



Tempus



Post-Training Report

Under the LaMANCHE project funded by Tempus IV program, Caucasus University organized the training in Leadership and Change Management outside Tbilisi in the eastern part of Georgia (kakheti region). There were 40 participants, who attended the intensive training over 3 days (15-17th February, 2014) and the attachment of the lists of participants was enclosed with this training report. These participants are from the Top and Middle level of Management of the university and staff members. The university selected a fabulous location in Kakheti for this workshop. Every participant enjoyed the environment. Dara Ahmed, Associate Professor of Caucasus University, conducted this interesting training.

Firstly he introduced the key contents of the training to the participants. To start the training, he suggested the participants to think about the general ideas of leadership, change, etc. The participants were divided into different groups to discuss on the certain topics during the training. In the first day of the training, he commenced with basic concepts that are relevant with the way one should conduct change in the organization. These concepts are Leadership styles, Traits of Effective Leaders, Leadership Continuum Model, Motivation, Better Communication, and Coaching Guidelines. On the second day of the training, he started with different types of Leadership and then fully focused on the role of leadership in implementing change. On the third day, he comprehensively discussed about the change management process and the resistance regarding the change. In addition, he explained how institutional freedom connected with academic performance.

The participants fully attended and were participative and satisfied with this training. They were provided with a lot of opportunities to discuss on the significant topics to manage change within the university. In addition to those discussions, he demonstrated appropriate leadership styles and skills. More importantly, the participants were really happy in group discussions and exercises on the relevant issues. The training was very important and useful for the trainees in order to develop further their personal skills in effective decision making and building up capacity for managing the change in the university. In brief, they committed to apply the knowledge, skills, and experiences they learned from this training to contribute to the improvement of the quality of the university.