Report on the Workshop on Visionary Educators: Schools as a learning organization and Redefining Pedagogical Leadership for Principals of Bhutan

Resource Persons – Ms. Pratima Mittal & Mrs. Abha Sadana
Organizer - Birla Institute of Management Technology
Venue: Vikramshila Leadership Centre, BIMTECH Knowledge Park 2, NCR, Plot No-5, Greater Noida, Uttar Pradesh, 201306
Numbers of participants: 24 Principals of Bhutan

Background:

The Academic Leadership Programme, 'Digital Edge for Academic Leaders,' held from 5th to 9th November 2024, was a comprehensive initiative aimed at empowering educational leaders with the knowledge and skills necessary to navigate the evolving landscape of education. The sessions incorporated interactive videos and collaborative activities to engage participants effectively.

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 to support them in conducting a couple of sessions designed under the programme. They asked to conduct sessions on:

- Education Evolution: Schools as Learning OrganizationsPedagogic Leadership
- Visionary Educators: Redefining Pedagogic Leadership

1. **Education Evolution: Schools as a learning organization**

The session was conducted by Ms. Pratima Mittal from International Placewell Consultants and Ms. Abha Sadana from Modern Institute for Education. The session covered the evolution of education and highlight the movement of education from the Industrial Revolution Trap towards the concept and importance of Schools as a learning organization. It was highlighted that the objective of the schools are to undergo change and the leaders must have the right skills to keep pace. Schools today must learn faster than ever to prepare students for life and work in a rapidly changing environment, for jobs and for using technologies, some of which have not yet been created.

It covered the following topics:

1. Historical Importance – The industrial Revolution Trap
2. Maslow's Theory of Need
3. Pygmalion Effect
4. Concept of Multiple Intelligences: Garner Theory
5. Characteristics of 21st Century Learner
6. Concept of a Learning Organization
7. Schools as a learning Organization: Peter Senge's 5 Principles
8. Shared Vision

2. **Visionary Educators: Redefining Pedagogical Leaders**
The session highlighted the critical need for the Principals to embrace the leadership qualities. It highlighted that educational leadership directly impacts student success, school improvement, and the broader educational ecosystem. Effective leaders develop a clear vision aligned with core values and are able to inspire stakeholders to work toward shared goals.

The following topics were covered
1. 6 Leadership Styles – Daniel Goleman
2. Characteristics and the impact of the leadership styles
3. Emotional Intelligence
4. Leadership Models
    i. Instructional Leadership
    ii. Transformational Leadership
    iii. Technical Leadership
5. Leadership Competencies
6. Practicing Pedagogical leadership

The 'Digital Edge for Academic Leaders' programme provided valuable insights and practical strategies for educational leaders to navigate the evolving educational landscape. By focusing on the themes of learning organizations and pedagogical leadership, the sessions equipped participants with the tools necessary to lead their schools towards continuous improvement and student success.