Indianpreneur

Dr. Shivani Vijay Patil

PRO CHANCELLOR & VICE PRESIDENT, D. Y. PATIL DEEMED TO BE UNIVERSITY

The driving force behind the remarkable growth and thriving culture at the DY Patil Group

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INDIAN WOMEN IN EDUCATION

During this esteemed month dedicated to honoring women and their societal contributions, it's crucial to recognize the often-overlooked efforts of women in advancing countries, institutions, and organizations, regardless of the circumstances. Despite historical constraints in India where women were confined to domestic roles and education was primarily reserved for privileged men, it's now imperative to support education leaders who are striving to rectify this imbalance.

As educators and activists, they serve as the cornerstone for fostering a more equitable world for women. Increased access to education empowers women academically and enables their participation in the public sphere, paving the way for leadership roles, scientific pursuits, and a life of autonomy and respect. From historical figures like Savitribai Phule, Fathima Sheikh, and Ramabai Ranade to contemporary icons like Sudha Murthy, women from diverse backgrounds have made significant contributions to advancing the education system.

Throughout the years, women leaders in education have demonstrated their effectiveness across various domains. By dedicating an entire issue to spotlighting these leaders and their remarkable achievements, we aim to showcase a curated list of women leaders from across the nation. Our team has painstakingly compiled this issue to highlight individuals who excel as educational experts and even venture into entrepreneurship.

Considering the difficult period of the epidemic, Indian women in the educational field also showed incredible adaptation and perseverance. To maintain learning continuity when schools and colleges were closed, many instructors quickly shifted to online venues. Academic women leaders have been at the forefront of efforts to close the digital divide and give underprivileged people fair access to education. Furthermore, female researchers were important in expanding scientific understanding and creating novel countermeasures to the COVID-19 pandemic. Indian women in education have persevered in their dedication to fostering young minds and promoting constructive social change in the face of extraordinary obstacles. Their efforts throughout this difficult period demonstrate their perseverance and love for learning.

Moreover, in the following passages on this National Women's Day, we will delve into the lives of women who have and continue to shatter barriers and achieve significant milestones across diverse fields, particularly playing a crucial role in transforming the educational realm.

Pioneering Educators

It is impossible to discuss the history of Indian women in education without bringing up luminaries like Fatima Sheikh and Savitribai Phule. During the British colonial era, Savitribai Phule, who is sometimes acclaimed as the first female teacher in India, and her colleague Fatima Sheikh were instrumental in advancing education for girls and neglected areas. They founded India's first school for females in Pune in 1848, laying the groundwork for women's education in the country despite strong social hostility.

Modern Icons: Sudha Murthy and Kiran Mazumdar-Shaw

Women like Kiran Mazumdar-Shaw and Sudha

Indianpreneur

Murthy have become role models for ambitious educators and business owners in the modern era. Renowned novelist and philanthropist Sudha Murthy has made a significant contribution to literacy and education via her work at the Infosys Foundation. Her efforts to provide access to high-quality healthcare and education have changed the lives of countless people, particularly in rural regions.

In a similar vein, Biocon Limited's founder Kiran Mazumdar-Shaw is a living example of the strength of will and fortitude. Mazumdar-Shaw, a trailblazer in the biotechnology sector, tells the amazing story of overcoming preconceptions and paving new roads from a modest upbringing to becoming one of India's top businesswomen. She has made a substantial contribution to the advancement of STEM education and research in India through her charitable activities.

Leading by Example: Mamata Banerjee and Smriti Irani

Women leaders in politics, such as Mamata Banerjee and Smriti Irani, have played a significant role in influencing national education policy and programs. West Bengal's Chief

obstacles still exist. Gender differences in school access, particularly in rural regions, continue to be a serious problem that needs immediate action. In addition, obstacles including cultural expectations, a lack of resources, and prejudice based on gender still prevent women from reaching their full potential in the field of education.

Nonetheless, there are a ton of chances for development and transformation within these difficulties. India can use its women's ability and experience to fuel innovation, promote inclusion, and build a better future for future generations if legislators, educators, and civil society groups work together.

In the Days to Come
In summary, Indian women's educational journeys provide witness to their tenacity, willpower, and unrelenting dedication to advancement. Indian women have had a profound impact on education, from the trailblazing work of Savitribai Phule to the inspirational leadership of modern luminaries like Sudha Murthy and Kiran Mazumdar-Shaw.

Let's reaffirm our commitment to supporting women in education and fostering an atmosphere where everyone, regardless of gender, has the chance to learn, grow, and flourish as we celebrate their accomplishments and recognize the difficulties that lie ahead. The only way we can genuinely unleash the potential of Indian women and create a more promising and inclusive future for everybody is by working together in concert.

Minister, Mamata Banerjee, has made education a top priority in her strategy for government. West Bengal has seen notable advancements in student welfare initiatives, teacher preparation, and school infrastructure under her direction.

Similarly to this, Smriti Irani, the previous education minister, has made a strong case for innovation and change in education. Throughout her term, she led programs including the National Education Policy 2020, which sought to modernize India's educational system to meet the needs of the twenty-first century. A more all-encompassing approach to education in India has been made possible by her emphasis on skill development and vocational training.

Challenges and Opportunities
Notwithstanding the noteworthy educational advancements achieved by Indian women, notable

Dr. Shivani Vijay Patil

PRO CHANCELLOR & VICE PRESIDENT, D. Y. PATIL DEEMED TO BE UNIVERSITY

EMPOWERING EXCELLENCE:
THE VISIONARY LEADERSHIP OF MRS. SHIVANI PATIL

Dr. Shivani Vijay Patil is the driving force behind the remarkable growth and thriving culture at the DY Patil Group, spearheading its strategic trajectory towards delivering a top-notch educational experience. With an unwavering passion for the group's initiatives, she ensures alignment and equips every team member to contribute to the larger vision, making their professional journey fulfilling and thriving. With a deep commitment to providing a conducive learning environment and fostering opportunities for growth, Dr. Shivani Vijay Patil believes in unlocking the true potential of every student. She aims to empower students to embrace enthusiastic hearts and invigorated minds, shaping them into future leaders committed to making a positive impact on the world.

1. TELL US ABOUT YOUR JOURNEY (PERSONAL & PROFESSIONAL), WHEN DID YOU START YOUR JOURNEY IN THIS EDUCATION INDUSTRY AND HOW IT IS GOING AND WHAT IS THE FUTURE PLAN?

My journey in the education industry began as I assisted my husband, Dr. Vijay D Patil, in various educational tasks, discussions, and management decisions. Over time, I became more involved in higher education, eventually taking on the role of Vice President and Pro Chancellor at D Y Patil Deemed to be University. It has been a rewarding experience, especially being able to contribute to the development and growth of the institution. As for the future, I aim to continue fostering excellence in education and enhancing the university's reputation both nationally and internationally.''. Now, as the Vice President and Pro Chancellor of D Y Patil Deemed to be University, my focus is on enhancing academic excellence, fostering innovation in teaching and learning, and expanding research capabilities. I also aim to strengthen collaborations with industry partners and international institutions to provide our students with a world-class education. Additionally, I will continue to support initiatives promoting holistic development and well-being among our university community, making D Y Patil Deemed to be University

a beacon of knowledge and innovation in education.

2. PLEASE BRIEF ABOUT THE D Y PATIL DEEMED TO BE UNIVERSITY. WHAT IS THE BEST TIME FOR ADMISSION AT D Y PATIL DEEMED TO BE UNIVERSITY AND HOW TO APPLY?

