AMTZ
सिद्धिर्भवति कर्मजा

THE GANDHI MANDELA SCHOOL OF LEADERSHIP

POST GRADUATE CERTIFICATE IN HEALTHCARE LEADERSHIP AND PURPOSE DRIVEN TRANSFORMATION

Transforming leaders into purposeful catalysts of high-velocity change

Program Overview

Healthcare systems today face unprecedented challenges—from rising service costs and workforce burnout to organizational complexity requiring purpose-driven, rapid adaptation. This certificate program is specifically designed to catalyze the next generation of healthcare leaders prepared to drive meaningful systemic transformation aligned with deep purpose.

***Duration*:** 3 months

***Format*:** 3 hours/day, 20 days/month (180 hours total)

***Cohort Size*:** 30 participants

***Experiential Elements*:** Retreats, exposure visits, simulations, speaker series

***Project-Centric*:** Each module includes project/capstone activity

***Certificate Awarded*:** Post Graduate Certificate in Healthcare Leadership and Purpose-Driven Transformation

***Outcome*:** Ready to lead purposeful, high-velocity change in healthcare environment.

Who Should Attend?

- Emerging and mid-career clinical and non-clinical leaders seeking advanced, purposeful leadership skills.
- Functional heads and managers in healthcare, MedTech, pharmaceuticals, or allied health sectors.
- Executives and high-potential professionals aiming to lead organizational, technological, and purpose-driven transformation.

What You Will Learn?

- Master the evolution and practical application of leadership paradigms in healthcare
- Build resilience, emotional intelligence, and self-awareness for impactful, authentic healthcare leadership
- Navigate complex, multi-stakeholder dynamics, conflict, and change
- Design sustainable, equitable, and ethically robust healthcare strategies
- Deliver a capstone Leadership Purpose High-Velocity Action Blueprint for real-world change.

