

**B.V. Bhoomaraddi College of
Engineering and Technology**
Hubli, Karnataka

FEEL Teacher - Leader
16 and 17 March 2006

A
Project Completion Report



Conducted by

CLHRD

College for Leadership and Human Resource Development

(Affiliated to Mangalore University and an ISO 9001:2000 certified Institution)

AIM INSIGHTS, The HRD Group, Valencia Circle, Mangalore - 575 002, Karnataka

Phone: 91-824-2432129 Fax: 91-824-2436487 E-mail: clhrd@sancharnet.in Website: www.clhrd.ac.in

**BVBCET
Hubli**

**CLHRD
Mangalore**

FEEL Teacher - Leader

16 and 17 March 2006

Introduction

'FEEL Teacher - Leader', a two day developmental intervention was organised by B.V. Bhoomaraddi College of Engineering and Technology, Hubli for head of the departments and senior members of faculty on 16 and 17 March 2006. College for Leadership and Human Resource Development, a unit of AIM INSIGHTS, the HRD Group from Mangalore, was commissioned to conduct the programme.

The two day intervention was designed to introduce a thesis on Leader Effectiveness and clarify concepts on Personal Effectiveness, Leader Effectiveness, Resource Effectiveness, Virtual Presences, Competence Development, Individual and Collective Work, Supportive Leadership, Influence Processes, Assertion and Aggression, Problem Solving Skills, Quality Assurance and Intellectual Responsibility.

Daily evaluations and a course end evaluation were conducted during the course of the programme.

CARAT (College for Action Research And Training), an independent unit of AIM INSIGHTS (Academy for Intense Motivation for Identifying Natural Skills, Independent Growth, Humane Thoughts and Strategies) has done the action research that has led to this Project Completion Report. An analysis of the compiled results of the opinions expressed by the participants is presented in this Project Completion Report (PCR).

The Conduct

CLHRD, a unit of AIM INSIGHTS, the HRD Group, Mangalore conducted the programme. The resource materials used were from the Intellectual Property Bank of AIM INSIGHTS. Prof. Sunney Tharappan, Director, AIM INSIGHTS conducted the programme. Two professors from Udupi and Bijapur who are also the Master Facilitators of AIM INSIGHTS assisted him in the conduct of the programme. The participation of the participants was certified.

Participation

A total of .forty one participants registered for the programme. Participation has been rated 'Excellent' by the Facilitators with the participants taking keen interest in learning the concepts presented. The sessions were from 08.00 am to 08.00 pm on both the days of the programme.

The Methodology

The participants were divided into different teams according to the type of activity that was being conducted. The themes were elaborated upon through short-term interventions.

Daily Evaluations - A Report

A daily evaluation was conducted on both the days of the course on a rating scale of one to nine with '1' as 'Very Poor' and '9' as 'Excellent' to provide an opportunity for the participants to record their level of satisfaction.

	1	2	3	4	5	6	7	8	9	NR	Total	Percentage
Day One	-	-	-	01	02	04	15	10	09	-	41	82.4
Day Two	-	-	-	01	-	03	09	15	09	-	37	85.9
Average											84.2	

It is seen from the chart above that there is an increase in the satisfaction level from 82.4% on Day One to 85.9% on Day Two. The average of the daily evaluations is 84.2% which is indicative of the acceptance of the course and its contents by the participants. This is also re-iterated by the fact that none of the participants have opted for the score of *three* and below on both the days of the programme. It is also seen that there is only one person below the mid way mark of *five* on the second day and the final day of the course.



Course End Evaluation - A Report

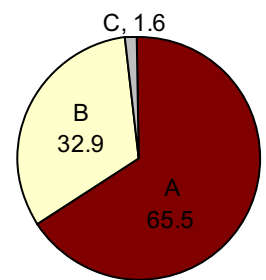
A Course End Evaluation was conducted through the administration of a questionnaire to all the participants. The questionnaire distributed among the participants to the FEEL Teacher - Leader programme had three sections.

The first section dealt with Course Functions, the second section was on the Competencies of the Facilitator while the third section was the rating scale of *one to nine* with one as 'Poor' and nine as 'Excellent' for the participants to express their satisfaction level of the training programme conducted.

