

REPORT ON "LEADERSHIP FOR EXCELLENCE IN EDUCATION PROGRAMME BY IIMA"

Details of the Programme:-

1. **Name of the Program:** Leadership for Excellence in Education for HoS of DoE schools
2. **Duration:** 25th to 29th October 2021
3. **Venue:** IIM Ahmedabad Campus
4. **Name of the Coordinator:** Ms. Nishtha Verma

Date & Duration: 25.10.2021 (10:20 A.M.-13:10 P.M.)

Methodology used by RP: Lecture Method & use of PPT.

Detailed report of each session:

The topic of the session was **Effective School Leadership Behavior & Styles**. Mr. Vijaya Sherry Chand discussed in this session the Excellence and reputation earned by institution like IIM-A. Great things are built by keeping in mind minute details like the logo of IIM-A was created by carving details of a local mosque and an impressive adage. Mr. Vijaya Sherry Chand became nostalgic while describing his long stay in this institution and he looked familiar with every nook & corner of IIM-A. A Very different picture of vision he created while describing VISION & Shared Vision. Real reputation of an institution emerges from what outsiders think about that institution. He also elaborated on the contribution made by late Vikram Sarabhai and dedication of other great personalities in making IIM-A the best among IIMs.

In this context, he frequently emphasized on shared vision, distribution of leadership and even including students, parents and alumni.

Name of RP: Mr. Vijaya Sherry Chand

EVALUATION/FEEDBACK/TAKEAWAY:

To be in the class of Mr. Vijaya Sherry Chand has been a blessing. Each word carried his long experience in the field of educational research. The whole session was a great learning experience. With dedication to minute details, shared vision, distribution of leadership and by even including students and outsiders like parents and alumni, better targets can be achieved for the progress of an institution.

Date & Duration: 25.10.2021 (14:30 P.M.-17:20 P.M.)

Methodology used by RP: Lecture Method & Use of PPT.

Detailed report of each session:

The topic of the session was **Social-Emotional Climate in School**. Mr. Kathan Shukla pointed out the fact (with the help of real life story) that in a school problems can be tough in nature and numerous for one

principal. We should learn to develop confidence among teachers and students with the vision of shared leadership so that improvement can happen in real terms.

Name of RP: Mr. Kathan Shukla

EVALUATION/FEEDBACK/TAKEAWAY:

Mr. Kathan Shukla effectively described that our small decisions may lead to failure and dismay as well as to success and happiness. We need to understand that empowered all education stakeholders may become a source of the well being of school. It was a very good session to make us realize that leadership is all about connecting small things to build great design.

Date & Duration: 26.10.2021 (08:45 A.M.-11:35 A.M.)

Methodology used by RP: PPT & Participation of all.

Detailed report of each session:

The topic of the session was **Driving Change through Gamification**. Mr. Kathan Shukla focused in this session to create interesting events in class-room by **Gamification** of learning materials to engage most attention of students and their problems. To display this effectively Mr. Kathan Shukla showed some interesting videos and engaged all participants to work out some problems given in different modules. Our team chose the **Module 5 Emotional Regulation** in which a student is teased for her tall physique. All team members shared their views to solve different problems faced by adolescents. Mr. Kathan Shukla observed the presentations by different teams. He also appreciated some team members and also advised some improvements here and there.

Name of RP: Mr. Kathan Shukla

EVALUATION/FEEDBACK/TAKEAWAY:

Effective Management Education Practices result from a sensitive approach to the problems faced by students. By **Gamification we can approach solutions and changes which can happen in such a smooth manner that even the process of changes may not be recognised by children.**

Date & Duration: 26.10.2021 (11:55 A.M.-13:10 A.M.)

Methodology used by RP: PPT & Participation of all.

Detailed report of each session:

The topic of the session was **Data driven Decision making for school improvement**. Mr. Kathan Shukla focused in this session to use data analysis to make decisions for school improvement. But data analysis

to make decisions may sometimes be dicey, Mr. Kathan Shukla elaborated while citing a story about a Head of School. In data analysis we should be patient and courageous while making decisions about individuals either students or teachers. We should check the consistency of data analysis tilt. And data may rapidly change in positive ways by effectively handling data.

