

**A BRIEF REPORT ON 2-DAY CAPACITY BUILDING PROGRAMME ON  
TRANSFORMATIVE LEADERSHIP: ENHANCING SOCIAL, EMOTIONAL, AND  
ETHICAL LEARNING**

**Organizer - Modern Institute for Education**

**Venue: Modern School Vasant Vihar**



**Background & Need:** The holistic development of a student's personality is paramount in today's rapidly changing educational and social environment. It is the schools' responsibility to develop responsible, empathetic citizens with a scientific bent of mind who will contribute to society's progress and development. Keeping the above in mind, Modern Institute for Education, a research and training unit under the aegis of Modern School Society organised a 2-days capacity building program on 'Transformative Leaders: Enhancing Social, Emotional, and Ethical (SEE) Learning' on August 30-31 2024 at Modern School Vasant Vihar for the staff members holding leadership positions under the Principal of Modern Schools . Given below is a brief report of the workshop.

<b>Date</b>	<b>30-31 August, 2024</b>
<b>Time</b>	<b>8:30 am-02:00 pm</b>
<b>No. of Participants</b>	<b>27 (list appended)</b>
<b>Facilitator</b>	<b>Mr. Aditya Gupta, Member of Board of Trustees, Modern School Society; Ms. Pratima Mittal, Director IPC Gulf; Ms. Vibha Khosla Principal MSVV</b>
<b>Venue</b>	<b>Modern School Vasant Vihar</b>



**Day one: 30.08.24**

### **Welcome Address and Introduction**

Ms. Alka (Sr. School Headmistress) welcomed the participants and introduced the facilitators Ms. Pratima Mittal, Mr. Aditya Gupta (member of BOT, Modern School Society), & Ms. Vibha Khosla.

### **Highlights**

#### **Social, Emotional, and Ethical Learning Framework**

The core aim of the workshop was to make school leaders understand the framework of SEEL and equip them with tools and techniques to implement it in their schools. Through a number of examples, videos, and activities the participants were made to realise that simply changing behaviour of everyday practices can bring revolutionary changes in their personalities as well as the behaviour of the students. Participants were handed over a Reflective Guide in which they were asked to do self-assessment on various pillars of SEEL framework.



#### **Core Competencies of SEEL**

Based on these competencies Ms. Mittal delineated the Emotional Intelligence Skills, leaders need viz. self-awareness, self-regulation, empathy, motivation, and social skills. Ms. Mittal discussed in detail what is social-emotional learning for teachers. She discussed the process through which all young people and adults acquire and apply the knowledge, skills, and attitudes to develop healthy identities, manage emotions and achieve personal and collective goals, feel and show empathy for others, establish and maintain supportive relationships, and make responsible, ethical and caring decisions. Accordingly, these are the core competencies of SEEL.



### **Understanding Inclusion in School**

The ability of the school to adjust, evolve, and recognize societal needs—treating the school as a living, breathing creature as opposed to an inanimate object—was the main topic of discussion. Participants undertook a post it activity wherein they shared the activities they had undertaken in reference to various features of SEEL.

The relationship between student worry and parental anxiety brought attention to the importance of emotional intelligence in the classroom.

### **Importance of integrity and ethical culture in an organisation**

Mr. Aditya Gupta, member Board of Trustees had a fascinating session on integrity and leadership during which he emphasized the fundamental and innate nature of these traits. According to him, integrity is a fundamental quality that a leader either possesses or does not; it is not something that can be partially acquired or used selectively. He believed that integrity and leadership go hand in hand, with true leaders embodying honesty, transparency, and a strong moral compass. Leadership loses its meaning and becomes hollow and ineffectual when it lacks integrity.

"If you have integrity, nothing else matters."

"If you don't have integrity, nothing else matters."



### **Self-love and compassion**

Ms. Vibha Khosla, who talked about ethical decision-making and leadership qualities discussed about self-love and compassion. She said that without loving oneself one can never spread love, and happiness, and cannot also acquire social skills. It is essential to practice empathy towards self in order to inculcate this skill among students and people around.





