



स्वाध्यायान्मा प्रमदः

## **REPORT ON IIM LUCKNOW exposure visit :**

**Capacity Building Program / Leadership Development Program**

**for Principals/Vice Principals/HoS of DoE, GNCTD and DIET/SCERT Faculty, Delhi**

**Date and Duration of the Program:**

**16th November to 21st November 2025 (5 Days)**

**Venue Name:**

**Indian Institute of Management (IIM), Lucknow**

## **\*Details of the Program:-**

-No of proposed participants: 40

-No of participants attended: 40

**Stakeholders:** Directorate of Education (DoE), GNCTD, SCERT Delhi, DIET Faculty.

**Transaction Methodology:** Lectures, Group Discussion, Case Studies, Reflective Activities, Project Work, Presentations.

### **Name of Coordinator:**

Dr Nandita Deb, Principal DIET KP (Academic coordinator) and

Sh.Deep chand, Assistant professor (DIET R.N) SCERT Delhi.

### **Report by:**

Dr Nandita Deb (Principal DIET KP)

Sh.Deep chand, (Assistant professor DIET RN)

## \*Schedule of Training (Course Design with Session Plan)

|  <p style="text-align: center;"> <b>Indian Institute of Management Lucknow</b><br/> <b>Management Development Programme for In-service Principals of SCERT</b><br/> <b>Programme Director: Prof. Pushpendra Priyadarshi and Prof. Dharendra M Shukla</b><br/> <b>November 17 – 21, 2025</b> </p> |                                          |                      |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|----------------------|
| <b>Day 1: November 17 -- Monday</b>                                                                                                                                                                                                                                                                                                                                               |                                          |                      |
| Time                                                                                                                                                                                                                                                                                                                                                                              | Topics                                   | Resource Person      |
| 0900 - 0930 hrs                                                                                                                                                                                                                                                                                                                                                                   | Registration and Introduction            | MDP Office and PDs   |
| 0930 - 1330 hrs                                                                                                                                                                                                                                                                                                                                                                   | Understanding Self and Others            | Prof. P. Priyadarshi |
| 1330 - 1430 hrs                                                                                                                                                                                                                                                                                                                                                                   | Lunch                                    |                      |
| 1430-1715 hrs                                                                                                                                                                                                                                                                                                                                                                     | Public Financial Management System       | Ms. Kalpana Dubey    |
| 1745-1845                                                                                                                                                                                                                                                                                                                                                                         | Project Discussion                       |                      |
| <b>Day 2: November 18-- Tuesday</b>                                                                                                                                                                                                                                                                                                                                               |                                          |                      |
| Time                                                                                                                                                                                                                                                                                                                                                                              | Topics                                   |                      |
| 0900 - 1300 hrs                                                                                                                                                                                                                                                                                                                                                                   | Managing Administration at the Workplace | Prof. Pankaj Kumar   |
| 1300 - 1400 hrs                                                                                                                                                                                                                                                                                                                                                                   | Lunch                                    |                      |
| 1400 – 1715 hrs                                                                                                                                                                                                                                                                                                                                                                   | Managing Change                          | Prof. D M Shukla     |
| 1730-1800                                                                                                                                                                                                                                                                                                                                                                         | Project Discussion                       |                      |
| <b>Day 3: November 19 -- Wednesday</b>                                                                                                                                                                                                                                                                                                                                            |                                          |                      |
| Time                                                                                                                                                                                                                                                                                                                                                                              | Topics                                   |                      |
| 0800 - 1115 hrs                                                                                                                                                                                                                                                                                                                                                                   | Unleashing Leadership Potential          | Prof. P. Priyadarshi |
| 1130 - 1430 hrs                                                                                                                                                                                                                                                                                                                                                                   | Mentoring, Coaching, and Counselling     | Prof. P. Priyadarshi |
|                                                                                                                                                                                                                                                                                                                                                                                   | CITY Visit                               |                      |
| <b>Day 4: November 20 -- Thursday</b>                                                                                                                                                                                                                                                                                                                                             |                                          |                      |
| Time                                                                                                                                                                                                                                                                                                                                                                              | Topics                                   |                      |
| 0930 - 1300 hrs                                                                                                                                                                                                                                                                                                                                                                   | Effective Communication and Persuasion   | Prof. Medha Bakshi   |
| 1300 - 1400 hrs                                                                                                                                                                                                                                                                                                                                                                   | Lunch                                    |                      |
| 1400-1715 hrs                                                                                                                                                                                                                                                                                                                                                                     | Creativity and Problem Solving           | Prof. Sushil Kumar   |
| 1730-1830                                                                                                                                                                                                                                                                                                                                                                         | Project Discussion                       |                      |
| <b>Day 5: November 21 -- Friday</b>                                                                                                                                                                                                                                                                                                                                               |                                          |                      |
| Time                                                                                                                                                                                                                                                                                                                                                                              | Topics                                   |                      |
| 0900 - 1100 hrs                                                                                                                                                                                                                                                                                                                                                                   | Data-driven decision-making              | Prof. Shalabh Singh  |
| 1130 - 1300 hrs                                                                                                                                                                                                                                                                                                                                                                   | Technology and AI in Education           | Prof. V S P Attili   |
| 1300 - 1400 hrs                                                                                                                                                                                                                                                                                                                                                                   | Lunch                                    |                      |
| 1400 – 1715 hrs                                                                                                                                                                                                                                                                                                                                                                   | Project Presentation                     | Prof. Pushpendra P   |
| 1715 Onwards                                                                                                                                                                                                                                                                                                                                                                      | Feedback & Valedictory                   |                      |
| <b>Energy Breaks:</b> 1100- 1130 Hrs and 1530 – 1545 Hrs <b>Programme Dinner:</b> November 20th 19th<br><b>Yoga classes:</b> Every day at 6.15 AM at Manthan City Tour: <b>November 19, Wednesday, 3.00</b>                                                                                                                                                                       |                                          |                      |

