



Capacity Building Program/Leadership Development Program for newly appointed Principals of DOE, GNCTD and DIET/SCERT faculty, Delhi

Date and Duration of the Program - Sep 08-13, 2024 (Including journey dates), 05 Days

Venue Name - I.I.M. Ahmadabad

Details of the Program:

- **No. of proposed participants:** 49 + 01 Faculty of SCERT/DIET (Total 50)
- **No. of participants attended:** 48
- **Stakeholders:** 01 Faculty of SCERT/DIET
- **Transaction Methodology:**
- **Name of Coordinator:** Mr. SANDEEP KUMAR SINGH
- **Report by:**

Schedule of Training (Course Design with Session Plan)

Day-By-Day Schedule

Session Timings			
Session 1	08.45 - 10.00	Tea/Coffee	10.00 - 10.20
Session 2	10.20 - 11.35	Tea/Coffee	11.35 - 11.55
Session 3	11.55 - 13.10	Lunch	13.10 - 14.30
Session 4	14.30 - 15.45	Tea/Coffee	15.45 - 16.05
Session 5	16.05 - 17.20	Dinner	20.00 - 21.00

Schedule Day 1:

- ❖ Introduction to Leadership Frameworks.
- ❖ Overview of leadership theories
- ❖ Group activities on identifying personal leadership style

Day 2:

- ❖ **Strategic Planning and Vision**
- ❖ **Workshops on crafting and implementing**
- ❖ **strategic plans Case studies on successful educational leadership**

❖ **Day 3:**

- ❖ **Change Management Techniques**
- ❖ **Interactive sessions on managing change within educational institutions**
- ❖ **Role-playing exercises to simulate real-life**
- ❖ **Scenarios**

Day 4:

- ❖ **Communication Skills and Team**
- ❖ **Building Training on effective**
- ❖ **communication strategies**
- ❖ **Team-building exercises to enhance collaboration and morale**

Day 5:

- ❖ **Problem-solving and Implementation**
- ❖ **Workshops focusing on practical solutions for common issues**
- ❖ **Development of action plans to apply learnings in school environments**

Report in r/o Leadership development program at I.I.M. Ahmedabad for the Head of the schools and S.C.E.R.T. faculty

1|CAPACITYBUILDINGPROGRAMFORHEADSOFSCHOOLSFROMNEWDELHI, SCERT from Delhi w. e. f. 8 September 2024 to 13 September 2024 (included journey date). We all as a group of 48 members H.O.S.(Ms. Anita Malik Absent) and 01 coordinator Mr. Sandeep Kumar Singh (S.C.E.R.T. faculty) took off from the Indira Gandhi International Airport Delhi in Indigo plane to Sardar Ballabh Bhai Patel Airport Ahmedabad in Gujarat at 9:30 a.m. On 08/09/2024. This was an amazing and delightful journey. We reached Ahmedabad airport around 11:15 a.m. The bus from IIM was already waiting for us. We all reached the Double Tree Hotel Hilton in Ahmedabad by bus at around 11:45 a.m. Each Room was allotted two persons accordingly. After lunch, several members as their convenient visited the local market and other nearby places. Around 7:30 Pm dinner was arranged by, the hotel arranged dinner and Delegation relished the variety of dishes. After that, a small meeting was arranged by Mr. Sandeep Kumar Singh. He briefed the delegation about the events upscaled for the next day at IIM Ahmedabad. Lastly, members retired to their rooms for peaceful sleep.



Program Overview

We participated in a five-day leadership training program at the Indian Institute of Management (IIM) Ahmedabad. Tailored for heads of schools from the Delhi government, the program was designed to refine leadership skills and enhance strategic thinking

to better address problem-solving in educational settings. The accommodation during the program was provided at the Double Tree Hotel.

Program Highlights

Strategic Leadership: Focused on effective strategic planning and decision-

making techniques. **Change Management:** Offered strategies for leading organizational changes and managing transitions.

Effective Communication: Improved skills for better communication with staff, students, and stakeholders. **Leadership Styles:** Helped identify and develop personal leadership styles to enhance team dynamics.

Problem-Solving: Provided approaches to tackle common challenges in educational leadership.