## Day two 31.08.24

### Highlights

The second day began with a discussion on the idea that intelligence is enough to achieve success on its own which is known as the "Intelligent Trap". Nowadays, the focus on academic success and a high IQ frequently causes people to ignore important competencies like creativity, emotional intelligence, and resilience. This trap can hinder an individual's potential to grow holistically by impeding their capacity for innovation, adaptation, and meaningful interpersonal connections. Beyond merely acquiring knowledge, true intelligence includes the capacity to manage difficult situations in life, comprehend the feelings of others, and apply knowledge in a variety of real-world contexts.





To make teachers grasp the concept better, a decision-making activity was conducted with them. There were six groups of teachers and every group was given a situation wherein they had to make a decision. The situations were based on student, teacher, and admin issues. The group presented their decisions and discussed them. It transpired that the issue is not about taking right or wrong decisions but it is more about taking decisions based on the immediate circumstances.



### **Framework for Ethical Leadership**

When talking about the framework for ethical leadership, Ms. Vibha Khosla emphasized the superiority of the Emotional Quotient (EQ) over the Intelligence Quotient (IQ). Moving forward, she introduced Johari Window to assist participants in becoming more self-aware and recognizing how others perceive them.

### **Handling crucial Situations**

She cited examples of student substance usage and resolving conflicts among co-workers to elucidate what ethical leadership looks like when practiced. In addition, the importance of preserving privacy, obtaining proof, and consulting school counsellors was emphasized.





## **SEEL and Reflective Leadership**

At the workshop's conclusion, participants created "Word Art," which helped them recognize their strengths and weaknesses, with an emphasis on reflective leadership.

Post-lunch session was oriented towards interactive sessions and conversations about preserving self-compassion, controlling emotional outbursts, and the significance of uncompromising leadership values.

The focus of the discussion was on how leaders may build a calm and tranquil environment by focusing on finding solutions rather than placing blame.



## **Conclusion**

The two-day capacity building workshop left participants with the knowledge and skills needed to successfully integrate social, emotional, and ethical learning into their classrooms. In the end, the interactive sessions, practical examples, videos, and reflective exercises contributed to the overall growth of participants by offering a thorough grasp of how to incorporate SEEL into the school environment.

All participants are being issued Certificate of Participation from the Modern Institute for Education.

**ANNEXURE**

**LIST OF PARTICIPANTS**

<b>S.No</b>	<b>Name of the Institution</b>	<b>Name of the Participant</b>	<b>Designation</b>
1	BOT	Meera Malhotra	Academic Coordinator, MS
2	Modern School Barakhamba Road	Anuradha Bahl	Headmaster/Headmistress
3		Manoj Kumar	Head of Department
4		Deepa Kataria	Head of Department
5		Richa Bhatia	Head of Department
6		Pooja Bahl	Coordinator
7		Neha Jindal	Others
8	Modern School Vasant Vihar	Rachna	Headmaster/Headmistress
9		Geeta Rawat	Headmaster/Headmistress
10		Anu Mathur	Coordinator
11		Alka Choudhary	Others
12		Poonam Gogia	Others
13	Raghubir Singh Junior Modern School	Vandana Varadan	Head of Department
14		Ruchi Thakkar	Head of Department
15		Rati Sahni	Others
16		Preeti Chandan	Others
17	The Modern School ECNCR-Delhi	Vani Handa	Coordinator
18		Neerja Bajaj	Coordinator
19		Saurabh Shukla	Coordinator
20		Ashish Singhal	Coordinator
21	Modern Early Years, Deepali	Megha Brar	Headmaster/Headmistress
22	The Modern School Greater Faridabad	Dr Shivani Sahni	Principal
23		Vanita Cheema	Headmaster/Headmistress
24		Charu Chawla	Head of Department
25		Nidhi Goyal	Coordinator
26		Monica Kathuria	Coordinator
27		Sawan Singh	Others