Adianta
school for leadership and innovation

Detailed Curriculum
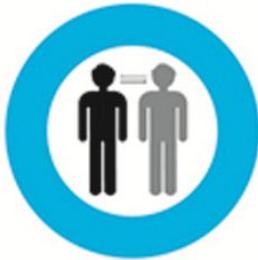
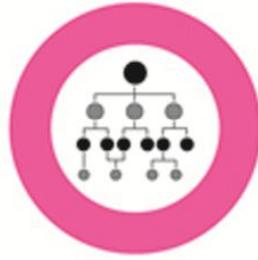| INNOVATE	BUILD	LEAD
UNDERSTAND	PLAN	DISCOVER
DEVELOP	ORGANIZE	NETWORK
ENHANCE	LAUNCH	INTERACT

Academic Design – Year One and Two

Academic Design - 2 year PGP								

Duration	Week 1-4	Week 5-8	Week 9-12	Week 1-4	Week 5-8	Week 9-12	Week 1-4	Week 5-8	Week 9-12
Semester 1	**Understand 101**			**Plan 101**			**Discover 101**		
	U.1	U.2	U.3	P.1	P.2	P.3	DS.1	DS.2	DS.3

Duration	Week 13-16	Week 17-20	Week 21-24	Week 13-16	Week 17-20	Week 21-24	Week 13-16	Week 17-20	Week 21-24
Semester 2	**Develop 201**			**Organize 201**			**Communicate 201**		
	DL.1	DL.2	DL.3	O.1	O.2	O.3	C.1	C.2	C.3

Duration	Week 25-28	Week 29-32	Week 33-36	Week 25-28	Week 29-32	Week 33-36	Week 25-28	Week 29-32	Week 33-36
Semester 3	**Enhance 301**			**Launch 301**			**Interact 301**		
	E.1	E.2	E.3	L.1	L.2	L.3	I.1	I.2	I.3

Duration	Week 37-48
	Internship

Duration	Week 49-52			Week 53-56			Week 57-60		
Semester 4	**Project - Innovate**			**Specialisation 1**			**Specialisation 2**		
	DL.1	DL.2	DL.3	O.1	O.2	O.3	C.1	C.2	C.3

Duration	Week 61-64			Week 65-68			Week 69-72		
Semester 5	**Project - Build**			**Specialisation 3**			**Specialisation 4**		
	E.1	E.2	E.3	L.1	L.2	L.3	I.1	I.2	I.3

Duration	Week 73-76	Week 77 - 84
Semester 6	**Project - Lead**	**Thesis**

The Adianta curriculum has been developed in collaboration with innovation leaders and partners. The curriculum is divided into three pillars — innovate, build and lead. Each of the three pillars is in turn made up of three blocks in which students learn and apply core leadership practices from the new world of innovative enterprise.

This is a unique approach to management education, one that teaches future leaders to innovate, build and lead. Students don't just passively learn about these things. They actively do them — through real-world projects, studio workshops and industry-sponsored internships and challenges. Using systematic approaches to innovation to create new solutions to real-world problems in business and society.

INNOVATE 101: UNDERSTAND

Credits: 3

Course Schedule: Semester I

In order to create innovations for society and business, it is first essential to identify truly important problems and to understand the real-life contexts in which solutions to those problems must succeed. This means carrying out on-the-ground research to understand the communities and consumers for whom we innovate. In this module, you will gain a deeper understanding of innovation, and will learn and apply human-centred design principles, tools and strategies to better understand consumers and communities of users. This experience will be delivered through intensive innovation seminars and a real-life field-based research project. You will identify and explore problems, research their contexts, and articulate insights.
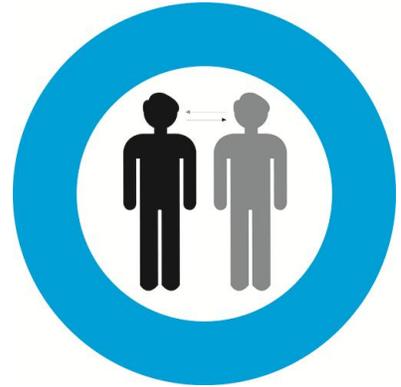
Course Outcomes:
1. Learn how to identify user needs and to structure and prioritize them.
2. Inculcate user research techniques through field research and other tools.

Course Context:
Anthropology, Sociology, Social Psychology

Pedagogy:
Field Work with Limited Seminars

Resources:
Readings, Printed Material, Online Tools, etc.