D Y Patil, Deemed to be University was founded with a vision to deliver quality education across various domains of higher learning and healthcare services in India. Over the past 38 years, the university has emerged as a frontrunner in producing graduates across diverse fields, with thousands of students benefiting from professional education. Recognized by the UGC and awarded a NAAC "A++" grade with a CGPA of 3.59, and ranked among the Top 100 Universities by NIRF in 2023, the university is committed to nurturing future leaders who will contribute to India's global standing in education, healthcare, and sports. Offering a wide range of courses including medical, engineering,

management, hospitality, law, creative studies and many more. The university aims to foster holistic development in its students, preparing them to make meaningful contributions to society, the nation, and the world. Prospective students are encouraged to consider admission during February and March for the upcoming academic year.

3. WHAT ACCORDING TO YOU IS THE ADVANCEMENT IN THIS INDUSTRY IN TERMS OF TECHNOLOGY? DO YOU THINK YOUR ADOPTION OF SUCH ADVANCED TECHNOLOGIES HAS BROUGHT YOU TO THIS ELITE POSITION?

The integration of technology in the education sector has brought about significant transformations. From online platforms to virtual reality, artificial intelligence, and big data analytics, there has been a notable shift towards more interactive and personalized learning experiences. These advancements have not only enhanced teaching and learning processes but have also streamlined

administrative tasks, leading to improved educational outcomes.

At D Y Patil Deemed to be University, our adoption of advanced technologies has been instrumental in our journey towards excellence. By embracing innovation and incorporating these technologies into our educational practices, we have created a state-of-the-art learning environment for our students, preparing them for the challenges ahead. Our commitment to leveraging technology has not only elevated the quality of education we offer but has also positioned us at the forefront of higher education's dynamic evolution.

> **Most Loved:**
> **a. Book:** "Lady, You're Not a Man" by Apurva Purohit is an empowering narrative of a woman's journey in the workplace, offering invaluable inspiration. It's a must-read for any woman seeking to balance work and home life while striving for success.
> **b. Holiday Destination:** Any serene place with nature, family, and delectable cuisine.
> **c. Hobby:** Enjoying music and indulging in books for leisure.
> **d. Role Model:** My father-in-law and mother-in-law, who instilled in me the strength to become a resilient woman, shaping a brighter future for generations to come.

4. ACCORDING TO YOU, WHAT CHALLENGES WILL THERE BE FOR WOMEN AS EDUCATIONAL LEADERS? ANY CHALLENGES YOU HAVE FACED? IF YES, PLEASE ELABORATE.

As a female leader in education, I recognize the unique challenges that women encounter in leadership roles within the industry. Gender bias and stereotyping pose significant obstacles, leading to perceptions of lower competence and authority compared to male counterparts, hindering the ability to garner respect and credibility.

Balancing leadership responsibilities with personal life, particularly family obligations, presents another significant challenge, necessitating effective time management and robust support systems.

Moreover, existing gender disparities in leadership positions often limit opportunities for women to ascend to top roles, necessitating perseverance, resilience, and proactive pursuit of mentorship and networking opportunities to break through these barriers.

In my journey, I have confronted and overcome challenges. However, navigating these obstacles have strengthened my leadership skills and fostered empathy, enabling me to better address the diverse needs of our educational community.

At D Y Patil Deemed to be University, we are fortunate to have a culture that values merit and equality, free from gender bias. Our staff members are committed to achieving success through hard work and dedication, steering clear of any paths that compromise these principles.

5 WHAT'S YOUR MOTIVATIONAL MANTRA?

My personal mantra revolves around pursuing excellence, viewing challenges as avenues for growth, and maintaining a continuous learning mindset. I firmly believe that with dedication, perseverance, and a positive outlook, any objective is attainable. Additionally, I draw inspiration from supporting others in their endeavors and contributing positively to the lives of those around me.

INFLUENTIAL
WOMEN INDIANPRENEURS
TO WATCH IN EDUCATION 2024

Ms. Sanchita Raha
Principal

CHIREC International School
www.chirec.ac.in
New Gachibowli Campus, Hyderabad, India

Sanchita Raha joined CHIREC as the Principal of the International Section in 2018. She is a veteran educator and leader, having over 24 years of experience in teaching and administration. She has handled multiple curricula that include ICSE, ISC, SEBA, and IBDP. She was instrumental in setting up the International Baccalaureate Diploma Programme at The Heritage School, Kolkata, where she worked for 14 years. An alumnus of St. Xavier's College Kolkata, Ms. Raha has a Master's in English from Kolkata University and Bachelor's in Education from Jadavpur University. She holds certification in TEFL and Master IELTS training.

Ashani Hirway
Founder and School Head

Da Vinci Montessori
davincimontessori.com
Mumbai, India

With over a decade of experience in education, Ashani Hirway is a seasoned professional with a diverse background. Trained by the Association Montessori Internationale in the Netherlands, she is well-versed in teaching and launching Montessori programs globally.

Dr. Shivani Vijay Patil
Pro Chancellor & Vice President

DY Patil Deemed To Be University
dypatil.edu
Navi Mumbai, India

Dr. Shivani Vijay Patil is the driving force behind the remarkable growth and thriving culture at the DY Patil Group, spearheading its strategic trajectory towards delivering a top-notch educational experience. With an unwavering passion for the group's initiatives, she ensures alignment and equips every team member to contribute to the larger vision, making their professional journey fulfilling and thriving.

Ms. Priyanka Gosain
Associate Director, Head of Branding & Marketing

Little Millennium
littlemillennium.com
Dehi NCR, India

Priyanka embarked her professional journey in the education industry after completing her MBA in Marketing and International Business. Her initial experiences were at Reliance Capital, Transverse Solutions, where she developed, executed, and evaluated marketing and communication strategies, achieving notable success in student admissions and revenue enhancement. Joining Little Millennium Education Pvt. Ltd. marked a significant chapter, where she is serving as the Associate Director of Marketing and Branding, contributing to the growth and recognition of the brand along with heading an E-commerce Business called Genius box.

Priya Anand
Head of School

Mount Litera School
www.mlsi.in
Mumbai, India

Priya has been dedicated to the field of education for more than 24 years. As an educatorshe is very passionate about IB education and has a rich experience of working with the IB in many roles.She is the Head of Mount Litera School.

Mrs. Geeta Lakshmi
Founder Chairperson

New Millennium School
www.newmillenniumschool.com
Bangalore, India

Geeta Lakshmi, a trailblazer in the field of education. With over five decades of experience, she has been the driving force behind two esteemed institutions: Rinku Nursery, where she has served as the Founder Principal since 1976, and New Millennium School, where she holds the role of Founder Managing Trustee since its establishment in 1999. Mrs. Geeta's dedication and visionary leadership have left an indelible mark on the educational landscape, shaping the lives of countless students and setting new standards for excellence.

Dr. Srabani Basu
HOD of Literature and Languages

SRM University, AP
srmap.edu.in
Andhra Pradesh, India

Dr Srabani Basu, HOD of Literature and Languages, is a veteran teacher with 28+ years of teaching and training experience. She is also the Faculty In-charge of Alumni Affairs, a forum that seeks to maintain a cordial relationship with the students graduating from the university. The Directorate of Alumni Affairs aims to foster a sustainable association with the alumni of SRM University-AP by maintaining their database, monitoring their activities, and catering to their needs and interests.

Dhara Mehta
Founder

The Kids Company
www.thekidscompany.in
Mumbai, India

Back in 2008, an M.B.A. working in a MNC, Dhara Mehta was unaware that the sabbatical taken then to embrace motherhood would be her final goodbye to the corporate world! Read on to know the story behind the launch of The Kids Company.

Ms. Sapnu George
Executive Director

Trivandrum International School
trins.org
Kerala, India

For Ms. Sapnu George, daughter of Mr. George M Thomas, TRINS has always been a venture close to her heart and she has been involved with TRINS since its inception in 2003. She took up the role of Executive Director, 10 years later after completing her higher education. She is an architect who has worked in Bangalore and New York, and she holds a Masters Degree from the New York School of Design. Her presence is deeply reassuring to everyone at TRINS, because of her innate sense of service, a keen eye for detail, and all the innovative ideas that she brings to the table.

