



विद्या परं दैवतम्

IIM

भारतीय प्रबंध संस्थान विशाखपट्टणम

Indian Institute of Management Visakhapatnam

Proposal for
Training & Mentoring of Principals and Vice Principals of
Schools Affiliated to CBSE

at

Indian Institute of Management Visakhapatnam

PROGRAMME TITLE: LEADERSHIP LAB FOR SCHOOL PRINCIPALS

PROGRAMME OBJECTIVES: This course has been designed by IIM- Visakhapatnam for principals and vice principals of CBSE schools.

The program aims to support school principals/vice-principals in attaining high levels of efficiency to manage the different stakeholders in their environment. The intent is to equip them with relevant knowledge, skills and abilities so as to create school leaders.

At the end of the program the participants will be able to:

- Lead teachers in assessing and improving lesson plans and instructional designs by incorporating 21st century skills like collaboration, critical thinking, creativity, communication, problem solving, managing information etc.
- Collect and use data to oversee the organization and resources for a safe and conducive learning environment for the students.
- Address interest and needs of staff, students and other stakeholders through communication and collaboration.
- Implement policies of various governing bodies and respond effectively to changes that impact the school.

- Model democratic value systems, moral leadership, support others to grow by creating a strategic plan to be shared and supported by other principals of their Hub.
- Motivate teachers for academic excellence and happiness by suitably providing a safe and fulfilling environment free from excessive stress.
- Manage innovations in schools through project planning, systems and management, promoting ICT use.
- Grow traits like patient listening, energetic and friendly demeanor, re-assuring nature, focused, flexible, assessable, open minded, adaptable and highly organized.

To achieve these objectives the course content has been designed to focus on three major aspects- the self, managing internal stakeholders and managing external stakeholders.

PROGRAMME DIRECTOR: Prof. M V Anuradha

PROGRAMME CONTENT:

DAY 1: Personal Leadership

- i. SESSION 1: Ice breaking and Introduction
- ii. SESSION 2: Storytelling (Sharing of experiences)
- iii. SESSION 3: Understanding Leadership I
- iv. SESSION 4: Understanding Leadership II

DAY 2: Leading Groups

- i. SESSION 1: Power in Groups
- ii. SESSION 2: Influence in groups I
- iii. SESSION 3: Influence in groups II
- iv. SESSION 4: Ethics and Leadership

DAY 3: Communication for Leaders

- i. SESSION 1: Understanding Communication
- ii. SESSION 2: Emotional Intelligence and Communication
- iii. SESSION 3: Communication for Motivation
- iv. SESSION 4: Communicating Online

DAY 4: Building Organizational Culture

- i. SESSION 1: Developing vision and mission for the organization
- ii. SESSION 2: Perpetuating Culture
- iii. SESSION 3: Culture and well being
- iv. SESSION 4: Managing Organizational Change

DAY 5: Managing External Stakeholders

- i. SESSION 1: Introduction to social media marketing
- ii. SESSION 2: Branding through social media
- iii. SESSION 3: Data driven decision making
- iv. SESSION 4: Feedback and sharing best practices session

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Programme Duration: 5-days fully residential programme to be delivered at IIM Visakhapatnam.

Tentative Dates: To be decided in consultation with CBSE

Pedagogy: The pedagogy employed involves effective teaching methods such as case studies, simulations, role plays, closed group analyses and applied learning projects, interspersed with lecture sessions of theory and practice. The sessions will essentially be interactive, and participants will be encouraged to engage actively in discussions, exchange knowledge and experiences and share good practices. Conducted study/sight-seeing tours would also be organized for value-addition in the evenings, to the extent permitted by the programme schedule. It is envisaged that participants as well as the sponsoring organizations would receive lasting outcomes from the learning and realize tangible return on the investment made therein.

Programme Fees: The per participant per day fee is INR 7,500 (exclusive of GST). Minimum participation of 25 persons for the programme. The fees include:

- i. Accommodation on twin sharing basis
- ii. Programme kit
- iii. Learning materials

- iv. HBR/IVEY Cases for the participants
- v. Lunch & refreshments during programme days
- vi. City tour to tourist destinations of interest in Vizag.
- vii. Programme Farewell Dinner (One)
- viii. Local airport transfers at Visakhapatnam

Payment Terms:70% in advance of the programme and the rest 30%, within 21 days of the date of invoice, which will be raised and submitted along with a Course Completion Report.

Award of Certificate: On Successful completion of the programme the participants would be awarded a “Certificate of Participation” by IIM Visakhapatnam.

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A write-up on IIM Visakhapatnam is attached.

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