

National Judicial Academy

P-1256: National Seminar for Principal District and Sessions Judges on Leadership Skills

28th – 29th August, 2021

Programme Coordinator : Dr. Amit Mehrotra and Mr. Sashwat Gupta, Faculty

No. of Participants : 38

No. of forms received : 21

I. OVERALL				
PROPOSITION	To a great extent	To some extent	Not at all	Remarks
a. The objective of the Program was clear to me	90.00	10.00	-	-
b. The subject matter of the program is useful and relevant to my work	90.00	10.00	-	-
c. Overall, I got benefited from attending this program	100.00	-	-	-
d. I will use the new learning, skills, ideas and knowledge in my work	95.00	5.00	-	-
e. Adequate time and opportunity was provided to participants to share experiences	85.00	15.00	-	-
II. KNOWLEDGE				
PROPOSITION	To a great extent	To some extent	Not at all	Remarks
The program provided knowledge (or provided links / references to knowledge) which is:				
a. Useful to my work	95.00	5.00	-	-
b. Comprehensive (relevant case laws, national laws, leading text / articles / comments by jurists)	72.22	27.78	-	21. Quotes form leading and admirable personalities were very relevant and enlightened me.
c. Up to date	82.35	17.65	-	-
d. Related to Constitutional Vision of Justice	70.59	29.41	-	-

e. Related to International Legal Norms	63.16	26.32	10.52	-
III. STRUCTURE OF THE PROGRAM				
PROPOSITION	Good	Satisfactory	Unsatisfactory	Remarks
a. The structure and sequence of the program was logical	90.00	10.00	-	-
b. The program was an adequate combination of the following methodologies viz.				
(i) Group discussion cleared many doubts	84.21	15.79	-	21. Topic of the programme did not require discussions over case laws.
(ii) Case studies were relevant	80.00	20.00	-	-
(iii) Audio Visual Aids were beneficial	84.21	15.79	-	-
IV. SESSIONS WISE VETTING				
Parameters				
Session	Discussions in individual sessions were effectively organized		The Session theme was adequately addressed by the Resource Persons	
	Effective and Useful	Satisfactory	Effective and Useful	Satisfactory
1	85.00	15.00	100.00	-
2	84.21	15.79	92.86	7.14
3	88.89	11.11	92.31	7.69
4	83.33	16.67	92.31	7.69
V. PROGRAM MATERIALS				
PROPOSITION	To a great extent	To some extent	Not at all	Remarks
a. The Program material is useful and relevant	100.00	-	-	-
b. The content was updated. It reflected recent case laws/ current thinking/ research/ policy in the discussed area	83.33	16.67	-	21. Material is little voluminous.
c. The content was organized and easy to follow	88.89	11.11	-	-

VIII. GENERAL SUGGESTIONS

<p>1. Three most important learning achievements of this Programme</p>	<p>1. 1. Management of stakeholders; 2. Docket management; 3. Achieving organization goals.</p> <p>2. Got an overall idea as to how administrative work has to be handed & time management.</p> <p>3. 1. Enhancement in case management skills; 2. The program was beneficial for me to learn the strategies to achieve organizational goals in judicial work; 3. The speeches delivered by Hon'ble Judges were up to mark and inspirational.</p> <p>4. 1. Leadership skills; 2. Effective management of stakeholders in justice delivery system; 3. Effective caseload management.</p> <p>5. 1. Management of stakeholders; 2. Leadership skills; 3. Efficient judicial system.</p> <p>6. This programme is helpful to a great extent for 1.Efficacy and performance; 2. Effective management of stakeholders in justice delivery system; 3. To achieve goal of effective and timely justice along with docket management.</p> <p>7. The programme was very much beneficial for our day to day functioning as District and Sessions Judge in Judicial as well as administrative matters. It was also suggestive regarding the required relationship of Judges with Bar members. Benefitted by the suggestions of the panelists on practical situations.</p> <p>8. 1. Type of stakeholders; 2. Scope of leadership skills; 3. Docket management.</p> <p>9. Now I will convey the method of skills to my colleagues. Seminar will help in my day to day work. It will help in clearing the docket.</p> <p>10. None.</p> <p>11. Punctuality Integrity & devotion towards services to the interest of Public & Society.</p> <p>12. 1. Punctuality; 2. Clarity of knowledge; 3. To take innovative steps to assure justice to litigants.</p> <p>13. 1. Learnt how to be an excellent leader; 2. Learnt to deal effectively the case load; 3. Learnt how to develop efficiency in judicial system.</p> <p>14. None.</p> <p>15. How to build up a team; Qualities of a good leader; To make a balance between judicial work & administrative work.</p> <p>16.1. Organizational Goals; 2. Effective management of Stakeholders; 3. Docket for effective caseload management.</p> <p>17. Leadership skill; Managing stakeholders; Timely and quality justice.</p> <p>18. Programme is useful as we got tips to gear up day to day business.</p> <p>19. 1. We should always keep in mind that we are working for the public; 2. Administrative work should not hamper judicial work; 3. We should maintain integrity, impartiality and timeliness; 4. District judge should work as 'Karta' and lead the team (Judicial officers).</p> <p>20. 1. The programme enlightened me effectively regarding the discussed topics; 2. The reading material gave more insights into the topics discussed; 3. The resources and links provided are useful for further information in these fields.</p>
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	<p>21.1. PDJ should integrate all resources to use maximum energy available; 2. Need to communicate with brother judges- listening to them properly; 3. Expectation of society (i) timely justice; (ii) fairness; (iii) insulation from popular action.</p>
<p>2. Which part of the Programme did you find most useful and why</p>	<ol style="list-style-type: none"> 1. All sessions were useful. 2. The entire programme was very useful as it was very informative. 3. Session 3: Effective Management of Stakeholders in Justice Delivery System - was most useful because it focused on the skills regarding effective management of different stakeholders in justice delivery system, who play important roles at different stages. 4. Effective management of stakeholders in justice delivery system to achieve optimum results. 5. Address by Hon'ble Mr. Justice C.V. Karthikeyan. 6. All parts of programme are useful because it will help in developing efficacy and performance, effective management of stakeholders and to achieve goal of effective and timely justice along with docket management. 7. Every Session of the programme was very useful. The lecture by Hon'ble Justice Ved Prakash Sharma in Session-3 was exceptional. 8. Leadership skills in court working. 9. Docket organization. As it is the main course of pendency and by reducing pendency, we can convey our competing. 10. None. 11. Punctuality Integrity & devotion towards services to the interest of Public & Society. 12. All. 13. Lecture section. The experience, skill, ability and knowledge of the speaker can be effectively used in their own flow. 14. Session 3: Effective Management of Stakeholders in Justice Delivery System – in the most useful because it taught how to deal with different stakeholders both internal and external. 15. The introductory & concluding remarks of Hon'ble Director of the NJA after each speaker's take; Idea for half day session is excellent. 16. All sessions, in my opinion are very useful, because each sessions dealt with organizational efficacy and performance, strategies to achieve organizational goal, effective management of stakeholders in justice delivery system and organizing the docket for effective caseload management, which are all very useful while discharging our judicial and administrative work. 17. All sessions are well organized and are very useful and helps in day to day administration of further both judicial and administrative as a PDJ. 18. Learnt few tips for leading the institution “Litigant Centric”. 19. Session 3: Effective Management of Stakeholders in Justice Delivery System. 20. The session by Justice Ved Prakash Sharma was most useful because of the structure and delivery of the resource as well as the discussions followed after the session. 21. Session 3: Effective Management of Stakeholders in Justice Delivery System – from this session I realized the necessity of proper management of stakeholders. I

