

Visionary Leaders: Redefining Pedagogical Leadership & Empowering Education: Engaging Stakeholders for a Brighter Future for DEOs of Bhutan

Resource Persons – Mrs. Pratima Mittal & Mrs. Abha Sadana

Organizer - Birla Institute of Management Technology

Venue: Vikramshila Leadership Centre, BIMTECH Knowledge Park 2, CR, Plot No-5, Greater Noida, Uttar Pradesh, 201306

Numbers of participants: 20 Dzongkhag (District) Education Officers (DEOs) of Bhutan

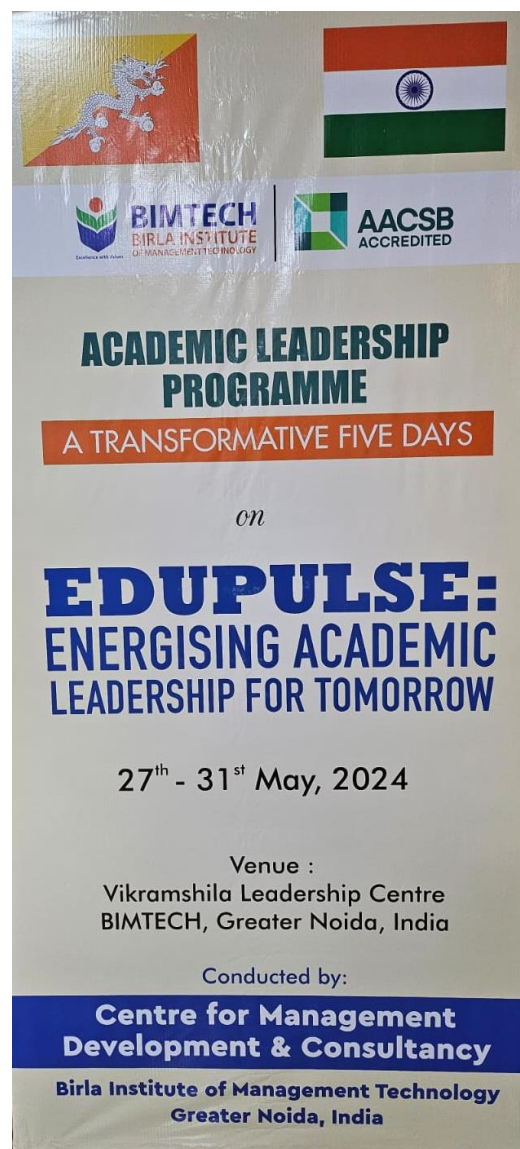
Background: EduPulse is an energizing leadership programme designed to infuse DEOs with the passion, energy, and drive needed to lead academic institutions toward a brighter future and foster a culture of innovation and growth. Through a dynamic blend of theory, practice, and experiential learning, this program equips DEOs with the knowledge, skills, and mindset necessary to navigate the complexities of modern education, foster innovation, and cultivate sustainable schools for the future.

The programme is run by the Birla Institute of Management Technology and is exclusively designed for Education Officers and Academic Leaders. The organizers reached out to MIE on the 18th of May to support them in conducting a couple of sessions designed under the programme. They asked to conduct sessions on:

- Pedagogic Leadership
- Stakeholder in education, and
- Digital Transformation for school management

The workshop was to be conducted on the 27th and 28th of May. At first, it seemed to be quite daunting to conduct a workshop at such short notice, but we did not want to let such an amazing opportunity slip off from our kitty, so we accepted the offer. The first step we take was to initiate the process of scouting for the best resource person and thanks to Ms. Pratima Mittal & Edunext, we were confident to conduct the sessions.

