

Your 30 point script for Greatness
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Vidya Sanskar

Most of the ideas in this presentation are copied from suggestions in the book "Guide to Greatness" by Robin Sharma, CEO of Sharma Leadership International – a training and coaching services firm that helps organizations develop employees who lead without title and get to world class. The author is a very sought after speaker and is consultant to Nike, Microsoft, FedEx, NASA, KPMG, IBM etc.

Vidya Sanskar's script for Greatness

- 1. Nothing Fails like Success.** Success actually breeds complacency, inefficiency and worst of all arrogance. Don't fall in love with yourself for little one year's success. The more successful you and your organization become, more humble and devoted you need to be to your customers that is students!
- 2. Drink Coffee with Gandhi and Buddha.** Assign some in-house teachers who are into book reading, to read books these great men, they get behind their eye balls and read how they think. These people would give one hour discussion over a coffee, every week to enlighten us about their perspectives and how they are applicable and useful in context of Vidya Sanskar school education and management.

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- 3. Put teacher's skin in game:** Teachers to come out of their safety zone without fearing the screw-ups. Work in a way so that teacher's benefit and appreciation is included in performance of students. Mark
- 4. Make Time to Think:** Schedule two non agenda meetings in a month for just thinking, within core-team. It could be about introspection, discussion ideas, analyzing business or just new markets. By thinking more, better sense of priorities, there is clarity of vision and our action becomes more intentional and specific.

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- 5. Stick to Fundamentals:** Reference points created for institutes, such as Mission Statement, Education Philosophy, Gandhi and Buddha. Consistently stick to their teachings and bring out all their knowledge that is useful for school education.
- 6. Students First.** Keep their best interest in mind. Act and work in that way. Once parents and students get that you are good and that your school is determined for a real deal, they will trust VS.
- 7. Language:** or talk within skool must be optimistic. Please value originality. We skool workers are servants of Goddess Saraswati, blessed are those who are loved by Goddess - the ones with real knowledge of music/ art/maths/science/dance.

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8. Celebrate your small success and achievements. Laugh and have fun as a team. Happier organization you become, working hard and getting luckier would be easy.

9. Encourage people to find their genius. Sachin is good as batsman, He does not play 5 different sports. He does not design his shoes, nor does he makes his own bat. He does not create his advertisement, nor he is a musician. Discover talents of your people, help them polish it. Better they become, better will they be able to help you.

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10 Respect Emotions. Children are not just students but also achievements of parents life and hard work. Children are emotional and sensitive. Treat them with love and as your extended family. School is a small world of young people, keep them happy and they will keep you in business!

11. Grow Leaders within Vidya Sanskar: Increase employee engagement, enhance positive work culture, make people entrepreneurial and proactive. Encourage people to take personal responsibility of their department. Lead by example.

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12. Better Late than never. Best time to plant a tree was 20 years ago. But the second best time is today. Also, under promise and over-deliver!

13. First is Leadership within the school: Leadership is not popularity. It is not about being liked but doing what is right. Leaders should not be afraid of conflict or difference of opinion. They take tough calls, they speak truth and march in right direction with courage. Leadership is not about power, courage or status. It is about responsibility. Lead without title. Become army of one. Sell the Office desks!

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14. Limit of my individual vision is not limit of the world.

However, every great leader was initially laughed and now they are revered. Leadership is as essential as collective thinking.

15. Evangelism: Everyone employee should get stuck to one good idea, one passionate cause, and then walks around in the school day and night to spreads that message like a virus. Find a great cause you want to live and die for. Work towards that aim with fire in belly. There are so many novels, religious heros. May be only few can write great novels but all of us can live them. Lets create live a great novel of victory of Indian Vidya and Sanskar. Indian values, work and lifestyle.

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MOST IMPORTANT!
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16. Student Life Style and Work Culture is the King:

Performance is driven by culture. Other schools can copy your products, services, infra or even steal your employees but not your work culture. Tell employees what is acceptable and what is not, set standards of behavior. The student life style should be value based, where good behavior should be appreciated and recognized, if not rewarded. Here are 10 finer points:

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16a. Rituals: After Every PTA Meeting, a Pizza Party for teachers. This promotes team bonding. Help them learn how to work together and become better team.

16b. Celebrations: You get what you celebrate. When someone – employee or student lives the values of Vidya Sanskar's culture and values, make them a public hero. Behavior that is rewarded is likely to be repeated. Catch people doing good, especially students. Give them certificates of appreciation.

16c. Preparing: Before every main event, do a get together party, do everything that makes your teachers and students feel good.

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16d. Conversation: Give your vision and values to employees. Talk about the school mission constantly at employee gatherings. Even if you would call your employee at 3 in morning and half asleep, they could re-state VS mission

16e. Training: Hold seminars and leadership, first for teachers, who will be real implementer of Vidya Sanskar mission

16f. Schedule: Schedule doesn't lie. If above things are not on your management time schedule, they are not being implemented and there is gap in what you say and what you do. This is called lack of integrity.