Dr. Jayanthi Ranjan
Vice Chancellor

Sharda University, Agra
www.sharda.ac.in
Greater Noida, India

Dr Jayanthi Ranjan is an academician with 30 years of experience in teaching, research, training and consulting; Currently she is a Vice Chancellor , Sharda University Agra. She held the position of Dean and Director, School of Business, Sharda University, Greater Noida. (Oct 2021- Jan 1, 2024). She held positions of Academic mentor of Ashoka Group of Educational Institutions, Hyderabad and Director of Ashoka School of Business Hyderabad (2020-2021). She has guided 16 PhD and DBS students till date. Her past positions include: Group Asso Dean IMT Ghaziabad, Professor IMT Ghaziabad (2006-2019) advisor & Professor, IMT Nagpur (2019-2020). Earlier from 1994-2006, she was associated with Jaipuria Institute of management Noida, Amrita University Coimbatore. She specializes in Digital transformation, Business model innovating using critical and design thinking, Big data analytics. She is known in academics for institutional brand building, international strategic academic activities, international benchmarking campus school alignments, student affairs and program innovation.

PRIYANKA
GOSAIN

ASSOCIATE DIRECTOR, HEAD OF BRANDING & MARKETING

littlemillennium.com

JOURNEY IN THE EDUCATION INDUSTRY:

I embarked on my professional journey in the education industry after completing my MBA in Marketing and International Business. My initial experiences were at Reliance Capital, Transverse Solutions, where I developed, executed, and evaluated marketing and communication strategies, achieving notable success in student admissions and revenue enhancement. Joining Little Millennium Education Pvt. Ltd. marked a significant chapter, where I have served as the Associate Director of Marketing and Branding, contributing to the growth and recognition of the brand along with heading an E-commerce Business called Genius box.

ROLES & RESPONSIBILITIES AT LITTLE MILLENNIUM:

As the Associate Director, I've played a pivotal role in strengthening the Little Millennium brand. My responsibilities encompass ideation and creation of offline and online creative content, devising B2B and B2C marketing frameworks for a vast network of preschools and K12 schools, and leading a team of marketing professionals. Additionally, I served as the Business Head for Genius Box E-Business, achieving substantial YoY increases in marketing-generated revenue and engagements.

ADVANCEMENTS IN THE INDUSTRY AND TECHNOLOGY ADOPTION:

The education industry has witnessed significant advancements in technology, and my role has been instrumental in adopting these changes. From leveraging digital marketing tactics like SEO, PPC, SEM, and social media to exploring innovative tools such as Digital Learning Platforms,

Online Curriculum Resources: Preschool franchises are increasingly adopting digital learning platforms and online curriculum resources. These platforms often provide interactive content, educational games, and multimedia materials to enhance the learning experience for young children.

Parent Communication Apps Real-Time Updates: Many preschool franchises now utilize mobile apps or online platforms to facilitate real-time communication between teachers and parents. These apps provide updates on a child's activities, learning progress, and general well-being, fostering stronger parent-teacher relationships,

PROFESSIONAL DEVELOPMENT THROUGH E-LEARNING:

Continuous professional development is essential for preschool educators. E-learning modules and online training programs allow teachers and staff to enhance their skills and stay updated on the latest teaching methodologies and child development research and more, technology has played a crucial role in propelling us forward.

The adoption of these advanced technologies has indeed contributed to the elite position of Little Millennium in the industry.

CHALLENGES FOR INDIAN WOMEN LEADERS/CXOS:

Challenges for Indian women leaders/CXOs persist, and while I have faced some, they have only fueled my determination. Balancing professional and personal responsibilities, breaking through gender biases, and gaining recognition are ongoing challenges. However, with a supportive work environment and determination, these challenges can be overcome. For example, Leadership support is crucial for the success and empowerment of Indian women leaders and CXOs, especially in overcoming persistent challenges. Here's how leadership support plays a vital role:

CREATING AN INCLUSIVE CULTURE:

Fostering Diversity and Inclusion: Leaders play a pivotal role in creating a workplace culture that embraces diversity and inclusion. By actively promoting an inclusive environment, they set the tone for equal opportunities and respect for all employees, regardless of gender.

> ▶ **Educational Qualifications, Prior Industry Experience, Awards/ Recognitions:**
>   a. MBA in Marketing and International Business: Amity University, India
>   b. Prior Industry Experience: Reliance Capital, Transverse Solutions
>
> ▶ **Most Loved:**
>   a. Book: Mindset by Carol Dweck
>   b. Holiday Destination: London
>   c. Hobby: Reading, Travelling and Board Games
>   d. Role Model: My Mother

MENTORSHIP:

Providing Guidance: Effective leaders act as mentors, providing guidance and support to women leaders. Mentorship programs can help women navigate their career paths, offering valuable insights, advice, and encouragement.

Flexible Work Arrangements:

Supporting Work-Life Balance: Leadership support is evident when organizations offer flexible work arrangements, understanding the unique challenges faced by women in balancing professional and personal responsibilities. This support enables women leaders to excel in their roles while managing personal commitments.

RECOGNITION AND ACKNOWLEDGMENT:

Highlighting Achievements: Leaders should recognize and acknowledge the achievements of women leaders. Publicly acknowledging their contributions boosts morale, reinforces their value to the organization, and inspires others.

Providing Learning and Development Opportunities: Investing in Professional Growth: Leadership support involves investing in the learning and development of women leaders. This includes providing access to training programs, workshops, and opportunities for skill enhancement, ensuring they are well-equipped for leadership roles.

MOTIVATIONAL MANTRA AND ADVICE FOR ASPIRING WOMEN LEADERS:

My motivational mantra revolves around continuous learning, resilience, and embracing challenges as opportunities for growth. For aspiring women leaders, I advise staying true to your passion, building a strong support network, and seizing every opportunity to learn and lead.

Ms. Priyanks Gosain takes pride in establishing brand alliances with Nestle, Dyson, Hamleys, Amazon, Yakult, contributing to Little Millennium's credibility and recognition. Moreover, her commitment to training and development is evident in conducting marketing training for over 700 individuals and national-level marketing training for business partners on customer retention. She is also training international students on the concept of Digital marketing in London.

DHARA MEHTA

FOUNDER & CHIEF CREATIVE BUILDER AT THE KIDS COMPANY®

www.thekidscompany.in

FOSTERING YOUNG MINDS:
THE VITAL ROLE OF CREATIVITY IN EARLY CHILDHOOD EDUCATION

I n the colourful journey of childhood, where curiosity blooms and imagination knows no bounds, creativity stands as a guiding light. The formative years of a child's education play a pivotal role in shaping their perception of the world and fostering a lifelong love for learning. Let's explore the vital role of creativity in early childhood education and its profound impact on the holistic development of young minds.

Unleashing imagination through play: At the heart of early childhood education lies the power of play. To an adult play may be a break from work but for a child, play is work! It is not merely a form to pastime, but a bedrock of learning, providing children with the freedom to explore, experiment, and create. Through imaginative play, children develop cognitive, social, and emotional skills along with problem-solving, communication, and empathy.

CULTIVATING YOUNG MINDS, BRICK BY BRICK!

Dhara Mehta, Founder & Chief Creative Builder at The Kids Company®, an after-school activity centre catering to children in the age group of 3-8 years, integrates her entrepreneurial drive with a passion for nurturing young minds. Holding an M.B.A. in Marketing and a Diploma in E.C.C.Ed., alongside certification as a Lego educator, she has amassed over a decade of experience in the early childhood space. Dhara's innovative learning initiatives have earned her prestigious accolades, including the Rising Star Award 2017 (Pan India) and the Women Entrepreneur Award 2019. In 2023, she bagged a Bronze badge for being among the Top 30 percent of teachers globally. Her impact extends globally, inspiring countless curious minds across India and beyond.