## **\*Objectives of this Program-**

\*To enhance participants' ability to lead through vision, influence and systems thinking with a complex education system.

\*To familiarise the participants with analytics tools for improving quality assurance, monitoring and evaluation of academic outcomes.

\*To equip participants with frameworks for managing transformational change, organisational learning and stakeholder engagement.

## **Training Program - Brief Overview(day-wise and session-wise, along with learning outcomes and activity photos)**

### **DAY -1**

The first session at IIM Lucknow, led by Professor P. Priyadarshi, focused on Understanding Self and Others. It emphasised self-awareness, emotional intelligence, and recognising personal values to improve interpersonal effectiveness. Through reflective exercises and group interactions, participants explored their behavioural

patterns and learned how perceptions influence relationships and decision-making.

The second session, conducted by Dr Kalpana Dubey, introduced the Public Financial Management System (PFMS).

She explained its role in enhancing transparency, ensuring timely fund flow, and improving accountability in government financial operations. Participants gained insights into PFMS workflows, benefits, and its significance in strengthening the public sector Governance.





## **Day 2-**

Day 2 of the Capacity Building Program focused on deepening principals' understanding of effective administrative management, adaptive leadership, and collaborative project development. The sessions were designed to strengthen their ability to lead schools more efficiently and innovatively. The first session, Managing Administration at the Workplace by Prof. Pankaj Kumar,

was extremely helpful in clarifying structured approaches to school administration.

Participants learned strategies for time management, resource optimisation, effective delegation, and conflict resolution. The learnings will help streamline routine operations, promote accountability among staff, and improve institutional efficiency.

The second session, Managing Change by Prof. D. M. Shukla, emphasised the importance of flexibility, communication, and stakeholder engagement during transitions. Principals reflected on how to implement change initiatives in their schools by fostering trust, teamwork, and an adaptive mindset among teachers and students.

The day concluded with Project Discussion sessions, where all principals shared progress on their assigned projects. These discussions promoted peer learning and encouraged the exchange of innovative ideas to improve school management practices.

The insights gained will be incorporated into action plans to be implemented in respective schools to enhance governance, staff motivation, and student outcomes.



### **Day 3**

Topic: Unleashing Leadership Potential-The session on Unleashing Leadership Potential was taken by Resource Person Prof P. Priyadarshi. The session included discussion on various topics related to leadership potential like self-awareness, ethical values, effective communication and decision-making in nurturing confidence. The Resource Person also discussed ways to empower individuals through continuous learning, collaboration, and innovation to enhance their ability to inspire teams and achieve organisational goals. Various group activities were also conducted during the session to make the session more effective and engaging.

Topic: Mentoring, Coaching and Counselling-The session on Mentoring, Coaching and Counselling was conducted by the Resource Person Prof P. Priyadarshi. He began the session by discussing the vital role of mentoring, coaching and counselling in supporting personal and professional growth as these practices foster confidence, resilience, and self-reflection, enabling individuals to make informed decisions, overcome obstacles, and achieve their full potential while contributing positively to organisational effectiveness and well-being.



