## About the Institute

The National Institute of Health and Family Welfare is a premier autonomous Institute, funded by the Ministry of Health and Family Welfare, Government of India. It has kept pace with the new thinking and substantially contributed to the health manpower development in the country. NIHFW serves as an apex 'technical institute' as well as a 'think tank' to promote national health and family welfare programs in the country through education and training, research and evaluation, consultancy and advisory services, specialized projects, etc.



## Course Coordinating Team

**Coordinators**

Prof. M. Mahapatro

Dr. Monika Saini

**Course Associates**

Ms. Rita Rani

Dr. Sangita Mishra

Mr. Rahul Sharma

**Kindly send nominations at:**

**dss@nihfw.org**

**Phones: 26165959/26166441/26185696**

**Ext: 381**

**Course Registration link**

**https://forms.gle/HhcpUWPDBMdss49d8**

**Course Registration Fee**

**Rs. 3,000/-**

**Bank Details**

**Account Number: 43901234540**

**Bank Name: SBI**

**Bank Address: SBI NIHFW Branch, Baba Gang Nath Marg, Munirka**

**IFSC Code: SBIN0001624**

# Training Course on

# STRATEGIC LEADERSHIP AND HUMAN RESOURCE MANAGEMENT FOR HEALTHCARE PROFESSIONALS

## 5th to 7th January 2027




**The National Institute of Health and Family Welfare**

**Baba Gang Nath Marg, Munirka**

**New Delhi-110067**

**Website: www.nihfw.ac.in**

# Introduction

India's health system is evolving rapidly, requiring strong leadership and effective human resource management (HRM) to ensure quality, equitable, and efficient healthcare delivery. Strategic leadership and HRM are complementary functions that strengthen workforce performance, institutional resilience, and health system governance. In line with the priorities of the National Health Policy (2017), there is a growing need to build leadership and HRM competencies among healthcare professionals. To address this need, the National Institute of Health and Family Welfare (NIHFW) is organizing a three-day training programme on "Strategic Leadership and Human Resource Management for Healthcare Professionals" from 5-7 February 2027, aimed at enhancing participants' skills in leading teams, managing human resources, and strengthening health systems.




# General Objective

To build leadership and HRM competencies among healthcare professionals for driving institutional performance, workforce development, and overall institutional strengthening aligned with national health priorities.

# Specific Objectives

At the end of the training course, the participants will be able:

- Apply strategic leadership principles to guide teams and align health programs with institutional and national goals.
- Comprehend and develop strategic HR approaches to effectively plan, recruit, develop, and retain a resilient health workforce.
- Integrate leadership and HRM approaches to improve organizational performance and health system strengthening.
- Devise an action plan to apply strategic leadership and HRM principles within participants' institutional settings, addressing workforce challenges and optimizing the potential of available human resource.

# Course Methodology

The proposed training course will conducted through following methods:

- Interactive sessions by resource speakers
- Group Discussion
- Case Study
- Presentations by participants

# Content Areas

- Leadership Styles and Strategic Leadership
- HR Planning and Management
- National Health Policy 2017: HRM Implications
- Strategic Leadership and HRM Effectiveness
- Strategic Thinking and Decision-Making
- Human Resource Development and Workforce Optimization
- Conflict Resolution and Team work
- Advanced Communication and Negotiation Skills
- Motivation in Leadership and HRM
- Emotional Intelligence in Leadership and HRM practices
- Change Management and Organizational Culture
- Monitoring and Evaluation for Strategic HRM
- Case studies on Leadership and HRM practices during health emergencies

# Nature of Participants

Following participants may participate in the training course:

- Mid to senior-level public health professionals
- Program managers and coordinators from national or state health missions
- Faculty from medical colleges and public health institutions
- Officers from MoHFW, development partners, and technical agencies