PLAYING UNDER A BLANKET FORT SPARKS ADVENTUROUS IMAGINATION

As kids almost all of us must have built a blanket fort under our dining tables and draped our mother's dupatta as a cape and jumped from one chair to another pretending to be our favourite superhero! While engaging in such make-believe adventures, play ignites the spark of creativity, nurturing a child's innate curiosity and ingenuity.
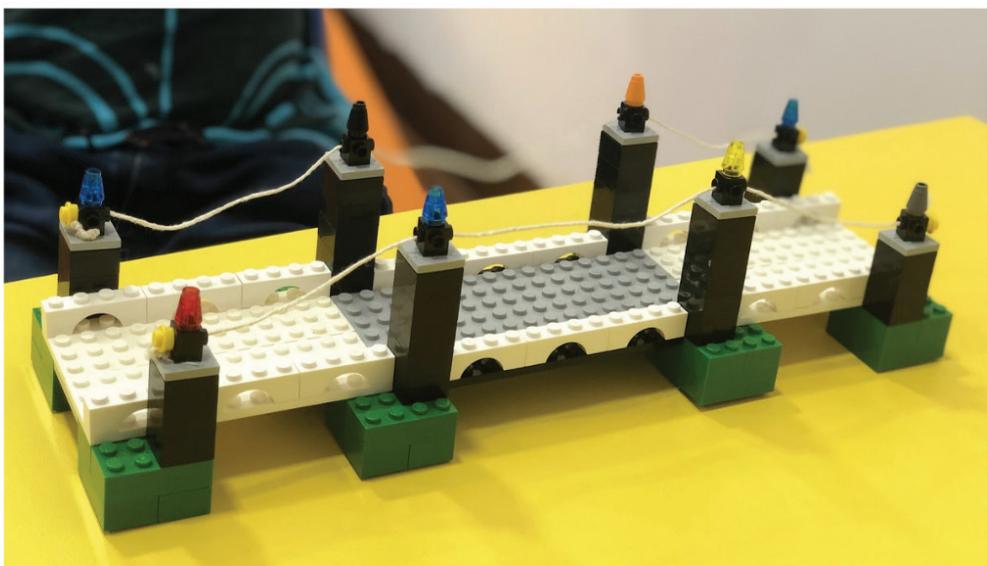
VIHAAN'S STURDY LEGO BRIDGE

Creativity ignites curiosity: When a child builds structures with Lego bricks or magnetic tiles, it gives them a chance to experiment with the shape, structure, balance, and spatial relationships. As they build and dismantle their creations, they naturally become curious about how things fit together and work.

" CREATIVITY EMPOWERS CHILDREN TO EXPRESS THEMSELVES EFFORTLESSLY THUS FOSTERING A SENSE OF IDENTITY AND BOOSTING THEIR SELF-CONFIDENCE

Vihaan attempted to construct a Lego bridge and when he thought he was almost done suddenly something snapped and scattered the bricks in all directions. He soon got on to rebuild the bridge. This time confident that he had got it right but once again all the bricks fell apart! Now his curiosity was tickled, and he started analysing what was going wrong. After 2 failed attempts he managed to build a solid bridge and what had started off as play time turned out to be a practical lesson of physics – understanding distribution of weight and force on the structure.

Encouraging self-expression and building confidence: Creativity empowers children to express themselves effortlessly thus fostering a sense of identity and boosting

their self-confidence. When a child is regularly exposed to an environment where creativity is encouraged and they are allowed to share their ideas, thoughts and their feelings without having the fear of being judged they emerge as confident individuals. They develop a positive image of themselves and that lays a strong foundation for their future success.

As Kian's papa returned home from work, eager to relax on his couch, 6 year-old Kian dashed to his room with boundless enthusiasm. He retrieved his school project, 'Best from waste,' and excitedly shared how he transformed dried-up batteries from his toys, broken crayons, and an old shoebox into a marvellous marble maze game. His father's genuine appreciation boosted Kian's confidence, filling him with pride and he soon decided to try and work on one more project this time using papa's old computer keyboard!

Cultivating critical thinking and problem-solving skills: Creativity and critical thinking are two sides of the same coin

"BEST FROM WASTE"- KIAN'S PROJECT

guiding children on a journey of exploration and discovery. While creativity focuses on generating novel ideas, critical thinking helps to analyse evaluate and refine those ideas by examining their feasibility and potential consequences.

When faced with open-ended challenges, such as inventing a game or building a rectangle shaped swimming pool with blocks of different sizes, children learn to think innovatively, adapt to new situations, and develop resilience when they encounter challenges. Through such hands-on activities that encourage experimentation and risk-taking, children develop essential

Imbibing lifelong passion for learning: During the foundational years of childhood, the seeds of lifelong learning can be planted with creativity acting as the catalyst. By integrating creativity into education, educators can foster an atmosphere where learning evolves into a delightful and engaging journey. Whether it's exploring the wonders of science by making an edible volcano or imaginative storytelling with the use of real-life props or understanding the life cycle of a butterfly with Lego bricks, creative learning opportunities have the power to captivate children, igniting lasting enthusiasm for exploration and curiosity what extends beyond traditional teaching methods.

AN INNOVATIVE WAY TO UNDERSTANDING THE LIFECYCLE OF A BUTTERFLY WITH LEGO BRICKS, @THE KIDS COMPANY®

problem-solving skills and learn to approach problems from multiple perspectives and devise creative solutions. These skills not only benefit them in the academic settings but also prepares them for the dynamic demands of the ever-changing world beyond the classroom.

It should be every educator's endeavour to support and encourage children to generate multiple solutions to a problem and coax them to explore unconventional approaches.

To summarise: In the fabric of childhood, creativity weaves moments of wonder, curiosity, and boundless possibility. As guardians of early childhood education, it is our responsibility to cultivate and praise the creative spirit that resides within every child. By fostering an environment where creativity thrives, we can empower children to embark on a lifelong journey of exploration, innovation, and self-discovery. Together, let us embrace the transformative power of creativity and unlock the limitless potential of young minds

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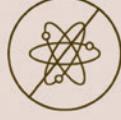
GEETHA LAKSHMI

FOUNDER CHAIRPERSON, NEW MILLENNIUM SCHOOL

New Millennium School
The Best that I Can Do; The Best that I Can Be

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PIONEERING EDUCATOR:
MRS. GEETHA LAKSHMI'S LEGACY OF EXCELLENCE

Indianpreneur

Meet Geeta Lakshmi, a trailblazer in the field of education. With over five decades of experience, she has been the driving force behind two esteemed institutions: Rinku Nursery, where she has served as the Founder Principal since 1976, and New Millennium School, where she holds the role of Founder Managing Trustee since its establishment in 1999. Mrs. Geeta's dedication and visionary leadership have left an indelible mark on the educational landscape, shaping the lives of countless students and setting new standards for excellence.

1. TELL US ABOUT YOUR JOURNEY (PERSONAL & PROFESSIONAL), WHEN YOU STARTED YOUR JOURNEY IN THIS EDUCATION INDUSTRY AND HOW IT IS GOING AND WHAT IS THE FUTURE PLAN?

As the Founder Trustee having over 45 years of experience as the principal of Rinku Nursery, I also hold the position of managing trustee at New Millennium School.

The school is my brainchild. It embodies my visionary approach, creating an educational institution that stands out by fostering a culture of acceptance, inclusion, and self-belief for every student.

At New Millennium School, our commitment extends beyond academic excellence to encompass every facet of the human journey towards perfection. We aspire to deliver child-centered, value-based education, offering robust academic foundations within a positive and secure learning environment.

