



Gujarat Technological University

Report of the 1-day Design Workshop

Conducted by GTU for a select pool of
Contributor Personality Development
faculty members

Ahmedabad Management Association

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1.0 Background

The 1-day design workshop **organized by the GTU for its** committed CPDP faculty members was structured into 2 main parts. The participants of the workshop were the i-become team including the master trainer and a group of faculty members selected on the basis of their commitment to the program.

Part 1:

1. This pre-lunch session started with faculty members sharing their experiences of conducting this program, their opinions about what worked & what did not and suggestions for improvement.
2. The master facilitator concluded this session by collating all the diverse inputs into a structure which became the shared framework of understanding how to add increasingly higher value to their students.

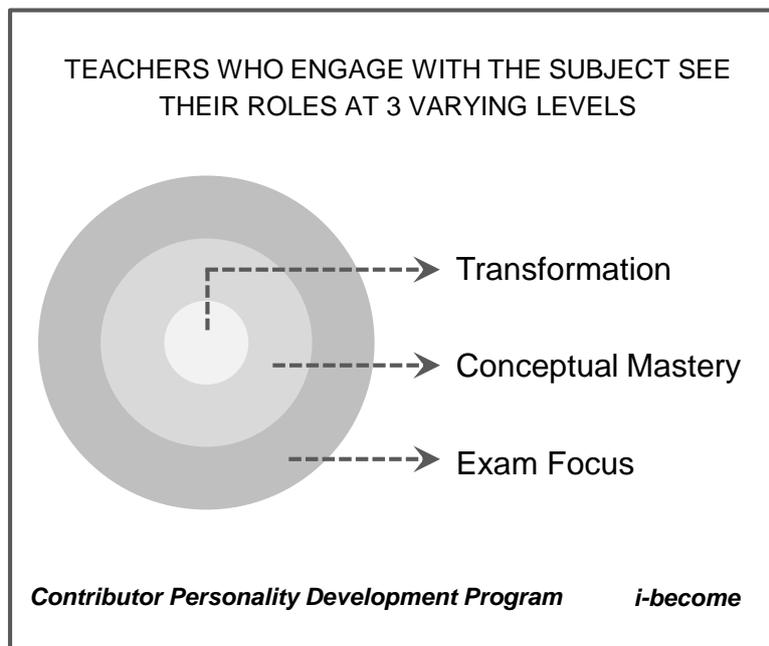
Part 2:

1. This post-lunch session kicked off with the faculty members breaking out into smaller groups and reflecting on the following 2 main questions:
 - a. How can committed CPD faculty be catalysts of change in Gujarat's Education System?
 - b. How can GTU students be positioned as potential contributors to industry?
2. Participants then shared their respective group's reflection and the group came up with a short-list of ideas which could be worked upon to achieve answers to the above questions

2.0

Part 1: Key Facilitation Insights

1. Teachers who engaged with the “Contributor Personality Development Program” could see their potential to contribute at 3 varying levels