	<p>also realized the important of integration of resources and stake holder. Apart from the above they discussed the way how to implement such important methods.</p>
<p>3. Does the programme need further modulations or change</p>	<ol style="list-style-type: none"> 1. The programme was satisfactory. 2. No it was arranged in a befitting manner. 3. The program was perfect. 4. None. 5. No. 6. No. 7. I suggest for a point-wise lecture on the topic by each panelist with practical example on each point. 8. No. 9. No Sir. 10. No. 11. To the extent of making the N.J.A Programmes more comprehensive for Participants. 12. None. 13. No. 14. None. 15. Some useful techniques/tools to tackle situations created by learned Bar members in abstaining from court work in the pretest of COVID etc. 16. Yes, It has come to my knowledge as Principal District and Sessions Judge that we have to sign 4th Saturday registers which are of bulky and I feel that some registers are not necessary to maintain and in this regard there should be re look about maintaining those registers. 17. No. It is very effective. 18. None. 19. Yes. 20. The reading material should be provided a week in advance. This will give the participants ample time to go be prepared for the sessions. 21. Yes, If some aspects of financial rules, service rules are dealt with, it will help a lot to effectively manage the whole aspects of administrative work.
<p>4. Kindly make any suggestions you may have on how NJA may serve you better and make its programmes more effective</p>	<ol style="list-style-type: none"> 1. None. 2. None. 3. Such seminars are required for judges time to time in order to enhance their working capacity and skills. 4. None. 5. NJA is serving at its best. 6. The study materials of the programmes used to be held at NJA be provided on email id. 7. None. 8. It should be held physically.

	<p>9. No suggestion.</p> <p>10. Nil.</p> <p>11. Participation of maximum Judicial Officer of Districts Courts and make compulsory to the participants to send filled up questionnaire on topics circulated by N.J.A. prior to participation.</p> <p>12. None.</p> <p>13. Frequent training programmes may be conducted.</p> <p>14. None.</p> <p>15. Some senior/excellent advocates may be allotted to take our session if there is no impediment; At least one session for the participants by eminent motivational speaker.</p> <p>16. Suggestions- 1. We have discussed about grouping of case which should be properly implemented; 2. I feel that some judicial officers should be trained in the particular sphere i.e., to handle purely criminal matters and purely civil matters, special acts such as, POCSO cases, NDPS cases, MMRD cases, N.I. Act cases, Motor vehicles cases, Land Acquisition cases, Anti-corruption cases, Industrial disputes Act cases, Education matters, insolvency cases, Arbitration matters and the cases relating to women & child, juvenile justice, just like classified in medical fields and educational fields. On these special category of cases. If few judges are trained, cases may be speedily disposed off. Therefore, My suggestion is to train up some of the judicial officers by grouping them in the specific categories of cases, thereby, the burden on the judicial officers to read all special laws and to update their knowledge in all the fields may be reduced and stress on the judicial officers may also be reduced.</p> <p>17. None.</p> <p>18. It would help me for sharpening leadership skills. It would help me to imbibe leadership qualities amongst all principal court of district.</p> <p>19. Participant may be asked to share best practices adopted in their respective station.</p> <p>20. More participants would make this programme more effective.</p> <p>21. All the training/programmes conducted by NJA are well formulated and are rendered very effectively which speaks volumes about the earnest effort put behind it by NJA. So at this moment I have nothing to suggest about the subject matter. The only thing I can suggest that the officers should get more frequent opportunity to go through the trainings conducted by NJA which would help them a lot in administration justice in a better way.</p>
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