Course functions had five areas of 'Concepts Discussed', 'Methodology Used', 'Materials Supplied', 'Time Schedule Designed' and the 'Whole Course' for which the participants had to provide their feed back. Competencies of the Facilitator covered the areas of 'Knowledge of the subject matter', 'Motivating participants', 'Ability to keep the group lively', 'Language used' and 'Skill to manage designed time'. Participants had four options of Excellent (A), Satisfactory (B), Not Satisfactory (C) and Very Unsatisfactory (D) to choose from to express their opinions.

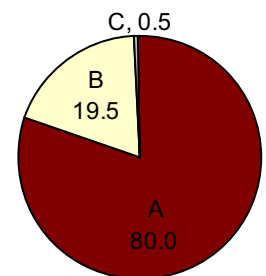
A. Course Functions

	Excellent (A)	Satisfactory (B)	Not Satisfactory (C)	Very Unsatisfactory (D)
1. Concepts Discussed	67.6	32.4	-	-
2. Methodology Used	70.3	27.0	2.7	-
3. Materials Supplied	59.5	40.5	-	-
4. Time Schedule Designed	73.0	24.3	2.7	-
5. The Whole Course	56.8	40.5	2.7	-
Average	65.5	32.9	1.6	-



B. Competencies of Facilitator

	Excellent (A)	Satisfactory (B)	Not Satisfactory (C)	Very Unsatisfactory (D)
1. Knowledge of the Subject	94.6	5.4	-	-
2. Motivating Participants to Interact	86.5	13.5	-	-
3. Ability to Keep the Group Lively	73.0	27.0	-	-
4. Language Used	78.4	18.9	2.7	-
5. Skill to Manage Designed Time	67.6	32.4	-	-
Average	80.0	19.5	0.5	-



There is a total positive response of 98.4% given for the Course Functions and 99.5% for the Competencies of the Facilitator as depicted in the charts presented above. One participant each has expressed his or her dissatisfaction of the 'Methodology Used', 'Time Schedule Designed', the 'Whole Course' and the 'Language Used' Their opted rating of the day's satisfaction level stands at 6,7,4 and 8 respectively which definitely does not come under 'Not Satisfactory' grading, hence can be termed as a minor dissatisfaction. All the same, while a participant's right to his / her opinion is respected, in view of the above 95% positive rating received for both the areas of the course, the negative responses may be considered as an outcome of the attitude of the participants rather than the performance of the facilitators.



The leadership programme focussed very well on teacher as a leader in the context of his role as a leader.

Dr Ashok Shettar

The programme was well designed and delivered to bring out clarity for all on what it takes to make you a leader and be effective in leadership.

Mr R. Narasimhan

As a team leader I had some doubts on human behaviour which was cleared by the programme. It has definitely helped me in implementing the ideas to improve the competencies of students.

Mr R.B. Ramannavar

The two-day programme has indeed added value to my personality. I have introspected and I now know the areas where I can improve as a leader and thus make all my colleagues also true leaders.

Ms Rohini Jyoti

Today I am like a cow that has just had its stomach full. I need to ruminate on the same.

Mr Arun C. Giriyapur

The most interesting sessions for me were effectiveness of leader, control of emotions, methods for improving competence and assertion.

Mr N.R. Patil

The training programme was excellent and it has given an indepth idea of the leadership qualities and its effectiveness. It was also very lively and properly scheduled with respect to time.

Mr V.G. Sangam

All the sessions were lively and not monotonous since it involved a lot of humour. It has made me feel that at least a few of the concepts imparted can be practised in class and outside too.

Ms Jyothi Pattanshetti

The programme was excellent with concepts of teacher as a leader. Understood how to deal with emotions of people and that Human resource is the most important of all.

Mr Linganagouda

Best Part: Driving the concepts home through lively interactive presentations. Creating awareness about various possibilities rather than 'right' or 'wrong'.

Mr Aravind Galagali

Programme components I liked the most: Emotional Intelligence, Virtual Presence, Values and Principles, the real stories and examples to explain a particular concept.

Mr Prasanna B.D.

