NATIONAL WATER ACADEMY, PUNE

FACULTY DEVELOPMENT PROGRAM

(Capacity Building and Professional Development of Trainers)

21-24 December, 2026

REGISTRATION FORM

Name (in Capital):_____

Designation_____

Date of Birth_____

Organization:_____

Responsibilities (in brief):_____

_____

Full Postal Address:_____

_____

Telephone No (with STD Code):_____

Fax No(with STD ode):_____

Mobile:_____

Email:_____

Date (Signature of the participant)

SPONSORING AUTHORITY

Full Postal Address:_____

Telephone Nos:_____
(With STD Code)
Fax No.(with STD ode):_____

Mobile:_____

Email:_____

Date (Signature and Seal)

_____

Completed Registration Form may be sent by email to:

Email: nwa.mah@nic.in; nwa.pune@gmail.com ; directorrm-nwa@gov.in

Government of India
Ministry of Jal Shakti,
Department of Water Resources,
River Development & Ganga Rejuvenation
Central Water Commission

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CAPACITY BUILDING

Organized by
National Water Academy, Pune

INTRODUCTION

The water resources sector is inherently multidisciplinary. Ensuring its sustainable development requires a skilled workforce equipped with appropriate competencies. These skills are cultivated through continual investment in training and capacity building of professionals working in the water sector. Both Central and State Governments play crucial roles in this effort through various training institutes staffed by engineering professionals specializing in their respective domains.

Given the applied nature of in-service training, the role of these professionals as trainers becomes vital. The need for structured development of such trainers has been recognized across several forums. Notably, during the Workshop on Training Need Assessment for Water Resources Development and Management (WRDM), a significant recommendation was made for "Trainer/Faculty Development" to enhance the capacity of trainers for effective knowledge dissemination. In response, the National Water Academy (NWA) conceptualized and launched the *Faculty Development Program (FDP)* in 2023, aimed at strengthening the capabilities of trainers in the water sector. Since, 2023, NWA is regularly conducting the FDP Program.

In a rapidly evolving world, trainers must stay abreast of modern pedagogical methods and tools. This program addresses these challenges by equipping trainers with essential knowledge, techniques, and resources to improve their instructional effectiveness and foster professional growth. The FDP also explores critical questions such as: Who is best suited to be a trainer? What responsibilities do they bear? How can training be effectively designed and delivered?
The program emphasizes confidence-building, audience engagement, and impactful communication—enabling trainers and organizations to build internal capacities for achieving institutional objectives.

PROGRAM OBJECTIVE

This FDP aims to equip trainers and professionals with the skills and competencies required to effectively plan, deliver, and evaluate training programs. Covering the complete training cycle—from understanding participant needs and program design to delivery and impact assessment—the program fosters confidence and clarity in training management.

PROGRAM CONTENT

The program covers the following areas:

- Concept of "Trainer Development" and Training of Trainers (ToT)
- Understanding "Entry Behaviour" and its relevance
- Training vs. Education, Learning & Development
- Adult Learning Principles: Pedagogy and Andragogy
- Systematic Approach to Training (SAT)
- Training Needs Assessment (TNA) and its importance
- Training Methods and Direct Trainer Skills (DTS)
- Designing Learning Units (OELA) and Training Programs
- Coaching as a Tool for Skill Development
- Experiential Learning and Effective Communication
- Presentation Skills for Knowledge Transfer
- Training Management and Time Management
- Professional Ethics
- Training Evaluation
- Group Activities, Role Play, and Action Plan Presentation
- Training Methodologies and Approaches

METHODOLOGY

The four-day program uses research-based teaching methods and includes concept sharing, faculty presentations, participant discussions to show what they have learned, and activities and games to reinforce the concepts. The program's whole structure is based on clearly defined subjects, ensuring that participants understand the numerous training modules.

HOW WILL IT BENEFIT

Individual will learn how to :

- Influence others by getting your ideas across
- Receive feedback on training styles
- Improve impact when facilitating a training session
- Choose appropriate training methodologies
- Improve self-confidence
- Systematic and effective training delivery.

WHO SHOULD ATTEND

The officers/faculty from Central Training Institutes / State Training Institutes/ WALMIs/IMTIs/ Engineering Research Institutes etc will best benefit from this program are : (i) Training Managers ; (ii) Training Administrators; (iii) Faculty Members, particularly those who are required to train others at their Unit / Department / Organisations; Trainers who wish to upgrade as well as review their interactive skills; Managers who are aspiring to undertake trainers role.

ABOUT THE FACULTY

The distinguished faculty engaged for this program possess decades of rich experience in administration and training. They are empanelled as Master Trainers and Super Master Trainers by the Department of Personnel and Training (DoPT), Government of India, and have made significant contributions to capacity-building efforts at the national level. Also, they are regular visiting faculty at the Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie, and are closely associated with several renowned National Training Institutions across India.

PROGRAM DETAILS

- Duration & Date : Four days; 21-24 December 2026
- Program Fee: No fee
- Reporting Time: 0930 Hrs on 21 December 2026
- Departure: After 1900 Hrs on 24 December 2026

PARTICIPATION

The target audience for this program is faculty from the State & Central Training Insitutes. Nominations of eligible officers should be sent to the Program Coordinator by **14th December 2026**. Confirmation of acceptance of nominations will be sent via email by **15th December 2026**. Nominated/Sponsoring officers may please indicate their valid Mobile number (WhatsApp) and email address for sharing timely information & confirmation about the program. All participants will have to reach the venue of training and plan their return journey on their own.

LODGING & BOARDING

The Lodging & boarding arrangements of the officers will be made at NWA Guest house on payment basis. The per day lodging & boarding charges are approx ₹ 350/- per person.

CONTACT

For sending nominations or for any information of this program, please contact :
Kumar Kushal, Director & Program Director
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Mobile: # 9102303213
Email: nwa.pune@gmail.com ; directorrm-nwa@gov.in
For more info visit our Website: www.nwapune.gov.in