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16g. Think like CEO: each employee is CEO of their area, their small business, work like entrepreneur, act like real leader, give them resource, structure and opportunities and they will return results. They will shine, so will yr school

16h. Create one Homework Free Day in a Week. Let students do, think, enjoy what they want to do that day. Let them relax and have fun.

16i. Improvement List: Every month get a written list of things that could be improved about school from all teachers and all classes. Work on the feedback, do things to improve!

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16j. Culture Language: List some of the adjectives, positive words that should be often used in school's language. Instead use of word challenge instead of work problem. Discourage use of negative words. These words will influence social life of students and teachers of VS. Choose them wisely

17. Only person with no problem is dead. School should see problems as opportunities with improvements. Do not be irritated with teachers or students come to you with problems. These issues leverage you towards success. Success and failures go hand in hand. They are business partners. There are no problems but possibilities. Remember, a mistake is only a mistake if it is done twice.

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- 18. Theory of evolution:** Greatness is not about revolution but evolution by small consistent wins towards the Vidya Sanskar's mission.
- 19. Army + Education:** Recruit Three retired Army Officers for school administration and management. Three experienced educationists for academic monitoring. Principal and teachers are neither qualified nor expect to do that, their forte is academics.
- 20. Student Focused approach Vs Out to Lunch approach.**
Students are your clients who will keep you in business. Treat them with smile and respect. Give them birthday cards. Love your children and value them. Do everything that they want. Do it now and not telling them it is lunch time or that it will be

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21. Shubh Labh: Education is not a business but still if you see it that way, please do it traditional Indian way.

Teachers want to work for good school, a school that is doing its part to build a better world. Being a good school is good for your school. Have a noble intention, and clear intent to treat your teachers and students well. Yes, schools must be profitable business but it is also mission critical to be socially responsible. Teachers and students should feel proud of their school, that elevate lives and makes a difference to the nation, to the world. Engage students and staff in helping local community, setup a foundation, support local initiatives. Get big into blessings, do social work. All must say with proud, "I'm a Vidya Sanskar Teacher" or a student. Getting it?

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22. Make a Core Team and BURN THE BOAT!!! Here's an interesting story. Hernando Cortes a famed explorer landed on shores of Mexico in 1519. Wanted his army to conquer to land of Spain. Faced an uphill battle, an aggressive enemy, brutal disease and scarce resources. As they marched inland for battle, Cortes, ordered one of his army-man back to the beach with a single instruction - "Burn our boats". My kind of guy! 😊

23. Build Success: Mission statement and Vision is not enough. Success just doesn't occur. It is a project that is worked on each day. Vision must be combined with venture. It is not enough to stare up to the step; we must step up the stairs. Right?

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- 24. Get a Life:** At the end, we all get burned or go to grave, be it the prime minister or a peon. One of our biggest regrets at deathbeds is that we were not reflective enough. Your management and teachers should be reflective of daily events and happenings
- 25. Sell the Desk:** Teachers shouldn't hide behind the desk, or in the rat hole of staff room. They should be moving all across the school. Education is all about connect with students, If teachers, house parents do not connect with children, who else will?

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26. Different types of School wealth or School Lakshmi's that will make your school Stinky rich.

Vidya Sanskar's first wealth is one indian name wealth.

Positive strength of Vidya and Sanskar that we must and we will give to students. Physical Strength of great human resources. Wealth of great work culture and excellent learning student life style. Wealth of Holistic Learning, (which for me in realistic terms mean Character Making, Spiritual/Religious Making and Career Making Education.) Economic Wealth from business operation. Adventure wealth from challenges and Impact wealth that is of impact on society and students. Lets work!

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- 27. Keep good Associate Organizations:** Associate yourself with organizations of great Indian people such as Rabinrda Nath Tagore Foundation, Gandhi foundation, Vivekananda Ashram, Sri Aurbindo. Give them some money, ask them to give inputs , articles/reads, and student grooming literature on nationalistic roots of these people and also on their international perspective
- 28. Vidya Sanskar to me means Impact and Legacy.** Impact of Real Vidya, Real Indian knowledge that will give impact their life. Land Impact of to life on the minds and hearts of generations that is the only way to cheat death. All schools teach subjects, but only a few educate and only a little give vidya and Sanskar.

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- 29. Simple Rule:** If you are not showing genuine enthusiasm about school mission and school's success. If you are not outrageously energetic and madly in love with your school become best school of the world, please don't expect it from your staff. Here, I mean enthusiasm by work, not by words!
- 30. Lay claim to greatness:** World need heroes and leaders. Its never too late to become person we always dreamed of being. Try to lay a claim on greatness by doing what is in best interest of most of the people and best of the people will come to support you in this mission. We must not let our students or your school accept or become mediocrity.

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Good luck in your mission!

All in the name of grooming international leaders based on an educational philosophy which has nationalistic roots for philosophy, art, dance, music and literature; and wisely chosen western teaching methodologies along with strong inculcated universally accepted human values on a secular fabric, knitted with thread of indian-ness which is spiritualism and truth seeking nature of our country, Bharat.

Thank you.