2. WHAT ARE THE VARIOUS ROLES & RESPONSIBILITIES AS CHAIRPERSON. BRIEF ABOUT YOUR SCHOOL.

As the leader of New Millennium School, I envision an institution dedicated to maintaining

▶ **Educational Qualifications:**
BSc, BEd.
Prior Industry Experience:
▶ I have served as the Founder Principal of Rinku Nursery since 1976 and as the Founder Managing Trustee of New Millennium School since 1999.

Awards or recognitions:
▶ Award from Lions club

▶ **Most Loved:**
a. Book: Bhagavad Gita
b. Holiday Destination: Malaysia
c. Hobby: Bonding with my grandchildren, pets and gardening
d. Role Model: My Mother, Elavalli Sarawawati Nair

the highest academic standards for your child/ward. Our goal is to offer child-centered, world-class education within a serene environment conducive to fostering advanced learning skills.

We implement a curriculum that encourages analytical thinking and problem-solving, empowering children to excel intellectually. Our teaching approach emphasizes facilitation of learning, with educators serving as guides in the students' educational journey.

The school's curriculum is carefully crafted to strike a balance between academic rigor and co-curricular activities, ensuring a holistic development for every student. Our modern infrastructure includes spacious classrooms, a well-equipped library, separate labs for Physics, Chemistry, Biology, geography, and computer

science, as well as recreational facilities. In just 24 years, New Millennium School has established itself as a leading institution among progressive schools in Bangalore, thanks to our commitment to excellence and dedication to nurturing the potential of every student.

3. WHAT ACCORDING TO YOU IS THE ADVANCEMENT IN THIS INDUSTRY IN TERMS OF TECHNOLOGY? DO YOU THINK YOUR ADOPTION OF SUCH ADVANCED TECHNOLOGIES HAS BROUGHT YOU TO THIS ELITE POSITION?

Incorporating technology is essential for any educational institution, but it's crucial to have a wise woman guiding the implementation

of such advancements to ensure fruitful outcomes. Whether it's implementing ERP solutions for school administration or integrating smart boards into classrooms, having knowledgeable leadership is key to maximizing the benefits of technological innovation.

4.ACCORDING TO YOU, WHAT CHALLENGES ARE THERE FOR INDIAN WOMEN LEADERS / CXO'S? ANY CHALLENGES YOU HAVE FACED? IF YES, PLEASE ELABORATE.

When I founded Rinku Nursery in 1976, female entrepreneurs were scarce. The path has consistently presented challenges for women entrepreneurs, both in India and globally. However, we've overcome these obstacles with the empowering traits inherent in every woman: patience, perseverance, a quest for perfection, and empathy for all.

"

AT NEW MILLENNIUM SCHOOL, OUR COMMITMENT EXTENDS BEYOND ACADEMIC EXCELLENCE TO ENCOMPASS EVERY FACET OF THE HUMAN JOURNEY TOWARDS PERFECTION. WE ASPIRE TO DELIVER CHILD-CENTERED, VALUE-BASED EDUCATION, OFFERING ROBUST ACADEMIC FOUNDATIONS WITHIN A POSITIVE AND SECURE LEARNING ENVIRONMENT.

5. WHAT'S YOUR MOTIVATIONAL MANTRA? ANY PIECE OF ADVICE FOR ASPIRING WOMEN LEADERS IN EDUCATION.

I'm grateful for the opportunity to share my thoughts once again. This platform allows me to express what's important to me while trusting the school's staff with academic and social developments.

Today's media often highlights distressing stories, overshadowing the good. Many challenges we face are human-made, emphasizing the importance of enduring values.

The relationship between home, child, and school is crucial in instilling these values. Quality time spent with children is more impactful than quantity, nurturing their talents and guiding them on the right path.

We must focus on our own actions, acknowledging weaknesses and building on strengths. By investing time and love in our children, we shape responsible adults for tomorrow.

Mrs. Elavalli Saraswathi Devi, born in 1921 in the Kollam district of Kerala, was an exceptional woman ahead of her time. Despite facing challenges, she pursued higher education, graduating with a degree in Physics and Maths from Samurin's College in Calicut during the 1940s. Her academic achievements were remarkable for a woman of her era, earning her recognition akin to historical milestones like Indira Gandhi becoming India's first female Prime Minister.

After marrying and relocating to Malaysia, she dedicated herself to teaching, serving as a Senior Science teacher and Head of the Science department until her retirement. Mrs. Saraswati Devi's intellectual pursuits extended beyond academics, displaying a passion for literature and actively participating in debates and literary critiques.

As a Gandhian, she embodied simplicity and integrity, advocating for women's welfare and cultural preservation. Her legacy of selflessness and wisdom touched many lives, inspiring admiration and affection from all who knew her.

Mrs. Saraswati Devi's profound influence extended to her family, including her daughter, Mrs. G. Madhavan, Chairperson of Rinku Nursery, and her grandson, Dr. Rajeev Kishen, Founder Secretary of New Millennium School. Her vision and contributions to education continue to shape the ethos of both institutions, with the Sree Saraswathi Trust named in her honor and her pivotal role in inaugurating the New Millennium School building in 2002. Her memory lives on as a beacon of strength, compassion, and dedication.

ASHANI HIRWAY

FOUNDER & SCHOOL HEAD, DA VINCI MONTESSORI

davincimontessori.com

UNVEILING THE INSPIRING JOURNEY OF ASHANI HIRWAY:
## FROM EDUCATION TO ENTREPRENEURSHIP

With over a decade of experience in education, Ashani Hirway is a seasoned professional with a diverse background. Trained by the Association Montessori Internationale in the Netherlands, she is well-versed in teaching and launching Montessori programs globally.

In addition to her educational expertise, Ashani holds an MBA from the Wharton School (USA) and has served as a strategy consultant for multinational clients in New York and Mumbai. Her journey began in the tech industry, where she worked as a hardware engineer in Silicon Valley after completing her BE from Gujarat University and MS from Purdue University (USA).

Despite her successful career in various fields, Ashani's passion for education remained constant. The birth of her daughter, Sanaya, inspired her to pursue this passion wholeheartedly, leading to the establishment of Da Vinci Montessori. Ashani feels privileged that both her daughters had the opportunity to experience their formative years at Da Vinci Montessori.
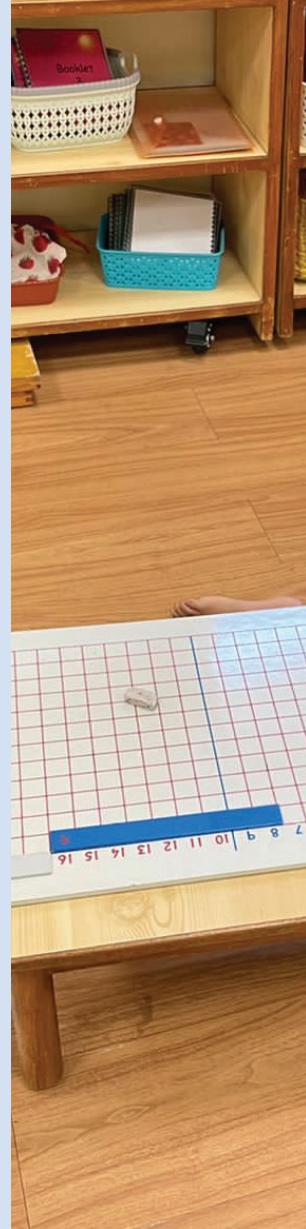
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1. TELL US ABOUT YOUR JOURNEY (PERSONAL & PROFESSIONAL), WHEN YOU STARTED YOUR JOURNEY IN THIS EDUCATION (MONTESSORI) INDUSTRY AND HOW IT IS GOING AND WHAT IS THE FUTURE PLAN?

I was born into a family in Ahmedabad that deeply valued education and integrity. My father, the epitome of lifelong learning, earned his management degree at 65 and later pursued a PhD in Law at 75. My mother, an esteemed academic, remains a passionate economist at 82, embodying a fiery and opinionated spirit.