Sample Projects:
Field Study: Post-Consumer Waste Management.
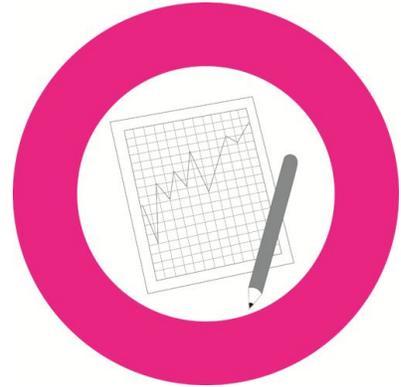
Evaluation:
Field Research Report + Written Test

BUILD 101: PLAN

Credits: 3

Course Schedule: Semester I

Even the most powerful innovations can't succeed on their own. They need to be implemented sustainably and scalably using equally innovative business models. This means understanding how to plan new enterprises, enter new markets, create winning strategies for innovations, and manage the financial dimensions of enterprise.

Through practice-based seminars and interactive assignments, we will teach you the principles of finance, accounting and strategy that innovators, entrepreneurs and leaders need. You'll then apply these principles to the development of a real-life plan for launching a sustainable and scalable innovation.

Course Outcomes:
1. Understand methods of planning for people, things and money.
2. Write and evaluate a business plan for operational, financial and other business practices
3. Learn to plan for scale and how to adjust the plan while execution

Course Context:
Accounts, Finance, and Business Strategy

Pedagogy:
 Case Studies from Field / Classroom Learning / Team Assignments.

Resources:
 Reading Material, Business Plan Template and Business Model Canvas

Sample Projects:
Create plan for a Kirana Shops.

Evaluation:
Business Plan + Written Exam

LEAD 101: DISCOVER

Credits: 3

Course Schedule: Semester I

True success and leadership come from understanding your own desires and abilities. This understanding can be achieved through structured forms of introspection and personal development.

In this module, you will gain a deeper understanding of leadership and leadership psychology through studying key tools & concepts and exploring the stories of great business leaders, innovators and social entrepreneurs. You'll then carry out a structured exploration of your own desires and abilities in our intensive leadership workshops.

Course Outcomes:

1. Build self-insight and knowledge of one's strengths, passions, constraints, and other factors
2. Learn about your thinking, learning and decision making styles
3. Make the connection between the discovered factors and transform it into a personal vision

Course Context:
Psychology, Philosophy

Pedagogy:
Storytelling, Peer Mentoring, Counselling Sessions

Resources:

Sample Projects:
Write your Personal Biography + Write Business Press Story about yourself set in 2027 + Write Personal Obituary

Evaluation:
Self Compass Canvas + Assignments

INNOVATE 201: DEVELOP

Credits: 4

Course Schedule: Semester II

After identifying the important problems that need to be solved and understanding the contexts in which solutions must succeed, it's essential to work creatively and collaboratively to develop truly meaningful solutions. This means carrying out an intensive phase of research analysis, idea generation, and prototype creation. In this module, you will learn and apply structured ways to analyze your field research, generate creative solutions, and build prototypes of those solutions using a range of media. This will be achieved through interactive innovation labs and studio-based prototyping challenges.
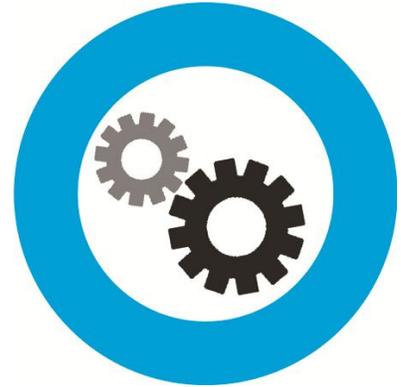
Course Outcomes:
1. How to use creative and collaborative problem solving techniques
2. Design and develop product/service to address the identified need/problem.
3. Learn how to build and test prototypes.
4. Apply failure case analysis

Course Context:
Design, Lean Start-up Methodology, Engineering

Pedagogy:
Product/Service Development Studio, Discussions, Field Work

Resources:
Readings, Printed Material.

Sample Projects:
Redesigning the Gurgaon Toll Booth.

Evaluation:
Project Report + Colloquium.

BUILD 201: ORGANIZE

Credits: 3

Course Schedule: Semester II

In order to be successful, a brilliant plan needs to be executed by a brilliant organization. This means understanding how to build enterprises using the best people, the best functions, and the best systems and processes.

Through intensive case studies and industry visits, this module will teach you how to design an enterprise to successfully deliver your innovation and enterprise plan. You'll then apply this knowledge to the on-going development of your own sustainable, scalable enterprise.