Day 1 Monday September 09, 2024

Session 1 Kathan Shukla Topic Inauguration and Introduction

10:00 – 10:20 Hrs Group Photograph

Day 1: Date 09/09/2024 The first session started with an Introduction by Doctor Kathan Shukla and Dr. Ankur Sarin. It was a nice experience of introduction and all participation in the session. Dr. Kathan Shukla and Rajiv sir took the second session on leadership for a positive school climate. He explained the duties and responsibilities of HOS/ Principals as leaders. All took part in the conversation with Kathan sir. He gave everyone the opportunity to talk and speak out their opinions. The day ended in a collaborative and amicable atmosphere.



Sessions 2 & 3 Topic Reading School Climate and Shared Leadership

Sessions 4 & 5
Rajeev Sharma

Topic

School Leadership in Changing Context

Day 2

Tuesday

September 10, 2024

08:45 Hrs

5 | CAPACITY BUILDING PROGRAM FOR HEADS OF SCHOOLS FROM NEW DELHI, SCERT

Day2: Date 10/ 9/24 - The day started with the early exercise for bathing and Rushing to breakfast at 7:00 a.m. and then to IIM by bus at 8:45 a.m. Every day this is very day IIM coordinator Viraj Maim took us for a photo session with the staff at the campus with the green science faculty then she provided us staff member faculty as a guide who took us to look at the important sites of IIM also enjoy the separate also acquired with the picture of Shri Vikram Sarabhai the founding member of the IIM and doctor on the Great IIM lobby.

We also wanted to go to the library of IIM which looks marvelous and its architecture is very attractive and rising we also visited the floors where the students of IIM were reading after showing campus and achievement we returned to the seminar hall at 11:20 a.m. for the routine class for teaching and emotional will be he also targets the school display and emotional regulation mechanism he gave some experience from human Centre decision making.





Sessions 2 & 3 Topic School Discipline & Emotional Wellbeing:

Kathan Shukla Restorative Practices

Case Story of Riya

Reading What is Emotion Regulation and How Do We
Do It?

Sessions 4 & 5 Topic Adolescent Substance Use: Recognizing

Ankur Sarin and and Responding at School Level

Ajazuddin Shaikh

Dr. Ankur sir and Doctor Ajazuddin Shaikh taught substance abuse reporting and recognizing at the school level Dr sake informed the whole class by giving various case student case studies regarding substance use questions abuse most of our participants also had direct conversations with those teachers the day remanded beautiful and memorable one.



Day 3 Wednesday

September 11, 2024

Sessions 1 & 2 Topic
Devasmita Chakraverty

Managing self-limiting beliefs

Day3: On Date 11/9/2024 at IIM he started with doctor Dewasmita Chakraborty who made our brains achieve while giving and assigning the various mind games which were used quickly we all tried well as per our reasoning and Mam also cleaned the lunch was too good today was very care and rice, Chicken, Tandoori, daal Makhani, vegetable, mix veg, curd, chana masala, raita, chapati, paneer and different Sweet dishes at different days the second session was taken by Dr. Niharika Bohara and export and its font in leadership style, he learned more under her guidance and teaching all the participants come together the dining hall and understand at Delhi meeting after dinner in the hotel enjoyed every moment.

Sessions 3 & 4 Topic
Neharika Vohra Cases

Leadership style
1) Mrs. Baweja

2) Mrs. Das

Instrument LEAD



20:00 hrs onwards Programme Dinner at CR2 Lawn

Day 4

Thursday

September 12, 2024

Session 1 Topic Vocational Skills and the Importance of
Neharika Vohra

Skill Education

Session 2 Topic
Neharika Vohra

Understanding Multiple Perspective

Sessions 3 & 4 Topic Education & Technology
Ambrish Dongre

Day4:

Today was the session of Niharika mam for vocational skills she taught us the skills that can be presented to our school students and Doctor Ambarish Dongre taught us Education Technology. Ex. – ChatGpt/Gemini Technology. This can make the student easier to learn and prepare for exams. Both the teachers taught well the cost at cost with the students and the problem raised in the schools. Everyone participated in this exercise some of us went to Sabarmati Ashram. This gave us relief and we tribute to Gandhiji there.

On 12/9/2014 IIM also held dinner for us tonight we enjoyed the music and presentation of ghazals etc.



Day 5

Friday

September 13, 2024

Sessions 1 & 2 Topic Student-centred Leadership
Vijaya Sherry Chand

Encouraging Innovation

Sessions 3 & 4 Topic Driving Change through Gamification
Kathan Shukla Readings 1) Modules for Strengthening Schools on
Adolescent and Gender Equity in Gujarat
2) A Practitioner's Guide to Gamification of
Education

Session 5 Feedback and Valediction

Day5: On – 13/9/2014, the first half was taken by Doctor Vijay Sir, innovation in Education, and the second half was by Kathan Sir who mostly engaged in the gamification before and after lunch. The certificates were also distributed to us. The day was full of enjoy, Rushed to Ahmedabad airport and then left for IGI Airport Delhi.