Growing up, my parents instilled in me a love for both health and art, introducing me to the world of tennis and music from an early age.

In my teenage years, my aspirations oscillated between dreams of becoming a professional tennis player or a singer. However, influenced by my firm Indian middle-class upbringing, my ambitions eventually focused on pursuing a career as either a doctor or an engineer.

Following the course set by fate, I embarked on a path in engineering, graduating from Gujarat University and later obtaining a master's degree in Computer Engineering from Purdue University. My journey led me to Silicon Valley, where I began my career as a Microprocessor Designer during the boom years of 1999 to 2004.

In 2004, I transitioned to the east coast, where I earned my MBA from The Wharton School of the University of Pennsylvania.

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unified team, comprised of individuals with unique backgrounds and perspectives who share a common vision.

Through ongoing workshops, open dialogues, and collaborative brainstorming sessions, we cultivate an environment where each team member consistently delivers their best, contributing to the ongoing refinement of Da Vinci as an exemplary educational establishment.

My commitment to staying abreast of the latest educational practices is demonstrated through active participation in conferences, training programs, and networking with other Montessori schools. This involvement extends to ensuring the availability of high-quality classroom materials and providing constructive feedback to our teachers through regular classroom observations.

Furthermore, I place great emphasis on fostering strong partnerships with parents. Recognizing the importance of parental guidance in child development, we prioritize accessibility and engagement. Our school offers regular parent education programs, including workshops on Montessori principles and other aspects of child rearing.

Lastly, my role involves forward-thinking. I am dedicated to upholding our school's vision and continually striving to enhance its physical, emotional, and intellectual dimensions.

Subsequently, I was recruited by a management consulting firm, where I worked with global clients across the US and Europe, leveraging my expertise in both computer engineering and management.

2. WHAT ARE THE VARIOUS ROLES & RESPONSIBILITIES AS FOUNDER & SCHOOL HEAD AT DA VINCI MONTESSORI. BRIEF ABOUT DA VINCI MONTESSORI.

In my capacity as the Head of School, I undertake various responsibilities to ensure the smooth functioning of Da Vinci Montessori. At the core of our institution's success lies the commitment of our team. A central aspect of my role involves nurturing a diverse yet

3. WHAT ACCORDING TO YOU IS THE ADVANCEMENT IN THIS INDUSTRY IN TERMS OF TECHNOLOGY? DO YOU THINK YOUR ADOPTION OF SUCH ADVANCED TECHNOLOGIES HAS BROUGHT YOU TO THIS ELITE POSITION?

Technology has emerged as a valuable asset, facilitating teacher training and fostering

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Educational Qualifications:
- BE Electronics and Communication Engineering, Gujarat University
- MS Electrical Engineering, Purdue University, USA
- MBA Wharton School, USA
- AMI Diploma in Early Education 3- 6 years
- AMI Diploma in Early Education 0 – 3 years (Currently pursuing)

Prior Industry Experience:
- Digital Design Engineer, National Semiconductor (4 years)
- Management Consultant, Accenture (2 years)

Most Loved:
a. Book: Lust for Life by Irving Stone.
b. Holiday Destination: My best holidays are spent at home, with my family and my cats
c. Hobby: Tennis
d. Role Model: My parents

connections within the national and international Montessori community. It enables collaborative idea-sharing and empowers our team to explore new ideas for lesson planning. Additionally, technology facilitates seamless communication with parents through online platforms.

However, our preschool children do not engage with devices or any form of technology. This stage is dedicated to hands-on learning, emphasizing human interaction over gadgets. In the early years, personal engagement holds unparalleled importance and cannot be replaced by technology.

As for our Elementary children, technology is judiciously integrated into their learning journey. We selectively use technology to watch documentaries, conduct research, and occasionally create presentations. Nevertheless, our focus remains on utilizing traditional resources such as books for research and handcrafted charts for presentations whenever possible. Some of our Elementary children pursue AI and programming lessons outside of school.

4. ACCORDING TO YOU, WHAT CHALLENGES ARE THERE FOR INDIAN WOMEN LEADERS / CXO'S? ANY CHALLENGES YOU HAVE FACED? IF YES, PLEASE ELABORATE.

Women often aspire to manage multiple responsibilities simultaneously, believing they can juggle everything effortlessly. However, it's crucial to recognize the importance of prioritization and the inevitability of making compromises. While some compromises may be difficult,

they are necessary for achieving meaningful goals in life. The concept of the 'Superwoman' is a myth, and attempting to do everything can lead to a life burdened with stress and little progress.

Both men and women need to balance their careers and personal lives in order to raise a family. Children require connection with both parents, and women should not feel guilty if they need to work long hours or travel for work. These situations present opportunities for partners to share responsibilities at home.

For young women pursuing their goals, seeking support from spouses, extended family, and reliable help is essential. This support goes beyond physical assistance; it includes emotional reassurance that pursuing one's dreams is the right choice.

I am fortunate to have understanding and supportive husband, parents, and children who embrace my passion and support me wholeheartedly. The invaluable assistance of exceptional nannies and household help allows me to delegate tasks I don't enjoy, enabling me to spend quality time with my family and focus on my work.

5. WHAT'S YOUR MOTIVATIONAL MANTRA? ANY PIECE OF ADVICE FOR ASPIRING WOMEN LEADERS IN EDUCATION.

"Remain grounded." The education and privileges that have allowed me to pursue my passion are not solely my own, but have come to me by chance. I am fortunate to have been born into a family that provided me with numerous opportunities. Finding a partner who shares my dreams and supports me has been a stroke of luck. During times of success, I remind myself to stay rooted and dedicated to my work, recognizing that highs, like lows, are transient.

"Never stop learning." I take pleasure in delving into books on education, parenting, and child development, integrating reading into my daily routine whenever possible. I eagerly enroll in training programs that allow me to expand my skills and knowledge base. I perceive challenging situations as avenues for personal development. The grays hidden beneath my colored hair, represent nuggets of wisdom derived from rich life experiences.

DR. JAYANTHI RANJAN

VICE CHANCELLOR , SHARDA UNIVERSITY, AGRA

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Beyond Boundaries

www.sharda.ac.in

In recent years, the Indian higher education system has witnessed several notable trends and challenges. One prominent trend is the growing emphasis on digital learning and technology integration. With the proliferation of online education platforms, NEP, revised NAAC approaches, Regional language focus towards learning, the widespread availability of digital resources, institutions are increasingly incorporating digital tools into their teaching methodologies. This trend not only enhances accessibility to education but also fosters innovation in curriculum delivery. However, challenges persist, particularly concerning the digital divide, where disparities in access to technology and internet connectivity hinder the equitable distribution of educational resources. Bridging this gap remains a pressing challenge for policymakers and educators alike.

Regarding recent Indian government budget spending on higher education, there has been a notable reduction of allocation towards infrastructure development and research initiatives. Yet, the government has recognized the importance of investing in state-of-the-art facilities and laboratories to bolster research capabilities and enhance the overall quality of education. Additionally, funding has been directed towards initiatives aimed at promoting interdisciplinary studies and fostering collaborations between academia and industry. However, despite these positive steps, there are concerns about the adequacy of funding, particularly in addressing the diverse needs of higher education institutions across the country. Furthermore, there is a need for greater transparency and accountability in budget allocation to ensure that funds are utilized effectively to address key challenges such as improving access, enhancing quality, and fostering innovation in Indian higher education.

