

Ark VOYAGE



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Captain Speaks...

Requesting our need, that would enhance our LQC



The objective of LQC is not to change the others and their behaviour in order to get our way. It is to deepen our relationship based on LOVE.

Taking the practice of LQC (Loving Quality Communication) forward from Observing, Feeling, and Needing to its fourth skill, I talk about, Requesting. The first step in the practice of this skill is to avoid negative requests, which often provokes resistance. In requesting a need one has to make sure that positive language is used. The request should be in the form of concrete actions, rather than vague or ambiguous words. Often teachers are angry and amazed when the students do not respect them. For example, if a teacher requests for respect, it would be considered rather vague, and the students are confused.

It is important that when we make a request we are conscious of it. The clearer we are in our requests, the more likely that we get it. When our requests are vague, it is often possible, that the other is helpless to understand the request. It may even lead to frustrations in the other. If one senses that the request is not clearly understood by the listener, it would be profitable to ask the listeners to rephrase the request. This would ensure clear understanding of the request.

Request is different from Demand

In making a request, one should be careful to make sure that it should not appear as a demand. If one perceives the request as a demand, the response may turn out to be either submissive or rebellious. In either case, the communication gets alienated from LQC.

Requests are received as demand when listeners believe that they will be blamed or punished if they do not comply.

How could one recognize if the request has been perceived as a demand? If the child or student has experienced in the past, blame or punishment from the parents or teachers when they had not responded to their requests, then there is a higher likelihood that the requests from parents or teachers will be now heard as demands.



Captain Speaks...

When a request is not complied with, if one is ready to understand the mind or reason of the one who does not comply, then it would be indeed a request. But instead if one interprets the non-compliance of a request of rejection or a similar negative and alienating response then it would be a demand.

When we make a request avoid vague and ambiguous phrasing. Use positive action language by stating what we are requesting rather than what we are not.

Since the message we send is not always the message that's received, we need to learn how to find out if our message has been accurately heard.

An example of a mother, who observes that her son had not made his bed in the morning, and went to school. She felt very angry at this behavior of her son. She expressed her feelings to him when he came back from the school. She became aware of her need for order and neatness in the house. Then she made a request, asking the boy to arrange the bed immediately.

Here all the four steps seem to be followed well. She observed without evaluation. She got in touch with her feelings, and expressed them with 'I' language, without any judgment, or opinion; she became aware of her need. Finally she made a request. Now the boy did not comply with the mother's request. What followed was the key to distinguish the difference between request and demand. The mother told the son that he will be a lazy and irresponsible person all his life. Finally the mother concluded that her effort to practice LQC was a failure.

Now, if the mother realized that her effort was to love the boy more genuinely and unconditionally, how would she respond to the boy's refusal to comply with the mother's request?

Fear of corporal punishment obscures children's awareness of the love underlying their parents' demands.

Punishments also include judgments labeling and the withholding of privileges

Punishments, and fear of punishments diminish self-esteem and good will in children

- Fr. Joe Arimpoor sdb

Teachers Enhancement Program (TEP)



Institution Our Lady of Snow School

Place: Kullu, Himachal Pradesh

Dates: February 13 & 14, 2015

Resource Persons: Fr. Joe, Mukesh & Abi

Participants: 60 teachers

A Seminar with a Difference

The Seminar focused on the need to revitalize the school to rise to higher heights. The dynamic Principal and the Leader-Teachers were keen to make their school a Leader-School.



Fr Joe leads them to discover their insights

Both the Principal and the teachers remarked, at the end of the seminar, that **this seminar was a 'seminar with a difference'**. They identified the uniqueness of the seminar stating that it was a complete package. There were lectures, group work, problem solving sessions, singing, energizing fillers, and above all the accompaniment in identifying their insights from the seminar. The participants developed SMART-tested strategies to act upon their insights. This ensured growth both in their personal lives as well as in their professional lives.

The teachers were happy with the explanation of the current dictum in Don Bosco Schools: **"EDUCATION AND EVANGELIZATION" go side by side**. In fact, they dare to state that **EVANGELIZATION IS THE HEART OF THE EDUCATION MINISTRY**.



Teachers searching ways and means of sharing the 'Good News' with all

Fr. Joe was very emphatic in his statement that every person has to evangelize, whichever Religion he/she may belong. Evangelization is the sharing of the experience of living the 'Good News', the image of God that is implanted in every human being. Hence, it is not an optional luxury of only some religious persons. It is the mission entrusted to every human being. Hence, no human powers on earth have any right to control or take it away. In fact, RTE may appear as RIGHT TO EDUCATION. But **RTE** is more basic than right to education, when it is understood as **RIGHT TO EVANGELIZATION**.

"EVANGELIZATION is the process of sharing of the Joy of the experience and the living of the 'Good News' with others."