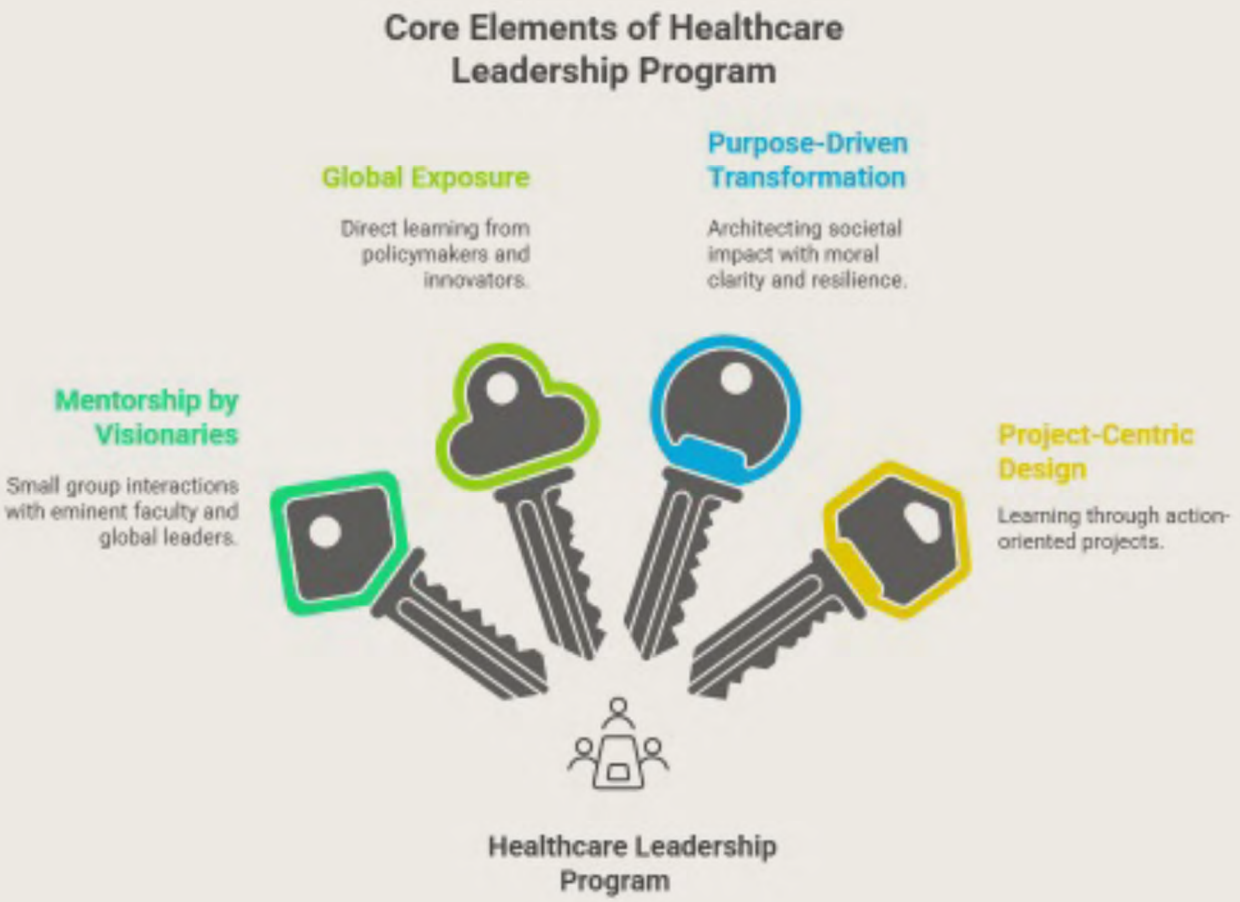
Program Highlights

- ***World-class faculty:*** Insights from top academicians and practitioners
- ***Experiential learning:*** Retreats, simulations, exposure visits, live projects
- ***Peer networking:*** Collaborate with visionary professionals
- ***Capstone project:*** Immediate job impact and professional showcase
- ***Research publication opportunity:*** Participants' research articles will be published in the reputed International Journal of Health Technology & Innovation (IJHTI)

Field Exposure & Executive Shadowing Program

- ***Delhi – NITI Aayog:*** Interaction with Dr. Vinod K. Paul on national health strategies and "A Healthier India"
- ***Jammu – AIIMS:*** Engagement session with Dr. Shakti Gupta
- ***Mumbai*** – Tata Institute of Social Sciences (TISS): Academic and social leadership exposure
- ***Mumbai*** – Jaslok Hospital: Learning from excellence in clinical leadership and hospital management

- ***Chennai*** – Dr. Prathap Reddy (Apollo Hospitals): Insights into visionary healthcare leadership
- ***Chennai*** – IIT Madras: Innovation ecosystem visit
- ***Nagpur*** – Shri Nitin Gadkari Ji: Leadership perspectives on Policy and Nation Building
- ***Visakhapatnam*** – Dr. Jitendra Sharma: Learning in medical technology innovation and leadership



Course Structure and Monthly Themes

Month	Month 1	Month 2	Month 3
Theme	Foundations for Healthcare Leadership Excellence	Strategic Leadership and Organizational Integration	Adaptability, Influence, and Impact of Healthcare Leadership
Modules	Module 1: Leading in a Complex Healthcare Ecosystem Module 2: Building Personal and Team Mastery in Healthcare	Module 3: Designing and Delivering Maximum Value in Healthcare Module 4: Catalysts of Change — Agility, Resistance, Resilience	Module 5: The Regenerative Leader: Well-being, Ethics & Sustainability Module 6: The Legacy Leader: Purpose, Impact & Knowledge Creation

Unit-1

30 Hours

Leading in a Complex Healthcare Ecosystem

Theme: The Inner Architecture of Healthcare Leadership

- Understand global and local drivers shaping healthcare transformation
- Analyze emerging business models in hospitals, MedTech, and startups
- Cultivate a holistic view on value creation for patients, systems, and communities
- Develop tools for critical thinking and evidence-based decision-making
- Gandhi–Mandela inspired servant & inclusive leadership in public health

Unit-2

30 Hours

Building Personal and Team Mastery in Healthcare

Theme: Decoding Human Dynamics in Health Ecosystems

- Leadership styles for healthcare teams: coaching, authentic, inclusive & distributed leadership
- Navigating power dynamics in multi-stakeholder systems — clinicians, administrators, regulators, community
- Conflict-handling in clinical and administrative settings using Thomas–Kilmann model
- Negotiation mastery: integrative vs distributive in procurement, resource allocation, and policy dialogue
- Navigate feedback, conflict, and negotiation in clinical and administrative settings
- Explore canonical decision models and learn how biases affect judgment.
- Discover your authentic leadership style, Reflect on personal values, purpose, and leadership style to build authenticity and resilience.