Indian universities face several challenges in their quest to enter global rankings, despite notable achievements in various academic and research domains. One significant factor contributing to their struggle is the lack of adequate infrastructure and resources. While premier institutions like the Indian Institutes of Technology (IITs) and Indian Institutes of Management (IIMs) have world-class facilities, many other universities grapple with insufficient funding, outdated infrastructure, and limited access to cutting-edge technology. This disparity hampers their ability to compete on a global scale and impedes efforts to attract top-tier faculty and researchers. Another challenge is the emphasis on quantity over quality in higher education expansion efforts. India's rapid proliferation of universities, driven by the demand for increased access to education, has sometimes come at the expense of academic excellence. Many universities struggle with overcrowded classrooms, faculty shortages, and outdated curricula, which undermine their capacity to deliver high-quality education and conduct impactful research. Moreover, regulatory hurdles and bureaucratic red tape often stifle institutional autonomy and innovation, hindering universities' ability to adapt to changing global education trends and standards.

Additionally, there's a need for a paradigm shift in the academic culture and mind-set prevalent in Indian universities. While there's no shortage of talent and potential, a more pronounced focus on research output, international collaborations, and interdisciplinary approaches is essential to align with the criteria used in global rankings. Encouraging a culture of innovation, fostering a conducive research environment, and promoting academic freedom are crucial steps

toward enhancing the global competitiveness of Indian universities. Addressing these challenges requires concerted efforts from policymakers, administrators, educators, and stakeholders to prioritize quality, invest in infrastructure and resources, and foster a culture of academic excellence and innovation conducive to global recognition and competitiveness.

Let's analyse the situation regarding India's performance in the QS rankings. One of the primary factors contributing to the subpar quality of education and research in Indian universities is the insufficient and delayed funding. With a significantly higher number of universities compared to China, the funding allocated often falls short, leading to inadequate infrastructure, equipment, and resources. This deficiency directly impacts education and research quality, consequently affecting parameters such as academic and employer reputation in QS rankings, along with faculty citation rates in research.

Another significant issue facing Indian universities is their adherence to outdated curricula and teaching methodologies. Many institutions still rely on traditional approaches that fail to meet the evolving demands of the modern world, resulting in a skills gap among graduates. The skills that are listed are just taught but students have not learnt. There is gap. Each placement company that comes to campus emphasis this. Each HR manager always mention that they work on interns to unlearn college teachings. There is gap between what is needed in markets and what is taught. The UNESCO Science report of 2021 starkly noted that half of Indian graduates lack employable skills. This traditional mind-set inhibits internationalization efforts among students and faculty, ultimately reflecting poorly in QS rankings.

Furthermore, concerns about faculty quality persist in Indian universities. While some professors are highly qualified, others lack the expertise to teach contemporary courses effectively. The absence of foreign faculty members' further limits research output and international collaboration opportunities. Initiatives like direct admission schemes for international students, as outlined in the new education policy, should be enhanced to attract diverse talent and foster global partnerships, thus bolstering citation rates and international recognition.

Despite these challenges, recent initiatives demonstrate progress towards enhancing Indian universities' quality. Government-led efforts, such as the national institutional ranking framework, incentivize improvements in teaching, research, and infrastructure. Additionally, collaborations with international universities have spurred joint research projects and exchange programs, elevating India's standing in global academia.

while India has made strides in expanding its higher education sector, addressing funding, curriculum, and faculty quality remains imperative. There is an acute dearth of quality faculty, teaching faculty, research faculty, industry connected faculty. It's very difficult to expect from one single faculty all the mentioned roles. The national rankings have different criteria and international have different criteria. Some universities genuinely produce data but some create data. That's the pain point. In this genuine universities are lost out. Collaborative efforts between the government and universities, coupled with enhanced international engagement, are essential for Indian institutions to compete globally and garner recognition on the world stage.

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PRIYA ANAND

HEAD OF SCHOOL, MOUNT LITERA SCHOOL INTERNATIONAL

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PROGRESSIVE SCHOOLS NEED TO RECOGNIZE THE CRUCIAL ROLE OF ADAPTING AI TO EVOLVING TECHNOLOGY IN SCHOOLS

Here are some key ways they do this:

Digital Literacy: Incorporating digital literacy into the curriculum ensures students are adept at using digital tools for learning and productivity.

STEM Education: Emphasizing Science, Technology, Engineering, and Mathematics (STEM) subjects prepares students for tech-focused careers.

Coding and Computer Science: Teaching coding and computer science equips students with skills for the digital age, fostering problem-solving and critical thinking.

1:1 Device Programs: Providing each

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student with a device ensures equal access to technology, essential for learning and research.

> **PROGRESSIVE NATIONS UNDERSTAND THAT EDUCATION MUST EVOLVE WITH TECHNOLOGY TO PREPARE STUDENTS FOR THE FUTURE WORKFORCE**

High-Speed Internet: Ensuring schools have high-speed internet allows for seamless integration of online resources and tools.

Data-Driven Instruction: Analyzing student data helps educators make informed decisions on teaching strategies and interventions.

Virtual Collaboration Tools: Platforms for virtual teamwork prepare students for remote work environments.

Global Connections: Using technology to connect with students globally broadens perspectives and promotes cultural understanding.

Maker Spaces: Providing spaces with tech tools like 3D printers and robotics kits encourages hands-on learning and innovation.

Progressive nations understand that education must evolve with technology to prepare students for the future workforce. By integrating technology across the curriculum, ensuring access and training, and promoting innovative teaching methods, these nations empower their youth to thrive in a digital world.

DR. SRABANI BASU

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"Nikalnā ḳhuld se aadam kā sunte ayen haiñ lekin bahut be-ābrū ho kar tire kūche se ham nikle."

(Tales of man's expulsion from paradise reached my ears, but in stark, disrobed shame, I departed from your sphere.)

These immortal lines penned by Mirza Ghalib sum up employees' exit from an organization most poignantly. Most organizations become very active to retain certain employees after they put down their papers, and to put it in a jocular manner, these employees perhaps get noticed during their notice period; however, very few organizations take the root cause of such departures seriously and try to formulate remedial measures. Sometimes people join and leave silently, and the management does not pay any heed.

Let us not forget that organizations cannot run on their own. It is run by people who have somatic and cognitive responses to the way they are treated within the workspace. The word organization is derived from the Greek 'organon,' which means organ. From a biological perspective, an organ is defined as a collection of tissues networked in a particular way to serve a specific function. In terms of music, the word organ signifies a keyboard instrument consisting of several pipe divisions to create tones, which produce a symphonic effect when played. These definitions, coming from diverse disciplines, point to one distinctive commonality, which is arriving at a collective goal. No organ can function in isolation. There needs to be harmony in diversity. And people in any organization can work harmoniously when diversity is given its due respect.

There is a saying that 'people don't leave organizations; they leave their managers.' True, but the most appropriate deduction could be that people leave because of the feeling they experience at the hands of people in authority.

The common assumption is that people leave their jobs for money, workplace environment, desired career growth, etc. Well, all of this is true at the surface level, but at a deeper level, it is a very intense, unpleasant feeling that compels one to quit. Whenever a significant, unpleasant emotional event happens, what an individual experiences is a particular feeling associated with the experience of that event.

At its core, there is a feeling that triggers a thought, which in turn triggers a behaviour. This behaviour, in the case of an unresourceful thought, often culminates in a reaction and leads one to take action, which is finding an exit from the space that is no longer considered to contribute to the individual's safety, comfort, or growth.

Let us turn our attention to the reasons for attrition. One of the reasons for which employees decide to move on is the perception of limited career growth within their current organization. When individuals feel that their professional development has hit a plateau, they are more likely to seek opportunities elsewhere. Companies that fail to invest in motivating employees through training programs, mentorship, and clear career advancement paths may find themselves grappling with higher attrition rates.

Money matters, and inadequate compensation remains a significant driver of attrition. When employees perceive that their skills and contributions are not adequately rewarded, they become more susceptible to exploring job opportunities that offer better financial packages. Competitive salary structures, performance bonuses, and comprehensive benefits play a pivotal role in retaining efficient and resourceful employees.