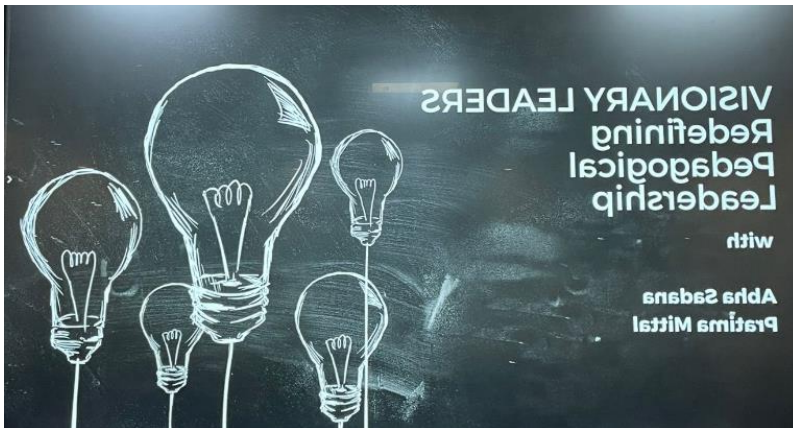
However, the next big challenge was to prepare the presentation and customize it according to the needs of the participants. Therefore, the research process began, essential research material, and papers, on both the topics and the education system of Bhutan were, researched, read, and information was collected to be incorporated into the presentation.



Next, activities were designed to create an engaging session. As the pedagogic leadership and stakeholder management have overlapping themes, these were clubbed together and conducted as pre and post-lunch sessions respectively.

The workshop

Ms. Swadha, the BIMTECH faculty, gave an introduction to the resource people, Mrs. Pratima Mittal and Mrs. Abha Sadana before the session got underway.



Mrs. Mittal began by defining "pedagogical" and going over several theories related to leadership. To demonstrate what should be the job of a leader, she showed a video clip from a movie that was self-explanatory about how leaders assist stakeholders and individuals in realizing their potential and provide scaffolding to make it happen. There were a lot of questions from the interactive session's attendees. At the

teachers' request, the film was replayed when the first portion of the session came to a close.

Stakeholder management was the main topic of discussion following lunch. After Ms. Swadha gave a brief about the upcoming session, Ms. Sadana led a one-minute meditation.

Next, Ms. Mittal showed the definition of leaders from Austria, Ontario, and England and asked participants to pick any seven traits of leaders and discussed how each trait can be developed and what are the ways to practice these traits and enhance them.



Citing examples of Singapore and Finland's pedagogical leadership programs she discussed qualities of leadership and innovation in pedagogical leadership. Showing video clips from movies she made participants realize that motivation helps people realize their potential and scaffolding leads to achieving it to the fullest.

By giving examples from various case studies she illustrated how collaboration and reaping dividends of technology are the future ways of developing schools and the whole education system.

She underscored that the importance of inculcating system-level thinking and the importance of perceiving the whole is most important to bring about transformation in school education.



Belief in the potential is the most important and belief in potential gets the leaders to the top.

All these are essential to change the paradigm to develop 21st-century skills. So the next topic of discussion was 21st-century skills. The participants were asked to delineate the various 21st-century skills like creative design thinking, problem-solving, emotional intelligence, global citizenship, etc.

She asked participant to think about any great leaders and delineate upon why they are considered great? They are exceptional because they impact all the stakeholders.

The next activity involved making them write a mail/letter to MIE providing feedback as well as feedforward. In a way through this activity, we tried to gauge the perception of participants about the workshop. Anyway, now we have both these letters as well as feedback forms from them.



Ms. Mittal then gave participants a case study to read and discussed it in detail. The case study involved a problem statement, the cause behind it and how to arrive at a possible solution. Being leaders what these participants need to do is to perceive the whole, try to consider all the stakeholders while planning for enhancing educational infrastructure and capacity building.



The participants were quite happy with the workshop and praised both the quality of the content and resource persons for its efficient and effective delivery. They appreciated the insightful sessions and found the content highly relevant and beneficial for their professional growth. They specifically mentioned that they will recommend such sessions to their seniors when they will speak to them and will also make a special mention of it.

MIE team also approached to Mr. Rinzin Wangdi, coordinator of the program from Ministry of Education to discuss about the possibility of having collaborations with MIE for training programmes or some research projects. He mentioned that he will check and revert back to us.