

Leadership Development Programme
for **Early Career Roles in Academia**

ENLIGHTEN

New cohort in North East
in collaboration with
St. Anthony's College, Shillong



REPORT

DATES: 10-12 February 2026

ENLIGHTEN

For a Brighter Tomorrow

Leadership Development for Early Career Roles in Academia

Dates & Venue

February 10–12, 2026

Siloam Retreat Centre, Umsaw Road, Meghalaya

ENLIGHTEN- Leadership Programme for Early Career Roles in Academia, organized by the Christ University Higher Education Leadership Institute in collaboration with the United Board for Christian Higher Education in Asia and in partnership with St. Anthony's College, Shillong was designed specifically for early-career academic professionals seeking to build strong leadership foundations.

Held at the serene Siloam Retreat Centre in Meghalaya, the February 2026 cohort brought together emerging leaders for three days of immersive learning, reflection, and collaboration.

OBJECTIVES & FOCUS AREAS

The ENLIGHTEN programme emphasized:

- Understanding Self and Others
- Working with others
- Leading self

DAY 1

The programme began with a warm welcome by Fr Arcadius, Principal, St Anthony's College, Shillong to all the participants followed by an invocation song by the students of St. Anthony's College.

Dr Fr Jose C C, Vice Chancellor, CHRIST (Deemed to be University) set the tone for the programme with his talk on Organizational culture & work values and how one needs to establish a growth mindset.

Theme: Understanding Self & Others

Session 1: Leading Self – StrengthsFinder 2.0

Facilitator: John K John

Participants explored their unique strengths using the StrengthsFinder 2.0 framework. Through guided reflection and discussion, they identified how their natural talents shape their leadership styles and professional effectiveness.

DAY 2 – Wednesday, 11 February 2026

Session 2: Working in High Performance Teams

Facilitator: John K John

This session emphasized collaboration, trust-building, and collective accountability. Participants examined the dynamics of effective teams and reflected on their roles within institutional settings.

The day concluded with free time and informal interactions, fostering deeper peer connections. Post dinner, an open mic and bonfire was set up for participants to showcase their talents.

Theme: Working with Others

Session 3: Working with Excellence & a Service Attitude

Facilitator: John K John

Participants reflected on cultivating a mindset of excellence and service within academic roles. The session encouraged leaders to move beyond routine responsibilities toward purposeful contribution.

Session 4: 9 Traits of Effective Leadership

Facilitator: John K John

This interactive session explored nine core traits essential for effective leadership in academia. Participants assessed their own development areas and created action points for growth.

The day ended with time for reflection and networking, strengthening the cohort's sense of community.

DAY 3 – Thursday, 12 February 2026

Theme: Leading Self

Session 5: Time Management & Goal Setting

Facilitator: Anand Bhatnagar, Life Coach

The final day focused on personal productivity and strategic goal-setting. Participants learned practical tools for prioritization, time optimization, and aligning short-term tasks with long-term aspirations.

The workshop concluded with a **valedictory session**. Certificates were distributed to all participants. Participants shared key learnings, expressed gratitude, and articulated commitments toward implementing their leadership insights in their respective institutions.

FEEDBACK

I did some self-reflection and improved myself and got some ideas on how to improve myself professionally as well as in other aspects of life – *Manimore Makri*

I learned practical strategies to work towards my goals rather than just wishing for them. The session on talent development was really impactful. Focusing on nurturing talent to turn it into a strength is a game-changer – *Shristi Rai*

The program has challenged my overall perception. The discussions around emotional intelligence, accountability, and motivating a team were particularly impactful – *Iladephi Lyngdoh*



LIST OF PARTICIPANTS

Name	University/Institution	Role/Designation
Rissnalin Syiemlieh	Saint Mary's College	Assistant Professor
Iohika Dkhar	St. Anthony's College, Shillong	Assistant Professor
Manimore Makri	St. Anthony's College, Shillong	Assistant Professor
Dr. Hemango Akshay Hiwale	St. Anthony's College, Shillong	Assistant Professor
Aibanskhem Nongspung	St. Anthony's College, Shillong	Assistant Professor
Dibinus Kassar	St. Anthony's College, Shillong	Assistant Professor
Duhita Thapa	St Ann's College Balagaon	Assistant professor
Dr. Halim Hussain	Assam Don Bosco University	Assistant Professor
Emelia Pdianghun Feegrade Lynrah	St Anthony's College Shillong	Assistant Professor
Dimpi Gogoi	Assam Don Bosco University	Assistant Professor
Triranga Deka	assam don bosco university	assistant professor
Ricky Basaiawmoit	St Edmund's College	Assistant Professor
Pritam Barla	Salesian College Sonada	Campus Minister
Dr. W. Kharmawphlang	Synod College Shillong	Associate Professor, IQAC coordinator
Dr Ashish Malhotra	Union Christian College	Dean Students' Welfare
Shristi Rai	Salesian College Sonada	Lecturer
DAME LAHUN JYRWA	Synod College Shillong	Assistant Professor, Department of Mathematics
Deiborme Lyngdoh	Captain williamson sangma state university, Balalgre, Tura Meghalaya.	Assistant Professor
Ms.B.R.Lyngdoh	Union Christian College	Associate Professor
Junu Elapra	Saint Claret College (Autonomous), Ziro	Assistant professor
Seigoumang Chongloi	Saint Claret College, Ziro, Arunachal Pradesh	Assistant Professor - Anthropology
Andrea Bazeley Agitok Sangma	Captian Williamson Sangma State University	Assitant Professor

Chingshubam Nonimorinda Chanu	Captian Williamson Sangma State University	Guest Faculty
Eric Wanlambok Sohtun	Captian Williamson Sangma State University	Assistant Professor
Sr Marina	St Xavier, Jalukie	Assistant Professor
Mr Khrievotsolie	St Xavier, Jalukie	Assistant Professor
Mr Chonben	St Xavier, Jalukie	Assistant Professor
Fenny Liza Laloo	Don Bosco College, Byndihati	Assistant Professor
Melvynn Edward Pathaw	Don Bosco College, Byndihati	Assistant Professor
Rympei Baiar Kharlukhi	Don Bosco College, Byndihati	Assistant Professor
H Swer	Synod College Shillong	Assistant Professor
I Dkhar	Synod College Shillong	Assistant Professor
Amanda Khyriem	Union Christian College	Associate Professor
Phibahunlang Shisha W Umdor	Union Christian College	Assistant Professor
G Lyngdoh	Synod College Shillong	Principal
Flevis Katini	St Joseph's College, Nagaland	Vice Principal
Iladeiphi Lyngdoh	St Mary's College Shillong	Assistant Professor
Shanborlang Bynnud	St Mary's College Shillong	Assistant Professor
Chalini Basumatary	St Ann's College Balagaon	Assistant Professor
Daisy Boro	St Ann's College Balagaon	Assistant Professor
Nayan Jyoti Adhikary	St Ann's College Balagaon	Assistant Professor
Mercy Chand Daimari	Union Christian College	Vice Principal