integration Blueprint	2:00 – 4:30 Session 9 Creating a Culture of Wellness: Leading Well-being Initiatives & Peer Networks	2:00 – 4:00 MCQ, Reflection Journal
4:30 – 5:30 Hands on training /Labs	4:30 – 5:30 Hands on training /Labs	4:30 – 5:30 Hands on training /Labs	4:30 – 5:30 Hands on training /Labs	4:30 – 5:30 Hands on training /Labs	4:00 – 5:00 Valedictory Session

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