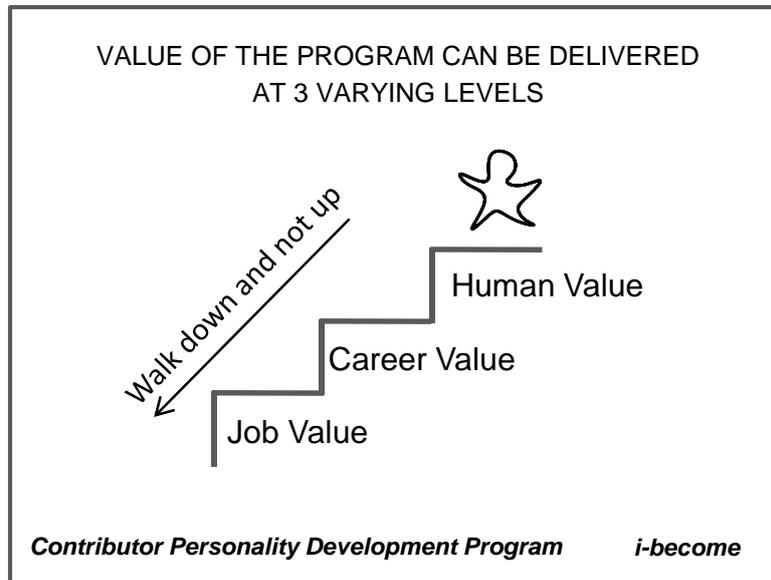


- a. The greatest joy however that many of the CPD teachers seemed to have got has been on occasions when they have been able to see a transformation in their students.
- b. The feeling that “I have done a good job as a teacher and delivered my responsibility of imparting knowledge” is the indicative of seeing the second order potential i.e. in the area of conceptual mastery.
- c. The lowest order potential comes from being able to complete the course and prepare the students to score high marks in the examination
- d. Hence it is extremely important to ensure that our entire focus in the classroom should be Transformation and not Knowledge transfer. If knowledge transfer becomes the focus of the classroom, then it ends up taking away all the bandwidth of the teacher. Knowledge Transfer has to happen outside of contact hours.

2. Transformation of students will happen when teachers will encourage them to discuss the application of Contributorship in their life

- a. When this application of Contributorship is to a student's personal life, the program becomes living and practical.
- b. Thus theory and practice are related to our purpose. If our purpose is to change ourselves then a role model is the most practical thing but if our purpose is just to get a job then a role model becomes impractical & idealistic while Interview & GD training seem more practical.
- c. To enable this process of transformation in our students, the piece on Swami Vivekananda in each unit becomes extremely crucial. It will hence be brought back into the text book

3. The value of the "Contributor Personality Development Program" is at 3 levels



- a. The highest order is "Human Values", then comes "Career Value", while the lowest level is "Job value"
- b. The basic framework of this program is designed to enable our students to have a sustainable success in their career. However as teachers we need to make our students aware of all the 3 values.

- c. If we focus on giving only job value, then we would have reduced ourselves and this course because the job value dimension is nothing but skills
- d. If students want to have excellence in their life they have to start from the Human Value Dimension and move towards Job Value.
- e. As teachers, it is our responsibility to show them that they can choose to either climb up or climb down.

4. *Transformation cannot be taught or learnt, it has to be discovered*

- a. If the focus is on the Exam value, then teachers will be tempted to go back to the most common way of teaching - Explain the concepts in class and give students notes to study at home
- b. But if we want human value & transformation, then this method will not work. In fact this method will do our students more harm by not enabling them to go through a process of discovery, a process of learning, a process of engagement, which is necessary in their life
- c. If students have to get even one insight, then we need to tell them to engage with the program. Engagement means they have to think & they have to do (read, listen & most importantly write), that means students need to have full physical and tactile engagement with every thought
- d. Most valuable things in life are not understood, they are seen. Hence, what we have to do is to make our students see Contributorship and not simply understand it. It does not matter even if the student cannot explain the word Contributor at the end of the course but if s/he behaves correctly then our job is done.
- e. In this program, it is not important to Define or Learn, rather it is important to See & Become things.

5. *Celebrating Contributorship through the program is a simple yet a transformative kind of effort*

- a. Set standards of contribution high, demand from the students that they become people who transform the country, not people who pass their life by simply trying to do what they were supposed to do and get paid for it.

- b. If teachers demand higher standards from their students, they will be compelled to demand higher standards from themselves as teachers, as professionals, as parents and in every role of their lives.

6. *As teachers, we need to keep "Student Transformation" at the center of all that we do*

- a. When we are able to make this shift, we will see ourselves as one more input into the life of the student.
- b. When our purpose is to see that the student transforms, we will always make effective use of all the material that is available as part of this course
- c. People who will truly and surely benefit from this program are teachers because they have to immerse themselves into the subject in order to teach it. And this immersion has a transformative effect because more one learns about such ideas, something happens to him inside.