

## **Leadership Development Program**

### **Heads of School**

### **Directorate of Education, Delhi**

**Conducted by: SCERT Delhi**

**Coordinator: Ms. Neha Sharma, Assistant Professor**

**IIM AHMEDABAD 30<sup>TH</sup> MAY – 03<sup>RD</sup> JUNE 2023**



IIM Ahmedabad was established on 11 December 1961 with the active support of the Government of India, Harvard Business School, and prominent members of the Indian industry. The physicist Vikram Sarabhai and businessman Kasturbhai Lalbhai, natives of Ahmedabad, played pivotal roles in setting up the institute. The institute's Kasturbhai Lalbhai Management Development Centre and a Kasturbhai Lalbhai Chair in Entrepreneurship are named in his honour. The management educator Ravi J. Matthai and several other Ahmedabad-based businessmen also played a major role in its creation. Kamla Chowdhary was the first faculty of the institute and the coordinator of programmes between 1962 and 1965.

Established in 1961, the institute offers master's degree programs in management and agri-business management, a fellowship program and several executive training programs.<sup>[5]</sup> The institute's founding director was Ravi J. Matthai. Other notable founding figures were the

Indian physicist Vikram Sarabhai, Indian businessman Kasturbhai Lalbhai and Indian educator Kamla Chowdhary. In 2020 it was ranked first among the business schools in India by the National Institutional Ranking Framework. During 2017–21, it was ranked first among the management institutions.

SCERT, Delhi is in collaboration with IIM Ahemdabad to create and bring out the utmost leadership qualities of the Principal's of Directorate of Education of Delhi. Delhi govt. and SCERT are together working to make schools a place for holistic and overall development of the children. For this purposes IIM Ahemdabad is one such place where team leaders of the schools flourish their knowledge and practice the ample ways by which they can create a collaborative and a meaningful space in the schools where all the stake holders are equally responsible for the overall grooming of the students.

A five days training program started on 30<sup>th</sup> May and ended on 03<sup>rd</sup> June 2023 was an experience which participants will remember for the whole life and the learnings and the notes they have made will help them in smooth conduction of the institute.





Entire program talks about how IM Ahmedabad capacity building program for HOS can help to create a broad vision in respect of smooth School functioning. The program wrapped up all aspects of responsibilities of the heads of schools for leading their school towards a disciplined institution, working as a team with the help of all stakeholders and aiming towards achieving all expectations, goals and objectives. Professor Kathan Shukla helped to analyse whole school climate and turning it into positive environment, academic. Maintaining discipline and nurturing emotional well-being of children with good

interpersonal relationships between all stakeholders will nurture a positive School climate for introducing innovative practices to help students in achieving good academic results. Professor Rajesh Chandwani made a clear insight about how students' performance growth can be achieved. One most enthusiastic innovative approach of 'gamification' was discussed elaborately to bring a big change in new generation's performance in Academics. The uplifting force of challenges, feedback, rewards, healthy competition, satisfaction of levelling up with time and resource constraints attracts children towards gaming approach. It's use in Academics is surely going to be a game changer. Many relatable examples were introduced such as the case studies of various school situations were really thought-provoking and engaging. Content material was delivered very effectively through case studies, presentations, and group discussions. IMM helped in understanding the role of the school principal as a leader. Importance of setting the priorities as a Principal. It gave a road map to make a positive school climate. It stressed upon to look at any problem in school from a multidimensional angle. It motivated the principals to be innovative in solving school problems. All participants discussed their school problems and shared their experiences, which helped in learning innovative ways of tackling different issues. It highlighted the importance of creating an effective academic climate. It displayed the ways to maintain school discipline. Principals should create a supportive climate for innovative practices in teaching. Gamification as a teaching-learning tool helps in overcoming stress and focuses on emotional well-being. It helped in understanding human resource management and shared leadership. Being mindful and at peace with yourself is crucial to become a happy person and a happy person can only be a good leader.





Anshu Aggarwal, Principal SCSRSKV NO-1PALAM 1821018 states that “ Through the workshop I felt myself enriched in developing a positive school climate. The way the session of performance management was conducted it really helped to understand how we can utilise our resources in a best manner to strengthen our school and the department. In a school not only academic performance management is the role of a Principal but to manage the effective academic climate, maintain school discipline and also emotional well

being of each stakeholder in the school is very important aspect which should be addressed and followed up by the head of the school. I also understand that simple innovative practices in a school using the available resources and also gamification can make the learner more interested in learning process. The mindfulness and our inner stability is also an important aspect in the life of a human being especially as a HOS it should be ensured to create such an environment which help the each member to understand the importance of mindfulness. Incorporation of Vocational education at a secondary level and senior secondary level is important and can be acquired in the school with limited resources as well.

From the program the take away, are as follows.

1. By using the training content I can make the school atmosphere more convenient for the teaching learning activities with the help of staff members and students.
2. I can my self identify the students who are not attending or taking interest in the studies also work on them to bring back and create interest in the school and studies.
3. I my self identify the students who are suffering from the any type of bullying and also trained my staff members to deal with the such type of problems.
4. I with my staff members can reduce the absentiam and taurency by counselling the students and parents.
5. Syllabus of the subject can be easily teach with the help of small activities.
6. I will also try to improve the school library and develop the reading habits among the students.

Honourship and responsibilities can be created among the students and teachers. Over all the content of the training program was very helpful in running the school.”

Another Principal Sh. Om Prakash ji from Govt. Boys Sr. Sec. School No 2 Najafagarh 1822009states that: “Capacity building program for school leaders at IIM Ahmedabad was really a great learning experience for me as a School Leader. The content of the course, case studies, research and innovation by IIM Ahmedabad faculty were really a marvellous experience. Five days program positively prepared me and encouraged me to bring immediate changes in School. The training program provided me fundamental idea of how to create conducive learning environment in the school. It has given me concrete Idea of how to set priorities/goals and how to work for attaining these goals. The training program

has really shifted our narrow mindset from a manager to a democratic leader who would work on the consensus of his team. Five days leadership development program at IIM Ahmedabad was really an enriching experience for me. It not only transformed me or inculcate leadership traits but gave me concert idea of how to handle the critical situation tactfully , how to make my school a place of innovation and how to deal with the human and material things to attain the well decided goal/vision of the school. The case studies of faculty members on various issues of school and their optimum solution really inspired me and would help me in future as Principal. The training has also inspired me to establish a balance between personal/family life and professional life.”



Such programs at IIM'S must be a part of learning and exploring self-capacities, they not only help us to refurnish the experiences but also helps in benefitting in clearing the doubts and making out the best possible ways to work with sortedness. Sometimes it is very hard to unlearn to relearn but capacity building programs are a boon to refresh the existing to cope up with existing.