

Presenting a Model for Professional Development Departments' Heads in Universities and Institutes of Higher Education Based on a Lean Approach

Mojtaba Haj Khozeymh*
Khodayar Abili**
Javad Pourkarime***

Introduction

Universities and institutes of higher education need more than ever lean and effective managers and leaders to face the threats and challenges of the modern world. The main purpose of this study is to present a model for professional development of heads of departments in Iran universities and institutes of higher education based on a lean approach.

Method

This research was conducted based on the framework of a qualitative approach. For this purpose, 20 experts and academic experts on the subject were selected through purposeful sampling and were interviewed in a semi-structured way. To analyze the data, the thematic analysis technique was used. To ensure the validity and reliability of the qualitative research data, the following strategies were followed: 1. Analysis and reviewing by members (interviewees) 2. Analysis and reviewing by colleagues; and 3. Triangulation of the data sources methods was used. After implementing the content of the interviews and their preliminary analysis, codes or basic concepts were identified and in order to achieve the main categories, similar codes were placed on specific categories. Finally, for each category, the title containing the entire codes was selected.

Results

As a result of this study, five main components (Leader/Administration Lean Skills, Lean Knowledge Skills, Lean Research Skills, Lean Behavioral

* PhD Student of Higher Education Administration, University of Tehran, Tehran, Iran.

** Professor, University of Tehran, Tehran, Iran. *Corresponding Author:* Abili@ut.ac.ir

*** Associate Professor, University of Tehran, Tehran, Iran.

Skills, and Lean Personal Skills) for the model of Professional Development of heads of departments of universities and institutes of higher education based on a lean approach were identified and presented.

Discussion

The five main components of this research can be an effective model for the professional development of department heads in universities and higher education institutes and have beneficial results in promoting quality, efficiency, effectiveness and waste reduction in higher education.

Keywords: Professional Development, Lean Approach, Heads of departments

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