Course Outcomes:
1. Learn to organize human, physical and financial resources to execute a plan
2. Identify different stakeholders of your innovation/enterprise plan and how to engage them
3. Organize large teams into different roles, functions and reporting lines

Course Context:
Human Resource Management, Operations

Pedagogy:
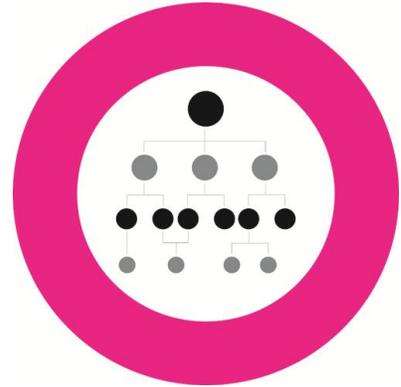Role Playing Games, Seminars, Discussions

Resources:
Reading Material.

Sample Projects:
Organize Resources for installation of a rural solar energy plant

Evaluation:
Project Report + Colloquium

LEAD 201: Network

Credits: 3

Course Schedule: Semester III

Finally, it's essential to understand the dynamics of the social and enterprise networks in which people act and communicate. This means gaining insight into how people come to be motivated to act, react and interact.

In this module, we will help you gain those insights by teaching and applying the principles of group dynamics and organizational leadership in live leadership workshops, and team-based leadership exercises.

Course Outcomes:
1. Learn advanced blogging and effective use of other social media platforms.
2. Learn network building and personal profile development.

Course Context:
Media Studies, Mass Communication, Critical Writing.

Pedagogy:
Classroom Learning, Individual Projects.
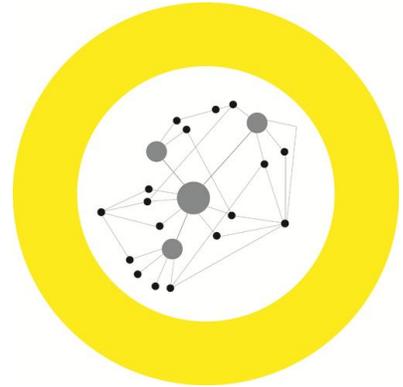
Resources:
Readings.

Sample Projects:
Students will need to get 100 followers in week on Twitter and get retweeted 10 times.

Evaluation:
Practical Examination

INNOVATE 301: ENHANCE

Credits: 3

Course Schedule: Semester III

After identifying problems, understanding contexts and developing potential solutions, it's important to go back out into the field to test and refine the most promising innovations. This means working closely with users to make sure innovations are succeeding in real-life contexts.

In this module, you will learn and apply techniques for the iteration and fine-tuning of innovations through intensive seminars and real-life, field-based challenges.

Course Outcomes:
1. Learn to receive feedback from end users and enhance products to
ensure good fit in market.
2. Learn User Experience, Usability, User Preferences, Use Cases and Failure Cases as concepts

Course Context:
Cognitive Psychology, Human-Computer Interaction,

Pedagogy:
Field Research, Studio, Research Methods, Colloquium

Resources:
Readings, Printed material, Online Tools.

Sample Projects:
User testing of the same app. on iOS, android and windows

Evaluation:
Project Report + Group Discussion

BUILD 301: LAUNCH

Credits: 4

Course Schedule: Semester III

In addition to thoughtful planning and building an innovation-ready organization, new innovations also need to be successfully launched. This often means going beyond standard marketing practices to creating new markets for disruptive innovations. It also requires strong project leadership.

In this module, you will learn to launch new enterprises and innovations using the latest tools from the disciplines of marketing and marketeering. Then you will actually go out and launch your innovations and enterprises using the most advanced project-management techniques.

Course Outcomes:
1. Learn to build buzz by using social and mainstream media.
2. Outreach strategies and marketing for a new business/product.
3. Ability to perform qualitative and quantitative analysis of the success of the launch

Course Context:
Marketing, Sales, Brand-building, Operations.
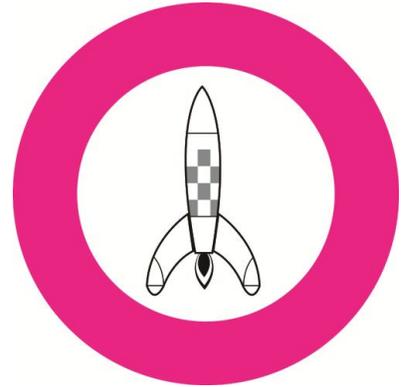
Pedagogy:
Public-facing Challenges, Seminars.

