

1st April 2007, Happy Birthday to Me!

Congratulations on the second academic year of Vidya Sanskar!

Nalin Sir, Here are some reasons why you shouldn't be calling me Sir, and only few out of unlimited list of reasons why you shouldn't be trusting my opinions at all times. First the facts, I am the employee, you are the master. It is your school. I am 29 years of age, too young to do too many things at once. However, you are well aware that I have a strong urge to help your school become school of excellence.

My limitation is that I can only give best when I am undertaking only one bonus project in addition to job profile or daily duties. Please assign me one, should it be News Magazine, PEP-G Programme, Mentor System, Sales or Admissions, Academics, Marketing and Branding, System Systematization, Nationalistic Values, International Values, Leadership Development, Teacher Training or Return of Investments.

Implementation of good theory interests me most. I am desperate for about practicing good ideas. Therefore, I am also not pleased about the rift that I see between myself and Principal Sir, please help me reduce it as He is the undisputed governing body of the school and rightly so. Do you think it would be good idea for me to work for him? I would be pleased to give copies of all of my documents made for Vidya Sanskar to him?

However, before I go in wrong direction, please please please let me get this out of my system first:

Some Clarifications:

1. **Don't fall in love with the Postman:** All I am doing is making lemonade of the lemons, the concepts, ideas and thoughts from various sources and churn then into useful ideas, thoughts and reads which may be useful for establishing your school's mission. I am not original; I am only re-iterating words of other people, like a radio broadcast. Sorry, a dumb radio-set or a postman can not run your school.
2. **Different entities can not replace each other:** You are an apple and I am a very bitter lemon. We are different. There is no chance at least in this birth that I can be your replacement, nor do I want to be. I am working for you Vidya Sanskar. I am neither qualified nor capable, nor experienced, nor willing to do your work.
3. **Understanding Differences:** Its not just preferences or ideological differences. There is a lot more. Before we talk about perspectives, objectives and priorities, here are some well known facts:
 - a. **You are outstanding in:** Managerial skills such as leadership, work delegation, conflict resolution and most importantly you are an expert in finding an agreeable, undisputable and well balanced outcome, while my performance rating in these areas is miserable.
 - b. You like clever people, I like charming people.
 - c. **My skills are limited to:** Out-of-the box thinking, vision oriented motivated person who is good in Copy-Paste. Nothing else! I am also not a leader. I am not a public person. In fact a quiet loner who likes to live quietly in his rat hole.

There are at least 100 more qualities in you that I lack. Please, let us not go there because writing less about myself doesn't interests me much.

4. **Different Objectives:** My efforts in thoughts, speech, writings and actions are restricted or purposely conditioned towards Indian-ism and then universal good. A required or perhaps essential perspective for an Indian international school but can it be the main driving force? Is this an uncorrectable mistake? West calls it selective perception; East sees this as steps from “Dhyan” to “Samadhi”.

In short, your friend wants to make your monkeys think, you want to make vidyans as international leaders, I want to make them man, Hanu-man!

Clearly, we all have different priorities but it doesn't mean we can not work together for a mission.

5. **More on Different Priorities:** Here is one example of how priorities can change logic, values, perception and decision making. This will help me reduce my argumentativeness.

It is said that great napoleon had affairs. In a sermon in Notre Dame, the cardinal preached a sermon on marital fidelity, after which napoleon invited him to country for a weekend. For breakfast there was pasta beautifully cooked. For lunch there was pasta beautifully cooked. For dinner there was pasta beautifully cooked. For breakfast and lunch next day was also pasta. The cardinal exclaimed: “Pasta is a wonderful dish but always pasta?”

Napoleon replied, “Always Josephine?” (his wife).

He may have won claps or smiles by his freaking logic but clearly ‘faithfulness’ was not the value in the priority list of Napoleon the Great. India may see him as great king or achiever but not world leader.