Teachers Enhancement Program (TEP)



Institution: St. Joseph's School

Place: Baramulla, Srinagar

Dates: February 23, 24 & 25, 2015

Resource Persons: Fr. Joe Arimpoor, sdb
and Mareena Thomas

Participants: 82 Teachers

***"The DAAD REVOLUTION" – 'The Olive branch
of peace from the Dove'***



The teachers identifying the most urgent challenge they need to respond to

The three day Seminar concluded with the firm decisions taken by the teachers:

1. To enhance their professional quality in teaching, they decided to read regularly and share their knowledge with their colleagues and the students. They realized that 'those who read are those who lead'. They wanted to be 'Leader-Teachers.'

2. Realizing that Technology and Education, as well as Computer Fluency are vital to move forward in updating oneself, the teachers decided that they would ensure not only that all the teachers will become computer literate, but they will become fluent as well in the use of computers and update their lesson plans with internet references.

To promote the Culture of Solidarity in the school the teachers decided to promote "the DAAD REVOLUTION" – Do An Ark a Day.

When the students do an Act of Random Kindness daily, it becomes a way of life for them. Such a practice makes them more loving and loveable. They go beyond all barriers of religion, caste, wealth, etc. and reach out to all. When love is practiced in action in this way, peace and harmony will return to this part of the world. The teachers realized that this was an urgent revolution that they should start in the school.

Both the Management and the resource persons were happy with the decisions taken by the teachers to take their school to greater heights. The teachers wanted more of such seminars.



"How to educate the students in the Culture of Solidarity?" - A concern of teachers

◇ ***The determining factor of a Good Quality school is the teachers .***

◇ ***The prime duty of the Principal is to empower the teachers and lead them to higher heights .***



☀ Teachers Enhancement Program (TEP)



Institution: Presentation Conv. Senior Sec. School

Place: Srinagar

Dates: February 26, 27 & 28, 2015

Resource Persons: Fr. Joe Arimpoor, sdb and
Mareena Thomas

Participants: 80 Teachers

A Good School planning to rise to a Great School

Presentation Convent Senior Secondary School, Srinagar has always been a good school sought after by most of the parents in Srinagar for decades. They have kept up the standards always. Now realizing the fast changing scenario in the field of education, the Management and the Principal were keen to search for ways and means to take their school to a status of 'GREATNESS'.

**Preventive System of Don Bosco
updated with insights from current
psychological and behavioral science
literature on one side and from a
multi-religious context of India on the
other side.**

The various aspects that impressed the teachers in this seminar were:

1. Moving from the present system of education, where an over emphasis is placed on the I.Q.- based education to a "WHOLE-PERSON Paradigm in education.
2. They noted the emphasis made by Fr. Joe, where the Spirit plays the most significant role in animating the PQ (Physical Intelligence Quotient), IQ and the EQ (Emotional Intelligence Quotient). In fact, he stated that this is the secret of all the Christian Schools.

3. The teachers felt the urgent need to deepen their mind-set into the New Pedagogy where there is no place for punishments, or an augmented rewarding system. They were already aware of some of the basic elements of this New Pedagogy. However, the integrated approach where Reason, Love, and God played the vital role in this new system was a revelation. When this system was presented in a professional way with references to the modern educational and psychological developments on the one side, and on the other side the success stories of its implementation for decades in certain schools, the teachers were convinced of this approach.

4. The teachers were more eager to acquire the skills required to practice this New Pedagogy proposed by Fr. Joe. Of course, the new mind-set should be accompanied by the appropriate skill-set. Perhaps the management should respond to this need with a few workshops on transferring these skills.

◇ *Experienced experts
remark that the practice
of this New Pedagogy
requires a dexterity with
the corresponding skills.*

◇ *This dexterity is
cultivated with a
persistent & continuous
loving patience.*

✦ Religious Animation Program (RAP)



Institution: Jammu and Srinagar Diocese
Place: Jammu
Dates: February 21, 2015
Par: Fr. Joe Arimpoor sdb & Mareena Thomas

Episcopal Ordination

Fr. Joe Arimpoor, sdb was happy to associate and congratulate the newly appointed Bishop of Jammu and Srinagar, Msgr. Ivan Pereira. What attracted Fr. Joe most in the new bishop was his motto:

“PAX NUNTIATA EST”

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Peace through Proclamation.



“Together let us proclaim the Good News”

The most powerful proclamation is through witnessing. Here at DB ARK we have the clarion call to the youth of North India, and Jammu and Srinagar in particular to usher in peace and harmony through the “**DAAD Revolution**” that we have started. **This revolution invites the youth to get a new mind-set of doing an ‘Act of Random Kindness’ to those in need.** The motivating factor for this initiative is to accompany the youth in discovering the “Good News” in each one. **This is a definite step in their journey “Towards Shores Beyond” (Motto of DB ARK).**

When ‘ARK’ (Act of Random Kindness) becomes a way of life, the ‘Good News’ gets incarnated in the person



Institution: Holy Family Sisters
Place: Burari, Delhi
Dates: February 20, 2015
Resource Persons: Fr. Joe Arimpoor, sdb
Participants: 25 Synaxis Members

The Right Leader for the Right Bus

Fr. Joe invited the participants to go beyond considerations of affiliations and personal and subjective factors. He assisted them to critically look at the current scenario of the Province and identify the challenges that the new Provincial has to face. Then he asked them to look at the Candidates proposed from whom they have to elect the Provincial.

