TRANSFORMATION BASED EDUCATION LEADERS - THE WHEELS THAT DRIVE SUCCESSFUL INSTITUTIONS FOR SUSTAINABLE EDUCATIONAL EXCELLENCE

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I-manager

INTRODUCTION

The best Institutions in india today are good in Policies, Systems, and administration, though there has not been a collective effort to hold it in oar with the campuses of International stature.

When we talk about colleges and College in total, we could number just a few educational institutions which are best models, and can be compared with a few abroad.

Though the issue remains to the bulk of institutions,, developing a new generation of education based workforce, under the hands of a good Leader would be the key in india. Leadership does not always mean to be a great example, or to be an iron fisted. A leader can take any style applicable to him/her, and model it to reach Excellence.

When we compare the leadership style in a corporate world, where India stands tall, why not the educational Institutions take the same stride? All we require is the direction in the right way, and that is where we require leaders, to transform our campuses.

We require Transformational Leaders, leaders who can transform Educational systems and who are capable of building successful Models of Education which is globally accepted, with high consideration on quality of Outcome.

David Conley and Paul Goldman (1994) define facilitative leadership as "the behaviors that enhance the collective ability of a school to adapt, solve problems, and improve performance." This is accomplished by actively engaging employees in the decision-making process; the leader's role is not to solve problems personally, but to see that problems are solved.

It's a collaborative approach that we need to perform towards excellence in Campuses.

The application of knowledge and skills garnered from the study of leadership is not limited to the role of principal. Highly effective Colleges have teachers who are truly "teacher leaders." They understand College wide issues, and they have the personal skills to encourage, support and lead others. In doing so they enhance the educational experience for other faculty and students.

Technology and Knowledge

Knowledgeable and effective leaders are extremely important in determining whether the use of technology will improve learning for every student. Many College administrators may be uncomfortable providing leadership in technology areas. However, they may be uncertain about implementing effective technology leadership strategies in ways that will improve learning, or they may believe their own knowledge of technology is inadequate to make meaningful recommendations. Because technology is credited as being a significant factor in increasing productivity in many industries, some people believe that more effective use of technology in

campuses could do more to improve educational opportunities and quality.

This Critical Issue focuses on leadership qualities of Administrators and principals, their responses to change, and effective uses of technology as major themes associated with technology leadership. It is not concerned with the technical leadership provided by information technology and network specialists. First, the Critical Issue would be to examine important findings associated with leadership in general and considerations specific to education.

The differences between leading and managing are difficult to distinguish further. Elements of both are present in complex activities. Some leaders refuse to make the distinction and simply use the terms *management* and *leadership* interchangeably. One commonly made distinction is that *management* emphasizes maintenance and coordination functions while *leadership* involves working with others to prepare for the future and respond to change. Although the term *executive leadership* typically describes the work of a single individual or a management team operating at the very top levels of an organizational chart, the roles and functions of executive leadership are more representative of the multiple types of leadership.

Decentralized models of campus governance with site-based management and decision-making structures require a more inclusive model of leadership to respond to dramatic change and take up the challenge of campus reform. This model requires all educators to be leaders.

Transformational leadership

Transformational leadership, invites followers to commit effort and psychic energy to the common cause. But whereas transformational leaders sometimes operate in a top-down manner, facilitating teachers a daily partnership

in bringing the vision to life. The leader works in the background, not at the center of the stage. A leader needs to perform all the minimum four to bring about a Model and evolve it towards the goal.
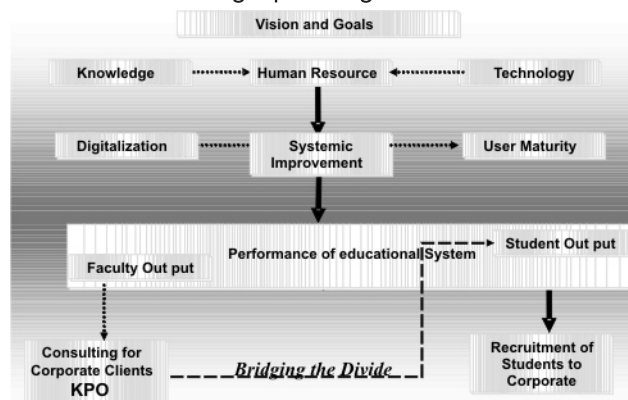
Transformations:

1. Raising people's level of consciousness.

2. Getting people to transcend their self-interests.

3. Focusing people on the quest for self-fulfillment.

4. Helping to develop a long-range perspective.

5. Helping people understand the need for change.

6. Investing managers with a sense of urgency.

7. Committing to greatness.

Transformation Leadership Matrix

Vision and moral purpose: Communicate a clear vision of Future
Relationships: Treat staff as individuals, and support in their development activities **Supportive Leadership :** Encourage and recognition of staff members
Empower: The Trust , involvement and cooperation from staff members **Lead by Example:** Is clear about values, and what he/she preaches
Innovative Thinking: Encourages new ways of Problem solving **Change:** Instill Pride and respect in others and inspires by being highly competent

Strategic planning frame work

How is transformational leadership correlated with Strategic Framework?