Unit-3

30 Hours

Designing and Delivering Maximum Value in Healthcare

Theme: Architecture of Complexity &Healthcare Foresight

- Industry and competitive dynamics in hospitals, health-tech, MedTech manufacturing
- Design thinking for innovation & foresight planning (tele-health, AI, MedTech solutions)
- Ethical paradoxes in healthcare leadership (equity vs efficiency, privacy vs data-sharing)
- Formulate and execute strategies for value-based healthcare and competitive advantage
- Understand economics for managerial decisions: Gain clarity on key economic concepts that shape business strategy and resource allocation
- Apply marketing, finance, and strategy frameworks to drive growth and patient experience.
- Analyse factors that influence a firm's profitability and market competitiveness

Unit-4

30 Hours

Catalysts of Change: Agility, Resistance & Resilience

Theme: The Leader as a Healthcare Transformer

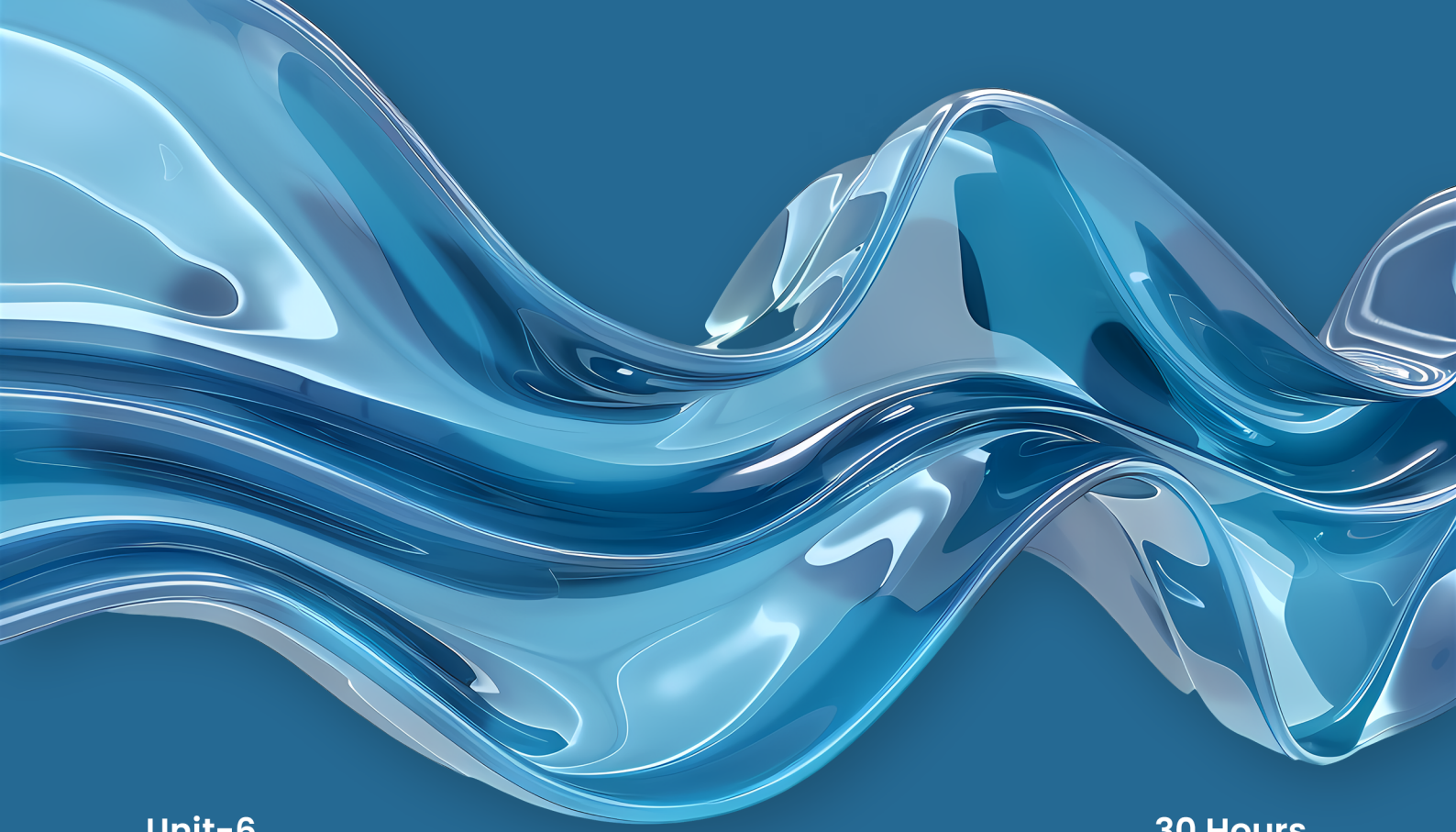
- Change leadership archetypes in healthcare: visionary innovator, stabilizer, bridge-builder
- Three-Lens Framework (MIT Sloan) for overcoming resistance in health systems
- Traits for disruptive health-system change: agility, adaptability, antifragility
- Transformational vs transactional vs adaptive leadership in hospital turnarounds and health policy reform
- Conflict-handling: resistance to digital transformation, clinical protocol changes, policy reforms

