



**Capacity Building Program/Leadership Development
Program for School Principals and Officials of Municipal
Corporation of Delhi (MCD) and DIET/SCERT faculty,
Delhi**

14-18 October 2024

**Venue: Indian Institute of Management (IIM)
Kozhikode**

Details of the Program:

- **No. of proposed participants:** 50 (47 Principals, 02 officers of MCD, 01 DIET Faculty)
- **No. of participants attended:** 50 (47 Principals, 02 officers of MCD, 01 DIET Faculty) + Director SCERT+ INSET Nodal SCERT
- **Stakeholders:** School Principals and Officials of Municipal Corporation of Delhi (MCD)
- **Transaction Methodology:** The session plan follows a structured methodology for capacity building, incorporating various transactional methodologies such as:
 1. Lectures & Expert Talks – Sessions are led by subject matter experts, including professors and education specialists.
 2. Interactive Discussions & Q&A – Encouraging participant engagement through discussions and queries.
 3. Workshops & Case Studies – Practical exercises to implement concepts such as Evaluation, Decision-Making, and Design Thinking.
 4. Experiential Learning (Visits) – City and business museum visits for real-world learning.
 5. Collaborative Learning & Group Activities – Sessions like Managing Stakeholders and Engagement & Motivation focus on teamwork.
 6. Cultural & Networking Events – A special dinner and cultural evening for informal interactions.
 7. Reflective Learning & Valediction – Final wrap-up with key takeaways and closing remarks.
- **Name of Coordinator:** Dr. Laxmi Dagar
- **Report by:** Dr. Laxmi Dagar

Schedule of Training (Course Design with Session Plan)



5-Day Capacity Building Programme for School Principals and Officials of SCERT, Delhi October 14 – 18, 2024

Session	09:15-10:45	11:00-12:30	13:30-15:00	15:15-16:45	17:00-19:00
Day 1: 14-10-2024 Monday	Impactful Communication & Interpersonal Skills (Prof. Deepa Sethi)	Impactful Communication & Interpersonal Skills (Prof. Deepa Sethi)	Evaluation & Improvement Framework: Creating World-Class Institutions (Prof. Shubhasis Dey)	Evaluation & Improvement Framework: Creating World-Class Institutions (Prof. Shubhasis Dey)	Creativity & Innovation in Institution Development (Prof. Anandakuttan B Unnithan)
Session	10:00-11:30	12:00-13:30	14:30 – 15:30		
Day 2: 15-10-2024 Tuesday	Mindful Leadership in 4.0 World: Intangibles of the School System (Prof. Debashis Chatterjee)	Mindful Leadership in 4.0 World: Intangibles of the School System (Prof. Debashis Chatterjee)	Implementing Best-in-class Academic Resources in Schools (Dr. Appasaheb Naikal)	Experiential Learning (City Visit) 15:45 - 18:30	
Session	09:00-12:30	13:45-15:15	15:30-17:00	17:15-18:45	
Day 3: 16-10-2024 Wednesday	Experiential Learning (School Visit)	Engagement & Motivation (Prof. Priya Nair Rajeev)	Strategic Decision-making in Education (Prof. Rajesh S. Upadhyayula)	Managing Stakeholders (Prof. Rajesh S. Upadhyayula)	
Session	09:30-10:30	11:00-13:00	14:00-15:00	19:00-21:30	
Day 4: 17-10-2024 Thursday	Academic Excellence: Inculcating Human Values for Innovation (Mrs. Aditi Chatterjee)	Academic Excellence: Inculcating Human Values for Innovation (Mrs. Aditi Chatterjee)	Experiential Learning (Business Museum Visit)	Cultural Evening & Special Dinner	
Session	09:30-11:30	11:45-13:15	14:00-15:30	16:00-17:00	
Day 5: 18-10-2024 Friday	Developing A Performance Management System for Schools (Prof. Manoranjan Dhal)	Design Thinking & Technology in Education (Prof. Rupesh K. Pati)	TQM in Academic Institution Settings (Prof. Rupesh K. Pati)	Valediction	

Programme Facilitators: Prof. Debashis Chatterjee & Prof. Deepa Sethi

Venue: MDC – C3

Registration: Day 1 (08:45 AM)

Group Photo: Day 2

Objectives of the Program: The main objectives of the programme were to:

1. Strengthen the leadership and communication skills of school principals and officials.
2. Equip participants with tools to develop world-class academic institutions.
3. Encourage innovation and experiential learning practices in schools.
4. Foster a culture of academic excellence by inculcating human values.
5. Introduce performance management systems and advanced educational technology.