Conclusion

The training program at IIM Ahmedabad was immensely valuable, offering practical insights and strategies for effective leadership in education. The sessions were engaging, and the opportunity to network with other school leaders was highly beneficial. The stay at the DoubleTree Hotel contributed positively to the overall experience, providing a comfortable and supportive environment throughout the training.

Recommendations

Follow-Up Sessions: Implement follow-up sessions to review the application of strategies learned.

Continued Networking: Encourage ongoing communication among participants to share experiences and solutions.



समन्वयक(Coordinator) कीकलमसे -

यह कार्यक्रम हमारे लिए अविस्मरणीय रहा। आयोग से चयनित होकर प्रधानाचार्य के पद पर सुशोभित होने वाले नए उत्साह एवं ऊर्जा को साथ लेकर भारतीय प्रबंध संस्थान (I.I.M.) अहमदाबाद की धरती पर पहुंचना, वहां पर साथ रहकर इन सभी के मध्यआपस में सामंजस्यता बनाए रखना हमारे लिए बहुत अधिक चुनौती पूर्ण नहीं रहा। सभी लोग सभी लोग सुलझे हुए, सहज व सरल स्वभाव से परिपूर्ण थे। भारतीय प्रबंध संस्थान के प्रांगण में इस समूह के सदस्यों द्वारा पूछे जाने वाले प्रश्न, उसमें दिखने वाली जिज्ञासा, उत्तर के प्रति लालसा तथा प्रतिउत्तर के संवाद यह प्रदर्शित कर रहे थे कि सभी लोग इस संस्थान से अधिक से अधिक ज्ञान अपनी क्षमता के अनुसार ले जाने के लिए लालायित हैं। विराज मैडम सदैव प्रत्येक सत्र के पश्चात वहां पर उपस्थित रहकर किसी प्रकार की कोई भी समस्या अथवा अवरोध को जानने के लिए उत्सुक रहती थीं।

कथन सर की उपस्थिति एक अभिभावक की भांति रही। निरंतर संपर्क में बने रहना, कई स्थानों जैसे - भोजन व नाश्ते के समय लोगों से बातचीत करना, उन्हें जानने का प्रयास करना, किसी प्रकार की कठिनाई अनुभव होने पर उसके समाधान के लिए प्रस्तुत होना, उनकी विशेषता रही। शेष जो लोग वहां पर एक अध्यापक के रूप में उपस्थित हुए, वहां ज्ञानवर्धक वातावरण बनाने में सहयोग किये, उन सभी के प्रति कृतज्ञता। सभी ने पूर्ण प्रयास किया इस समूह के सदस्यों की जिज्ञासाओं को संतुष्ट करने का।



संस्थान के अंतिम सत्र के पश्चात जब यह कहा गया कि हम सभी आपके साथ जुड़े रहेंगे, आपके साथ होने वाली गतिविधियों में आपके साथ होंगे, आपके साथ आपके विद्यालय परिसर में आने आने वाली कठिनाइयों के समाधान में आपके साथ होंगे, तब इस समूह का आत्मविश्वास और भी बढ़ गया। अंत में बस इतना कहना चाहेंगे कि इस समूह परिवार के साथ इस यात्रा पर समन्वयक के रूप में हमें चुनने के लिए एस.सी.ई.आर.टी. का बहुत-बहुत हार्दिक आभार और भारतीय प्रबंध संस्थान (I.I.M.) अहमदाबाद की धरती को प्रणाम.....

Objectives of the Program :

- ❖ To develop the leadership skills
- ❖ Effective communication and team management
- ❖ Managing and sustaining change
- ❖ Mentoring and counselling

Training Program - Brief Overview (day-wise and session wise along with learning outcomes and activities photos)

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Recommendations

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Continued Networking: Encourage ongoing communication among participants to share experiences and solutions.

Action Plan Development: Create detailed action plans based on the training to address specific challenges in participants' schools.

Feedback from participants

Recommendations

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Plan for Implementation of Learning Outcomes (by Participants)

Glimpses of the Capacity Building Program/Leadership Development Program