The participants were presented with a list of thirteen qualities. They were asked to rate the candidates along the qualities listed on a ten point scale.

He concluded with the wise remarks of St. Thomas Aquinas on the one side and Peter Drucker on the other side

A Good Leader is a gift of God to an organization.

A Provincial is not merely a manager but more a leader who gives the right direction and chalks out the right path and ensures no deviation takes place.

St. Thomas Aquinas:

“Si Sanctus...Ora Pro Nobis” - If one is holy, let her pray for us

“Si Sapiens ... Doce Nos” - If one is wise, let her teach us

“Si Prudens ...Rege Nos” - If one is prudent, let her rule us

Peter Drucker:

“Do not promote based on potentialities, but promote based on achievements.”



Special Program



Institution: Don Bosco School

Place: Hyderabad

Dates: February 9 & 10, 2015

Resource Persons: Tania, Fr. Joe and Mareena

Participants: 50 teachers

YOUR BRAND– YOUR IDENTITY

If someone asked you what BRAND are you? Or what are the qualities that makes you different from the rest? – What would you say?

Fr. Joe and Mareena Thomas had an opportunity to meet Ms. Tania DeSa, one of the benefactors of DB ARK. But this time they met her as one of the trainers who promoted 'Personal Branding.'



Does the Brand of the Teachers define the Brand of the School?

Personal Branding are values that we live and work by. Your personal brand is the combination of strengths and skills that showcases your value. Your personal brand – differentiates you.

What makes you different than the rest and portrays your best all the time? Lets take Mother Teresa as an example. She is an idol for many. If you think about her entire life what were her espoused values and how far she lived it? Do we not find some connection between her values and the work she did? The work she did for the needy projected her values, thus her work was her Brand.

If you don't brand yourself, someone else will brand you.

In Personal Branding it is important to convey one's value proposition for a particular audience. A simple formula may be as follows:

***Your unique Strengths + Target Audience +
How you solve their problem
= Value proposition***

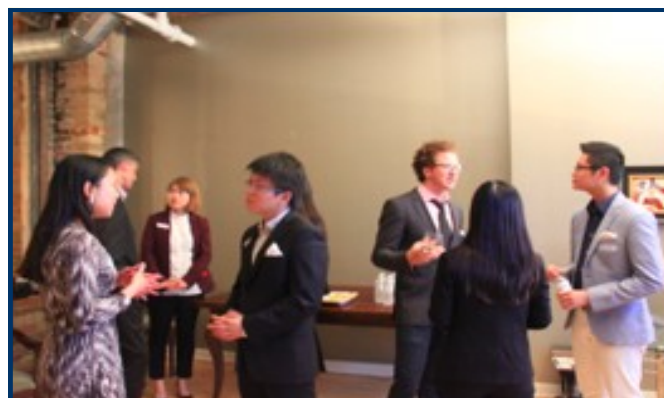


Ms. Tania at her best in Idea Storytelling– A powerful way of making your brand wanted by others

Storytelling was another aspect that she focused on. Storytelling is a skill in communicating your ideas to others in a way that others are compelled to act the way you want. There are basically three pillars to idea storytelling :

1. Study your stakeholders
2. Envision Success: As Stephen R. Covey said, "Begin with the end in your mind."
3. Build the story, with the formula of, What, So What, and Now What?

Building the Story: As a professional we need to make ourselves visible and communicate our ideas in a better manner, for which Idea Storytelling can be a good mode.



Personal Brand sharing in action

Special Program



Institution: Our Lady of the Snow School
Place: Kullu
Dates: February 15, 2015
Participants: Fr. Joe and DB ARK Team Leaders

TeLeRaPS: Identity and Responsibility of Team Leaders in focus

As the ARK sails ahead, towards shores beyond it keeps moving towards its vision of Holistic Quality of Life for the Young. But simply sailing out into the ocean without the right compass to the right direction would not help to reach the destination. In order to reach out to our vision, one of the key elements is Planning.



Each Team Leader reviews the progress of the work in their respective departments

Fr. Joe believes that Planning is the cornerstone leading any organization to greater heights. He believes in the integration of Mastery (Development in all the modern disciplines) and Mystery (Spiritual Dimension). The process of planning is very rigorously followed within the organization. At the beginning of the year the annual targets are set for all the departments, against which the quarterly targets are drawn up on the basis of which monthly and weekly targets are set.

The weekly targets help in the daily Planning, Implementation and Evaluation - P.I.E.

Compelling Score Board and the regular updated data analysis show the progress of the various departments. The targets are set in consultation with the team leaders and in order to follow up with the same, TeLeRaPS (Team Leaders' Review and Planning Session) on a monthly basis and PROPS (Project/ Program Review and Planning Session) on a quarterly basis are held.

This time TeLeRaPS was conducted in the beautiful valley of Kullu in Himachal Pradesh. One of the main reasons for taking the team leaders there was in order to mark their Identity. Through the discussions, the core team of the organization came out with the Key Result Areas to be worked upon. This was further purified by the Strategies formulated thereafter which were SMART tested.



DB ARK Team Leaders welcomed in Kullu in the Himachal's traditional way

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