Resources:
Reading Material.

Sample Projects:
Re-launch the Tata Nano in India

Evaluation:
Project Report + Colloquium

LEAD 301: INTERACT

Credits: 3

Course Schedule: Semester III

Critical thinking and communication are two of the most important attributes for future leaders to develop. This means presenting yourself, your innovations and your enterprise in the most convincing, impactful way.

In this module, you will hone your ability to understand and articulate complex, unstructured problems and to communicate compelling solutions. You will also learn to tell convincing brand and career stories through social, digital and other forms of media. We will do this through intensive leadership workshops focused on critical-thinking, presentation skills and brand development, as well as through social-media-based brand-development activities. You will also do live practice of key leadership situations, including interviewing, pitching and negotiation.

Course Outcomes:
1. Learn techniques of team leadership, persuasion, and networking
2. Skills of negotiation, elevator pitching, public speaking.
3. Acquire skills for effective time management and motivation building.

Course Context:
Governance, Management, Leadership, Sales, Marketing, Strategy, Gamification

Pedagogy:
Public-facing Challenges, Seminars.

Resources:
Readings, Printed Material.

Sample Projects:
Write a Critical Analysis of public toilet system in Delhi with emphasis on solutions and Put a Presentation together for officers of Municipal Corporation.

Evaluation:
Practical Examination + Colloquium.
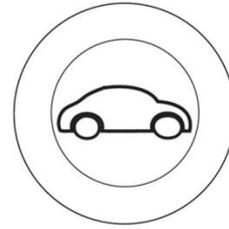
Academic Design – Year Two

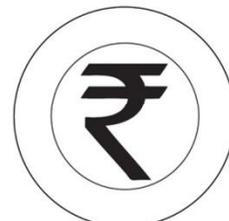| PROJECT	SPECIALIZATION	SPECIALIZATION
P I — INNOVATE	HEALTHCARE	AUTOMOTIVE
P II — BUILD	AGRICULTURE	FINANCIAL SERVICES
P III — LEAD	THESIS	

PROJECT

Credits: 3

This is an essential part the program and will provide an opportunity to the students to apply the skills they have acquired in real-life situations. Students will use various tools, instruments, management skills, and methodologies to conceptualize, organize and strategically execute these projects. After successful completion, each student will create a portfolio of the project. The portfolio will share the background of project and map the evolution of the thinking and specify parameters to measure benefits.

Course Outcomes:
1. Ability to apply various tools, instruments, innovation &management skills, and methodologies to conceptualise, organize and strategically execute real-life projects
2. Learn how to create portfolios of executed projects that shares the background of project, maps the implementation and measures the achieved results

Pedagogy:
Hands-on, On-ground project work.

Resources:
Templates of tools.

Sample Project:
Redesigning the public toilets for better hygiene and lower-maintenance.

Evaluation:
Project Portfolio, Public Seminar.

SPECIALIZATION

Credits: 3

Specialization courses will provide students opportunities to personalize the program as per their personal and professional interests and aspirations. In each course, they will have a chance to choose between 2 specializations. At the end of course, students will participate in a public facing seminar to present their findings.

Offered Specializations:
Healthcare, Automotive/ Financial Services, and Agriculture.

Course Outcomes:
1. Critical analysis of the field of specialization.
2. Mapping the current needs and future opportunities through the lens of innovation, entrepreneurship and leadership.

Pedagogy:
In-class Learning, Industry Interface, Discussions.

Resources:
Readings, Industry E-lectures, Research Reports.

Evaluation:
Written Examination, Group Discussion, Public Seminar.

THESIS

Credits: 6

Students will summarize their complete experience and learning's here. Some of the important aspects that will be exhibited during the thesis symposium will be – tools, techniques & processes learnt portfolio of assignments & projects successfully executed and in-depth knowledge of focused sectors along with key findings. They will be provided a format for writing their thesis. In the end of program, students will defend their thesis in front of a review committee formed of stalwarts from industry, academia and other professional organizations.

Course Outcomes:
Learn how to analyze your experiences & learning, summarize it in a presentable form, and be able to rationalize it with peers and leaders
from industry, academia and other professional organizations.

Resources:
Thesis Template.

Evaluation:
Thesis Symposium.

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Contact Us

D-57   Chattarpur Enclave   100 Foot Road   New Delhi   110074   INDIA
www.adianta.org @adiantaDOTorg   ww.facebook.com/adiantaDOTorg
admissions@adianta.org M: +91.98714.72575

Nesta   TUDelft   Social Innovation Exchange