Training Program - Brief Overview

Day 1: Communication and Institutional Development

Date: October 14, 2024

The programme opened with sessions on **Impactful Communication & Interpersonal Skills**, conducted by **Prof. Deepa Sethi**, who emphasized the importance of effective communication in educational leadership. Following this, **Prof. Shubhasis Dey** led a session on the **Evaluation & Improvement Framework**, discussing strategies to create world-class institutions by setting clear objectives and measuring progress. The day concluded with a session by **Prof. Anandakuttan B. Unnithan** on **Creativity & Innovation in Institution Development**, highlighting innovative practices that can foster a supportive and progressive school environment.



Day 2: Leadership and Best Practices

Date: October 15, 2024

The focus of Day 2 was **Mindful Leadership** and **Implementing Best Practices** in schools. **Prof. Debashis Chatterjee** conducted sessions on **Mindful Leadership in a 4.0 World**, underlining the importance of emotional intelligence and mindfulness in educational settings. He shared insights on the intangible aspects of a school system that influence student outcomes. In the afternoon, **Dr. Appasaheb Naikal** presented on **Implementing Best-in-Class Academic Resources in Schools**, exploring strategies for integrating high-quality educational resources. The day ended with a **City Visit** as part of experiential learning, allowing participants to observe and reflect on real-world examples of educational innovation.



Day 3: Experiential Learning and Stakeholder Management

Date: October 16, 2024

Experiential Learning was the primary theme of Day 3, which began with a **School Visit** to observe effective educational practices firsthand. In the afternoon, **Prof. Priya Nair Rajeev** held a session on **Engagement & Motivation**, exploring techniques to inspire both students and staff. **Prof. Rajesh S. Upadhyayula** later discussed **Strategic Decision-Making in Education**, focusing on analytical approaches to school management. The day concluded with a session on **Managing Stakeholders**, also led by Prof. Upadhyayula, which examined effective ways to communicate with and gain support from various school stakeholders, including parents, teachers, and the community.

Day 4: Academic Excellence and Cultural Engagement

Date: October 17, 2024



Day 4 aimed to promote **Academic Excellence** and **Human Values**. **Mrs. Aditi Chatterjee** led sessions on **Inculcating Human Values for Innovation**, where she discussed the importance of values-based education and its role in fostering a holistic learning environment. Participants then visited the **Business Museum** for an experiential learning session that encouraged them to think about educational success from a historical and cultural perspective. The day ended with a **Cultural Evening and Special Dinner**, providing an opportunity for networking and cultural exchange among participants.

Day 5: Performance Management and Technology in Education

Date: October 18, 2024

The final day centered around **Performance Management** and **Technological Integration** in education. **Prof. Manoranjan Dhal** led a session on **Developing a Performance Management System for Schools**, offering insights into performance measurement, accountability, and continuous improvement strategies. **Prof. Rupesh K. Pati** conducted two sessions: **Design Thinking & Technology in Education** and **Total Quality Management (TQM) in Academic Institution Settings**, highlighting innovative approaches and tools that can help schools improve their operational efficiency and academic standards. The programme concluded with a **Valediction** ceremony, where participants reflected on their learning and shared feedback.



Feedback from participants

1. **Enhanced Leadership Skills:** Participants gained insights into mindful leadership, strategic decision-making, and stakeholder management, enabling them to be more effective leaders in their schools.
2. **Focus on Communication and Interpersonal Skills:** Effective communication was highlighted as a critical skill for fostering a positive school culture.
3. **Incorporating Human Values in Education:** The sessions underscored the importance of a values-driven approach to promote innovation and academic excellence.
4. **Hands-on Learning through Experiential Visits:** School and museum visits allowed participants to see practical examples of educational strategies in action.
5. **Innovation and Technology in Schools:** The introduction of design thinking, technology, and TQM principles prepared participants to embrace modern methodologies and tools for educational improvement.

Plan for Implementation of Learning Outcomes (by Participants)

The 5-day Capacity Building Programme was a transformative experience for SCERT Delhi's school principals and officials, providing them with the skills, knowledge, and inspiration to bring about positive changes in their institutions. The programme balanced theoretical knowledge with practical learning, ensuring that participants left with actionable insights to apply in their schools. This initiative by IIM Kozhikode underscored the institute's commitment to advancing educational leadership and supporting the professional development of educators across the country.

Glimpses of the Capacity Building Program/Leadership Development Program





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