A transformational leader is one person, who is otherwise termed and known as a change agent, and I believe most of you who are reading this would now be able relate to some one close to you or might be yourself, being a transformational leader. Well it is quite subtly defined though interestingly, the education system today requires a robust and strong process which could ideally give the best possible output required for the performance, brand equity, and educational excellence.

The strategic approach or framework is one such approach when integrated with the right transformational leader can bring about a sustainable performance, like what the best colleges, and universities in the world are.

In this model, faculty and students are the output measured, and the measuring parameters are the value that they are able to create in the corporate world, through consulting for faculty and through recruitments for students, and the value that they would be able to create to the organization, where they foresee their career.

To reach a sustainable performance, an institution needs to initially address the requirements on a staged and measured process, which starts from automating a campus and making an educational system, which can and will give all sorts of information required in different dimensions. We are talking about a massive educational intelligence system. Remember we are in the Knowledge era, and more information will equip us to work the best strategy.

An educational leader needs to lay down accurate strategy, and make the entire team work towards a common objective, known to every person. The key factor would be how swiftly would we be able to transform towards the strategy of becoming a sounding success.

To make the strategy work, we require best human resource, and India among the teaching community across the world is reckoned as the best teaching fraternity, yet the possibilities of using technology still remains a missing link with the massive group in india. Remember, every human is worth 5 times when he is assisted with technology. There needs to be a continuous development process required, just like what the corporate culture does, make performers super performers, Once continuous development is done, the competence level of the teachers will soar to new heights, and the ultimate benefit turns out to be on the output.

One of the strategy we have to deploy, is the user maturity model to ensure and understand about the in-depth analysis of how much the users in technology have become matured, which is infact a must required index in every institution today, that will let us know how much of technology could be used in teaching, and what not to be used.

The user maturity might vary with the wholesome of parameters based on the previous learning patterns, yet this model allows us to reach a scalable measure to attain the out put which we are focusing to deliver.

Combining all these will totally create a wonderful educational system within your campus, which ideally will become a sustainable model for years to come. We have either not created a system of our own or we already have a system which is not yielding the required results, as we envisaged. If you are yet to start, that's good, working on a model yourself will help you establish it the right way. If you already have a system, think of reinventing it again, or getting in to a new system totally.

Remember, a system needs less complexity and more out

put. Your sustainable performance based system would be one to cherish, just the way the best institutions do today.

All it requires is a transformation, and that requires a strong leader to lead. Its not necessary that the principal, or the management needs to be a leader. There has been instances in many campuses, and everywhere around, ordinary people elevating themselves to out perform and bringing outstanding results. I believe that every one who feels that you are a leader , or you want to be a leader, in this educational sector, will become the pioneers of tomorrow. Indeed the Education sector in india is going through a drastic change, and a stiff neck competition is yet just a mile away. Leaders who can change, leaders who are powerful in aligning their vision, leaders who can wade smoothly thorough the complexity of situations, leaders who are willing to explore themselves, and willing to change the change are what INDIA requires today, to make and take INDIA to the next level, and put INDIA on a global map for EDUCATION.

It all starts with a commitment towards what we are doing today.

Leaders commit towards a shared vision

Leaders commit towards social Responsibility

Leaders Commit towards the future of their students

Leaders commit towards self development

Leaders commit towards peer Development

Leaders commit towards change, and they choose to do what they believe.

Remember the core strength of any educational institution lies in realizing the fact that students in their adolescent (Adult - Nascent) age are similar to a cocoon, and just like how the quality of breeding determines the color, and beauty of the butterfly, the quality of our student nurture should help them progress in their life and to be better citizens contributing towards growth of the economy at their Best. Social Responsibility is one factor we need to cultivate within ourselves to create a wonderful, robust, and a commanding career for their Future… _____I believe and we all do so… To make this Happen NOW!!

ABOUT THE AUTHOR

Bobby Leonard is Master Certified personnel from NFNLP, USA in Neurolinguistic programming (NLP), is also a Hypnotherapist from NGH- USA, and has been working in similar fields in Dubai, Oman, Abu Dhabi, Sharjah and INDIA. He has attended workshops and seminars of Paul McKenna the world's best Hypnotist, Teresa D Hale on Regeneration, Deepak Chopra on mind body,Madan Khataria on laughter therapy, Beryl Comar the best in Middle East for NLP, Annie Jirschitzka on Future Life progression and with Louis on Avatar. He has worked with hypnotherapists in the Middle East region and life coaches in Dubai.

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