Name of RP: Mr. Kathan Shukla

EVALUATION/FEEDBACK/TAKEAWAY:

Data driven Decisions may lead to school improvement, if handled properly. Ineffective use may trigger the events carrying arousal of conflicts. Same resources if utilized properly may lead to a series of positive events which bring overall school improvement.

Date & Duration: 26.10.2021 (14:30 P.M.-15:45 P.M.)

Methodology used by RP: Discussion Method.

Detailed report of each session:

This session included **Panel Discussion: Leadership Challenges for the Future.** Mr. Vijaya Sherry Chand and Mr. Kathan Shukla engaged all participants by asking their feedback on the topic using Google form. By feedback 03 participants were selected for panel discussion:-

1. Mr. Kuldeep Singh.
2. Mr. Hari Ram Sharma.
3. Mr. Ashok.

The panelists shared their experiences and experiments of school life. Overall they emphasized the need for distributed leadership, trust building, efforts to reduce absenteeism, help from parents and SMC members and special attention on Inclusive Education. Mr. Vijaya Sherry Chand appreciated the efforts of Hos in progress of Education in Delhi and shared some experiences to enhance existing education.

Name of RP: Mr. Vijaya Sherry Chand and Mr. Kathan Shukla.

EVALUATION/FEEDBACK/TAKEAWAY:

The above discussion highlighted the efforts to improve the learning situation at school level by taking many sided decisions. The discussion brought forward real life challenges faced by participants at ground level.

Date & Duration: 26.10.2021 (16:05 P.M. Onwards)

Methodology used by RP: Involving Participation of all.

Detailed report of each session:

This session included **Campus Tour**. A guide provided by IIM-A informed all participants about all parts of IIM-A and its architect. We came to know which people were founder members of IIM-A and why round shaped windows and the first floor were used for its architect. The visit to Vikram Sarabhai library which was enhanced by TCS was awesome. The library combined old architectural beauty and modern technology.

EVALUATION/FEEDBACK/TAKEAWAY:

The above **Campus Tour** made us acquainted with the old architectural beauty of IIM-A and how many great personalities like Vikram Sarabhai and Ravi John Matthai contributed to this great institution and took care of minute details.

Date & Duration: 27.10.2021 (08:45 A.M.-11:35 A.M.)

Methodology used by RP: Discussion & Participation of all.

Detailed report of each session:

The topic of the session was Leadership Behavior: Encouraging Innovative Thinking. Every school has its own environment and conflicts emerging out of it. To resolve these daily rising issues **Innovative Thinking** should be encouraged. And by innovative ideas we can overcome the progress plateau of an institution. For this apt strategy including the right combination of stalk holders and their suggestions should be given the right priorities. We can also follow the process of Listen-Write-Speak-Reward-Review. Four key features of innovation:- Problem solving, creative response, monitoring and evaluation of outcome. Mr. Vijaya Sherry Chand also highlighted the importance of Utsukta (curiosity), Utsah (enthusiasm), Urja (Energy) and Ullas (Joy).

Name of RP: Mr. Vijaya Sherry Chand.

EVALUATION/FEEDBACK/TAKEAWAY:

Without innovative thinking an institution may reach a certain level of progress but if faced with a progress plateau the innovative thinking is only a panacea and innovative thinking may vary in each school and situation. And if in the end an institution is able to create Joy of Work, its progress is certain.

Date & Duration: 27.10.2021 (11:55 A.M.-15:45 P.M.)

Methodology used by RP: Lecture and storytelling Method.

Detailed report of each session:

The topic of the session was Performance Management for Teachers. Mr. Rajesh Chandwani proved in this session that sometimes we live in false assumptions. It is almost impossible to do objective performance measurement because of changing situations and parameters. Reward and punishment work in only extreme situations. Most of the employees fall within extremities. Therefore it is the responsibility of a leader how he/she is able to draw best out of available human resources. Mr. Rajesh

Chandwani explained all about Performance Management in a very interesting storytelling method which kept all participants attentive in the session.