## **DAY 4**

(Effective communication & Persuasi3n)

The morning session was taken by Prof Medha Bakshi, who had a very fruitful and lovely discussion on “Effective communication and Persuasi3n”, The discussion on Design

thinking and conflict, a very interesting activity on resolving conflict was conducted

Involving all 40 Participants which concluded that there are 5 ways to resolve conflict

namely Avoidance, Aggression, Accommodation, compromise & collaboration

The session further continued with the learning that "Effective Persuasion is the

learning and negotiating process for leading your Stakeholders to a shared solution to a problem.

The session content was linked to our school situations and focused mainly on how to use influence and persuasion. Techniques in dealing with both the staff and students in day-to-day life.



## Day 5

Topic: Data-driven decision-making

A session on data-driven decision-making was conducted by the Resource Person, Prof. Shalabh Singh. The session emphasised data-driven decision-making skills and their importance as it uses reliable data and evidence to guide planning, implementation, and evaluation processes. It involves the

collection, analysis, and interpretation of quantitative and qualitative data to identify trends, assess performance, and address gaps effectively. By relying on accurate and timely data, individuals can make informed decisions, reduce bias, and enhance accountability. Participants also shared their real-life experiences during the session related to data-driven decision-making skills.

Topic: Technology and AI in Education

The session on Technology and AI in Education was taken by a Resource person, Prof. V S P

Attili. The topic was discussed in detail as Technology and artificial intelligence (AI) have

emerged as transformative tools in education, enhancing teaching–learning processes and

institutional effectiveness. The integration of digital platforms, data analytics, and AI-based

applications supports personalized learning, timely feedback, and improved student

engagement. Technology also facilitates efficient academic administration, teacher professional development, and access to quality resources.

Topic: Project Presentation

Session on project presentation was taken by the Resource Person, Prof. Pushpendra P. The session

served as an effective platform for discussing how the objectives, methodology, and key findings

The project should be presented in a clear and structured manner, as it enables presenters to communicate their ideas confidently by using relevant data and visual aids, and ways to address queries from participants constructively. The session facilitated meaningful discussion, encouraged feedback and helped in refining the project presentation outcomes.





### **Learning outcomes of the program–**

- Improved self-awareness and emotional intelligence
- Enhanced leadership and systems thinking skills
- Use of data-driven decision-making
- Better administrative and time management skills
- Ability to manage change effectively
- Strengthened team leadership and collaboration
- Skills in mentoring, coaching, and counselling
- Effective communication and persuasion skills
- Knowledge of conflict resolution strategies
- Evidence-based planning and evaluation
- Integration of technology and AI in education
- Improved project presentation skills
- Promotion of innovation and continuous learning

-Better institutional management and student outcomes

### **-Feed back of the program-**

-This in-service training, organised at the Indian Institute of Management Lucknow, offered fresh perspectives on school leadership and teacher motivation. Drawing upon management principles, emphasis was placed on fostering teamwork, setting clear objectives, and strengthening feedback mechanisms. This initiative fostered a heightened sense of responsibility, innovation, and collaboration among the teachers. The training proved to be highly beneficial and practical.

The programme has significantly contributed to enhancing leadership capabilities, fostering a positive school environment, and aligning school practices with the broader goals of quality education.

### **Plan for implementation in the school-**

#### **Short-Term Plan (0–6 Months)**

1. Conduct orientation sessions for staff on learnings from the programme.

2. Strengthen participative school management practices.
3. Improve use of data for remedial planning and monitoring.
4. Enhance mentoring and counselling mechanisms.
5. Increase use of digital tools and technology-enabled teaching.

**Medium-Term Plan (6–12 Months)**

1. Develop leadership roles among teachers through distributed responsibilities.
2. Institutionalise innovation and problem-solving practices.
3. Strengthen financial management and documentation systems.
4. Organise workshops on communication, stress management and leadership.
5. Integrate AI and technology-based tools gradually in classroom practices.

### **Long-Term Plan (1–3 Years)**

Develop the school as a collaborative learning organisation.

Promote a data-driven school improvement culture.

Strengthen transformational leadership and innovation practices.

Institutionalise mentoring and professional learning communities.

Move towards technology-integrated and future-ready school management

“Peer Learning & Appreciation Circle”—an initiative wherein teachers will observe one another's classes and provide constructive feedback. Each week, a “Best Teaching Practice” will be shared, and outstanding work will be duly recognised and appreciated. This will cultivate a culture of confidence, collaboration, and continuous improvement among the teachers.

**-The innovative ideas taken from the IIM Lucknow school management will be very helpful in school discipline, teaching-learning methods, good classroom strategy, and best practices and results.**

**Glimpse of the capacity building program/ leadership development program**