Unit-5 30 Hours

The Regenerative Leader: Well-being, Ethics & Sustainability

Theme: Beyond Profit: Leading with Care

- Regenerative & responsible leadership frameworks for health leaders
- Traits: compassion, empathy, humility, ethical decision-making
- Well-being as leadership capital: burnout prevention, resilience in healthcare workers
- Stakeholder-centric healthcare leadership: balancing profit, people, planet & public good
- Ethical dilemmas & stakeholder conflict management: access vs cost, innovation vs equity
- Experiential: Conscious Leadership Wellness Retreat



Unit-6

30 Hours

The Legacy Leader: Purpose, Impact & Knowledge Creation

Theme: From Individual Mastery to Collective Transformation

- Healthcare leadership archetypes: storyteller, sage, steward, disruptor
- Crafting & communicating a vision for health-system transformation through narrative leadership
- Traits: wisdom, foresight, influence without authority
- Knowledge-creation & codification: scaling best practices in healthcare delivery
- Conflict-handling: short-term financial pressures vs long-term population health equity
- Experiential: Global Healthcare Leadership Speaker Series ,health CEOs, policy leaders, social entrepreneurs
- Capstone Project: Design & presentation of a Leadership Purpose & High-Velocity Action Blueprint for a chosen healthcare challenge

Capstone Project

Participants complete a capstone project ,a personally designed "Leadership Purpose High-Velocity Action Blueprint" addressing a critical challenge in their healthcare context, integrating all course learnings for immediate impact

Faculty and Invited Experts

Dr. Jitendar Sharma,
MD & Founder CEO,
Andhra Pradesh Med Tech Zone,
Vishkhapatnam

Dr. Sanjay Rajpal
Director,
Gandhi Mandela School of Leadership

Prof. Purushottam
Vice Chancellor,
Erba Global Institute of Medical Technology

Dr. Smita Dikshit
Course Coordinator,
Gandhi Mandela School of Leadership

Dr. Sutapa Bandyopadhyay Neogi,
Director, International Institute of
Health Management Research (IIHMR),Delhi

Dr. Shakti Gupta
Executive Director &
Chief Executive Officer (CEO), **AIIMS Jammu**

Dr. Sunil Khetarpal
Deputy Director General,
Association of Healthcare Providers (India)

Prof. Harshad Thakur
Professor, School of Health Systems Studies,
Tata Institute of Social Sciences (TISS), Mumbai.

Dr. Naveen Nishchal
Founder , VOH Network

Dr. Annie Thakore
CEO, Pranaam Hospitals, Hyderabad

Bhante Buddha Swami Ji
Spiritual Leader

Certification:

Upon completion, participants receive the Post Graduate Certificate in Healthcare Leadership and Purpose-Driven Transformation, validating their expertise and commitment to purposeful change leadership in healthcare.

For more information:

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