Name of RP: Mr. Rajesh Chandwani.

EVALUATION/FEEDBACK/TAKEAWAY:

Human resource is not available in plenty. Therefore its prudent use is the best way to enhance the level of an organization. Data based Performance Management may lead to erroneous viewpoints.

Date & Duration: 27.10.2021 (16:05 P.M.-17:20 P.M.)

Detailed report of each session:

During the above time period IIM-A threw a **Chaat Party** which was joined by all participants and some of the officials of IIM-A. It was a relaxed get-together time.

Date & Duration: 28.10.2021 (08:45 A.M.-11:35 A.M.)

Methodology used by RP: Lecture, PPT and Discussion.

Detailed report of each session:

The topic of the session was Managing Self-Limiting Beliefs. Devasmita Chakraverty demonstrated the limiting effect of our beliefs by engaging participants in the activities of joining dots and prioritizing items in a hypothetical shipwreck. First participants distributed in 5 person groups and then in 10 person groups to arrive at consensus. It demonstrated that our beliefs limit our rational thinking. It ultimately affects our decision making faculty. Similarly conflicts may arise in school life while dealing with a large number of persons (staff & students). One set of beliefs emphasizes the importance of grades in students' lives but other life skills may equally be important in students' lives.

Name of RP: Devasmita Chakraverty.

EVALUATION/FEEDBACK/TAKEAWAY:

Overall we must take into account the pros & cons of our beliefs, actions and real life.

Date & Duration: 28.10.2021 (11:55 A.M.-15:45 P.M.)

Methodology used by RP: Lecture, discussion and using board.

Detailed report of each session:

The topic of the session was Understanding the Inner Game through Mindfulness Management of Negative Emotions. Mr. Vishal Gupta in this session adeptly showed the benefits of mindfulness and its scientific nature. He also cited one story about a person named Mohan Dixit who was a successful person but not aware about his negative emotions and its impact on others. With dexterous analysis of our emotions like fear, shame, anger and jealousy Mr. Vishal Gupta clearly demonstrated the chain effect of negative emotions. We must develop emotional intelligence to handle our negative emotions. We may manage anger by meditation. Manage fear by self compassionate behavior. Manage sadness by awareness to the present moment.

Name of RP: **Vishal Gupta.**

EVALUATION/FEEDBACK/TAKEAWAY:

By mindfulness we can understand the game of our inner emotional stirs and watching over emotions by being non-judgmental may lead to effective management of our negative emotions which may further create positive effects on our life and its surrounding.

Date & Duration: **29.10.2021 (08:45 A.M.-11:35 A.M.)**

Methodology used by RP: Lecture, discussion and using board.

Detailed report of each session:

The topic of the session was Decision Making for Leaders & Managing Change. Neharika Vohra in this lecture drew attention to the fact that we make conclusions on false assumptions. Even very fine changes make substantial differences. Various examples of illusions were shown to prove the fact that our brain tends to fill the gap in past beliefs. We must develop the capability of changing and shifting, developing new skills and attitudes. Changing syllabi and educational policies need our flexibility all the time. So everyone in school needs motivation, support, mindfulness etc.

Name of RP: **Neharika Vohra.**

EVALUATION/FEEDBACK/TAKEAWAY:

By clear communication, reducing gaps by planning, we may achieve small goals step by step.

Date & Duration: **29.10.2021 (11:55 A.M.-15:45 A.M.)**

Methodology used by RP: Lecture, discussion and using board.

Detailed report of each session:

The topic of the session was School Discipline: Restorative Practices. Mr. Kathan Shukla focused in this session on how to maintain discipline in school. There may be zero tolerance to aggressive behavior and bullying in school. But students should be engaged or counseled in such a way that they nurture a positive connection with school and feel joy in the time spent in school. If anyone has offended someone, then apology will heal the entire classroom.

Name of RP: **Mr. Kathan Shukla.**

EVALUATION/FEEDBACK/TAKEAWAY:

It is important to emotionally touch our kids. This is an opportunity for teachers to establish lifelong connection.