In the modern workplace, the importance of a healthy work-life balance cannot be overstated. Employees increasingly prioritize

jobs that allow them to maintain equilibrium between their professional and personal lives. Long working hours, unrealistic expectations, and a lack of flexibility can lead to burnout, prompting individuals to seek alternative employment that offers a better balance. In fact, individuals work hard for their families, and when excessive workload forces them to neglect their family, the stress levels are bound to increase. Within no time, stress slips into the dark realms of distress, and in order to de-stress, people move on. Leadership plays a pivotal role in shaping the work environment. When employees feel disconnected from their leaders or perceive a lack of transparency, trust erodes and attrition rates rise.

When leaders within an organization choose control over compassion, the chances of attrition shoot up. Leaders need to know what drives their team members. Not everyone's motivational drive is the same. It is wise to know that one size does not fit all. Money may not be every employee's primary motivation. Some may get motivated by recognition and appreciation. The most important thing that any manager needs to remember is that humans are being and not resources. An individual can become what he aspires to be with the kind of motivation that is most appropriate to him. The culture within an organization can either be a driving force or a deterrent when it comes to retaining talent. An unhealthy or toxic work culture, characterized by discrimination, harassment, or a lack of inclusivity, can be a significant factor in attrition. Employees are more likely to leave an organization where they feel undervalued or where their well-being is compromised. Recognition and feedback are powerful motivators. Employees who feel their hard work and achievements go unnoticed may become disengaged and demotivated. Regular feedback, acknowledgment of
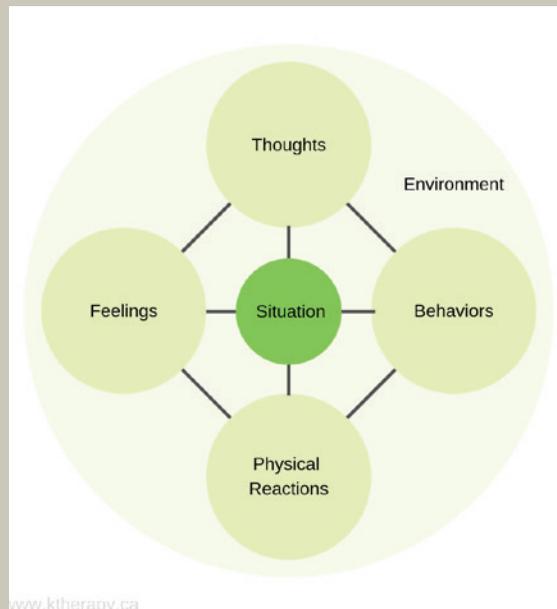
accomplishments, and a culture of appreciation can go a long way in retaining employees and boosting morale. In a rapidly evolving job market, employees often seek roles that offer long-term stability and security. Organizations that fail to provide a clear vision for the future and a sense of job stability may witness higher attrition rates. Career stability, encompassing both individual job security and the stability of the organization, is a crucial factor in employee retention. And last but definitely not least is when what is preached is not practiced. Employees are more likely to stay with an organization when they align with its values and mission. If there is a perceived disconnect between personal values and those of the organization, employees may feel a lack of purpose and seek employment elsewhere. All the above factors are reasons for attrition at a surface level only, but at the very heart of it there is either a feeling of insecurity, discomfort, frustration, dejection, humiliation, or suffocation. If the leaders at the top put in that extra effort to know their internal customers well, not only from their ability or efficiency quotient but also from what makes them happy, then most organizations can become healthy and a happy place to work.

SANCHITA RAHA

PRINCIPAL OF CHIREC INTERNATIONAL SCHOOL, NEW GACHIBOWLI CAMPUS

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NAVIGATING THE ROLE OF ARTIFICIAL INTELLIGENCE IN EDUCATION: A BOON OR A BANE?

Artificial Intelligence (AI) has become an indispensable tool in shaping the future of education. With its ability to analyse vast amounts of data, personalize learning experiences, and automate administrative tasks, AI has the potential to revolutionize the way we teach and learn. However, as we embrace the benefits of AI in education, we must also be mindful of the challenges and ethical considerations that come with its integration.

One of the key advantages of adaptive learning systems is the ability to accommodate diverse learning styles and preferences. Students can progress through the material at their own pace, following personalized learning paths that are tailored to their individual needs and interests. This flexibility promotes autonomy and self-directed learning,

empowering students to take ownership of their education.

Furthermore, AI-powered adaptive learning systems can dynamically adjust instructional content based on students' progress and performance. These systems use data analytics and machine learning techniques to continuously monitor students' progress and performance, allowing for learning experiences that optimize engagement and improve learning outcomes. Adaptive learning systems collect and analyse data on students' interactions with educational content in real-time. This includes their responses to quizzes, assignments, and other learning activities, as well as their behaviour within the system.

Based on the data collected, the adaptive learning system can dynamically adjust the instructional content presented to each student. For example, if a student demonstrates mastery of a concept, the system may present more challenging material or advance to the next topic. Conversely, if a student struggles with a particular concept, the system can provide additional support, such as targeted explanations, remedial exercises, or alternative learning resources.

By delivering content that is relevant and engaging to each student, adaptive learning systems can enhance motivation and engagement. Personalized learning experiences are more likely to capture students' interest and maintain their attention, leading to higher levels of engagement and participation in the learning process.

In addition to enhancing the learning experience for students, AI also has the potential to streamline administrative tasks for educators. From grading assignments to managing student records, AI-powered tools

can automate time-consuming tasks, allowing educators to focus more on personalized instruction and student support.

Moreover, AI analytics can provide valuable insights into student performance and learning trends, enabling educators to make data-driven decisions to improve teaching practices and curriculum design. By identifying areas of strength and weakness, educators can implement targeted interventions to support student success.

Despite the numerous benefits of AI in education, there are also challenges and ethical concerns that must be addressed. One of the most pressing issues is the potential for AI algorithms to perpetuate or amplify existing biases in educational systems. Without careful oversight and algorithmic transparency, AI-powered tools run the risk of reinforcing systemic discrimination and inequities.

Then, there's also the worry that AI-driven educational tools might prioritize standardized assessments and rote learning over fostering creativity and critical thinking skills. Since AI systems often rely on algorithms and predefined models, there's a risk of limiting the diversity of thought and problem-solving approaches that students might develop through more open-ended learning experiences. Additionally, some argue that over-reliance on AI tools could stifle creativity by narrowing the scope of exploration and experimentation in the learning process.

However, the most worrisome of all is that AI-powered tools like the Chat GPT increases the risk of academic dishonesty like plagiarism and cheating. AI-enabled essay generators and content summarizers facilitate students in bypassing the process of original research and critical analysis. Similarly, AI-based tutoring systems might provide students with shortcuts to correct answers without promoting genuine comprehension of the subject matter. This undermines the integrity of academic evaluation and certification processes.

The widespread adoption of AI in education raises questions about data privacy and security. As AI systems collect and analyze vast amounts of student data, there is a need for robust safeguards to protect sensitive information and ensure compliance with privacy regulations.

Lastly, there is a concern that overreliance on AI technologies may diminish the role of human educators and interpersonal interaction in the learning process. While AI can enhance efficiency and effectiveness, it is essential to strike a balance between technology-driven instruction and human-centered pedagogy.

Additionally, there is a risk that the integration of AI in education may exacerbate existing inequalities, widening the gap between affluent and underserved communities. Schools with limited resources may struggle to access and implement AI technologies, further marginalizing vulnerable student populations.

Despite these challenges, the potential of AI to transform education for the better is undeniable. By leveraging AI technologies responsibly and ethically, we can create more inclusive, adaptive, and personalized learning environments that empower all students to succeed.

In conclusion, the integration of AI in education represents a paradigm shift in teaching and learning. While AI offers tremendous potential to improve educational outcomes and experiences, it is essential to approach its implementation with caution and foresight. By addressing the challenges and ethical considerations associated with AI in education, we can unlock its full potential to shape the future of learning for generations to come.

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