

## Diploma in Development Leadership – FREQUENTLY ASKED QUESTIONS (FAQs)

### **1. What is the PG Diploma in Development Leadership programme about?**

This programme will help participants develop a strong grasp of the conceptual and ethical dimensions of development action, deepen their understanding of organisational cultures and leadership, and strengthen competencies for oversight of financial management, data analysis and communication for development action and advocacy. *For more details, please refer to the programme brochure.*

### **2. Who is this programme designed for?**

The programme is designed for mid to senior level professionals in the development sector who are likely to take on senior leadership roles in their organisations. It is expected that the participants have a minimum of eight years of experience and will continue to work during the programme.

### **3. How is this programme different from development management or leadership programmes?**

The programme does not focus on operational tools and techniques for the day-to-day management of social sector organisations and their initiatives. Instead, it emphasises the conceptual, historical and cultural aspects for strengthening organisational leadership in a rapidly evolving social sector.

### **4. What is the programme structure?**

The programme uses a mix of face-to-face classes and online learning spread over 11-months. The programme is divided into three terms. Each term will have an on-campus residential component (of three weeks) and an online component (weekend work comprising live lectures, online group discussions, assignments and project work). *For more details, please refer to the programme brochure.*

### **5. What qualification will I receive on successful completion of the programme?**

On successful completion, the participant will be awarded a Postgraduate Diploma in Development Leadership from Azim Premji University.

### **6. What are the eligibility requirements?**

Undergraduate degree in any discipline

Eight or more years of work in the development sector (NGOs, social movements and other grassroots organisations) in any domain, preferably with marginalized groups in urban or rural locations.

Functional fluency in English (reading, writing, spoken)

Currently in leadership roles in their respective organisations, or likely to move into such roles within the next three years

Consent and recommendation of the applicant's current employer.

**7. I am presently not working but meet the other eligibility requirements. Can I still apply?**

We require that participants be part of an organisation while they are enrolled in the programme, as some aspects (e.g. project work) require that participants work closely with their organisations. If an applicant is moving to a new organisation, consent from the new organisation will be required.

**8. What if I leave my present organisation mid-way through the programme?**

Please refer to Q.7. Any exceptions will be made at the discretion of the university.

**9. Is the organisation's recommendation mandatory?**

Yes. The primary motivation of this programme is to strengthen the leadership capacities of social sector organisations in the country. It is important that the candidate's organisation is aligned with this objective. In addition, the participant and the organisation will need to make significant investments of time and effort in this process, and thus a recommendation from the organisation becomes necessary.

**10. Is the organisation's recommendation still required if I self-finance my programme fees?**

Yes. Please refer to Q.7 and Q.9

**11. Will this be an intensive programme?**

Yes, the programme will require strong and sustained commitment from participants to fulfil the attendance, participation and assessment requirements (assignments, projects and group interactions). As the programme will run in parallel with work responsibilities, participants need to effectively balance the significant demands of the programme.

**12. What are the English requirements for the programme?**

The programme requires functional fluency in English. All courses and class discussions will be conducted mainly in English, though participants can ask questions in any Indian language that is understood by the faculty. Participants will be expected to read material in English. Assignments and projects will need to be submitted in English.

**13. Can I select which courses within the programme to join?**

No, the courses cannot be attempted selectively. All courses are mandatory.

**14. How many days will I need to be away from work?**

Over the 11-month period, participants have to spend three weeks each term (i.e. total 9 weeks) on campus. The remaining interactions will be online and designed to make use of weekends (approximately 28 full Saturdays for live, online classes)

**15. I am unable to attend the face to face / on campus classes for 3 weeks. Can I skip this and do the entire program online?**

This is not possible. The programme is offered using a mix of on-campus and online classes to meet specific objectives.

**16. Are there any attendance requirements?**

Yes, 75% attendance is mandatory in each of the three terms.

**17. What is the batch size?**

The programme can accommodate 30 to 40 participants per batch.

**18. Is there placement assistance after the programme?**

There is no placement assistance envisaged after the programme.

**19. Will I get a stipend?**

No, this programme does not provide a stipend.

**20. Is financial assistance available?**

Yes, financial assistance / fee waiver will be considered upon request from organisations or participants, at the discretion of the University. Please contact us for more details.