Jokes apart, two observations:

A. Mentor System: Bengali should mentor/teach Bengali, Korean Teacher should teach Korean, Or Student Interest wise singers? Better singers should become best singers at Vidya Sanskar.

B. Class Names: All class names, House Names, magazine name, dressings etc should be according to school theme. Why Cow? Tiger? Hawk? **Chairman Sir**, a seasoned and veteran educationist himself told us in staff meeting that purpose of education is to make man or human out of animals or monkeys. Why are we wrongly naming classes and making student represent or carry animal names like hawk? Cat? Nonsense!

Some Suggestion for new year's objectives

Second years objectives of your school may rightly include gaining FAME and RESULT (student performance). Important Note: Many parents consider later one to be a stronger decision making point.

- 1. Reminder:** A shopkeeper opened a shop with name “Shanti – Shastra Bhandar” or “Digambar – Vastra Bhandar”. Irony is funny but society will keep slapping questions in different ways to ensure that audio and video matches to create real world institute making movie of excellence.
- 2. Trust good people you have:** If you are confident that you have hired right minded people, then trust them. Why will right minded people willingly take wrong decisions? Your focus should be equally on what needs to be done and how it should be done. There are no perfectly safe ways to determine future.
Lets take an example:

- a. If we increase Vidya Sanskar's school fee, fewer people will want to get their child admitted and we shall lose clients.
- b. If we increase Vidya Sanskar's school fee, people will regard it as a more prestigious and premium segment school and we may get even more clients – in addition to the extra revenue from gross school fee collection.

We all have views of future, originating from our experience and intuition that what we think might happen in future. There is no defined formula to evaluate this, except for subjecting ideas to real life test. Let's implement some ideas, there is so much to do, one life is short.

3. New work style: Sahapathi Sir + Principal Sir + Neerja Ma'm can be three leaders who will take school forward for next two years? But it must not be forgotten our focus should be on the end product, our students should be manifestation of our efforts in direction of school's mission. Teachers deliver all education. They will work to achieve targets defined by you. They will perform and you will review progress, growth, direction, speed and quality. Lets do some work exercise, it will only make us stronger.

4. Secularism, Patriotism coupled with Internationalism: Secularism is encouraging all relation. There should be more emphasis on parent's participation and inputs in building Vidya Sanskar. Sorry If I sound repetitive but secularism that is teaching about all religions can not be ruled out of school education. Why do books have examples John, Abraham? Why not ram-rahim-gurpreet- shyam? Class room examples like this will not only inculcate secularism but also wise examples about where particular ore is found in India and world would make them better aware about India and World (In that order, in my opinion)

5. Group Teaching: Teaching should also be made collective team or group effort. For example in addition to allocated class room teaching hours, 3 physics teachers can take extra classes based on topics of their strength. Make smaller groups, give more payments to teachers. Its like subject specific private tuition, it may not necessarily be about academics but pep-g, personality development, leadership.

6. We must focus on the END Product, How we want our children to come out as?

7. Working on Human Resource Development: This includes, first to make sure that only right minded people are with us. I do not think many are qualified, trained or motivated enough for the mission. What are we doing about it? I am also not qualified but I do try to compensate for the same with my devotion and dedication. Generate title-less leadership in your school.

What does this means by HR development? This means, people with servitude attitude, people who want to live a teaching/education centric life style, and not just do a teaching job, because sitting at home is boring. This also means, young minds, who have desire to learn and will to progress and take challenges, and people who can work and guide towards school's mission. Work on Christian concept of Servitude Leadership.

8.Values Implementation: related to purpose of your school, your mission in my opinion are Vidya + Sanskar + International School + Holistic Learning + Leadership. If you want I can also help define business values and draft implementation strategy for same however that is not a subject of my expertise, it would be more out of the common sense.

Thank you very much and all the best once again for the happy and successful new academic year.

May all success be yours!

- The Birthday Boy?!!!