

Ark VOYAGE



News Letter of Don Bosco Animation & Research Kendra, New Delhi

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Captain Speaks...

HIT REFRESH



“Hit Refresh”, no doubt is just a key on the computer. But if we reflect a little more on this concept, and its uses in the various spheres of our life - it has manifold applications.



Every person, organization, or even the society reaches a point at which they owe it to themselves to ‘hit refresh’ - to energize, renew, reframe, and rethink their purpose and relevance. If only it were as easy as pushing that little refresh button on our browser!

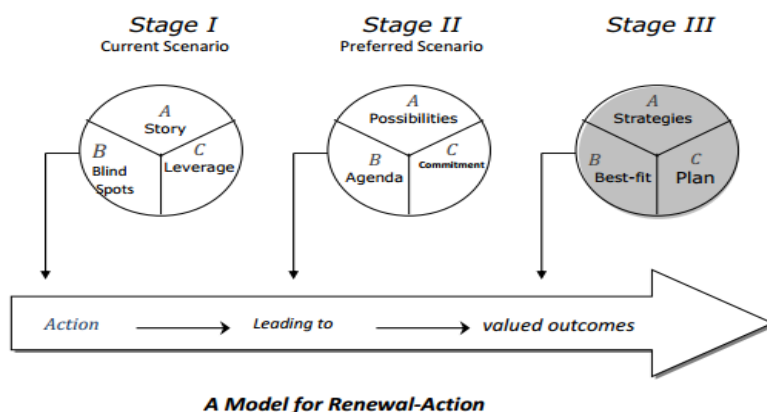
When congregations, provinces, organizations and institutions use this button from time to time, the transformation that emerges is significant, powerful, and often radical.

My experience, in the field of evaluative research among Religious Congregations, NGO’s, institutions, programs and services, is that the ‘hit refresh’ concept really works.

Leaders are the champions of overcoming constraints. They make things happen. They find a way to deliver success, to make things happen. They drive innovations that people love and are inspired to work on.



A HIT-REFRESH FOR AN ORGANIZATION





Captain Speaks...(Contd.)



When the answer to the basic questions, like ‘why do we exist in the first place?’, ‘why this organization?’, ‘what is the ultimate mission?’ are clear and updated, then, there arise further reflections on culture, ideas, and empathy that get into alignment. Further, the team, the community, or the stakeholders develop strategies that are significant, innovative, powerful, empowering and radical.

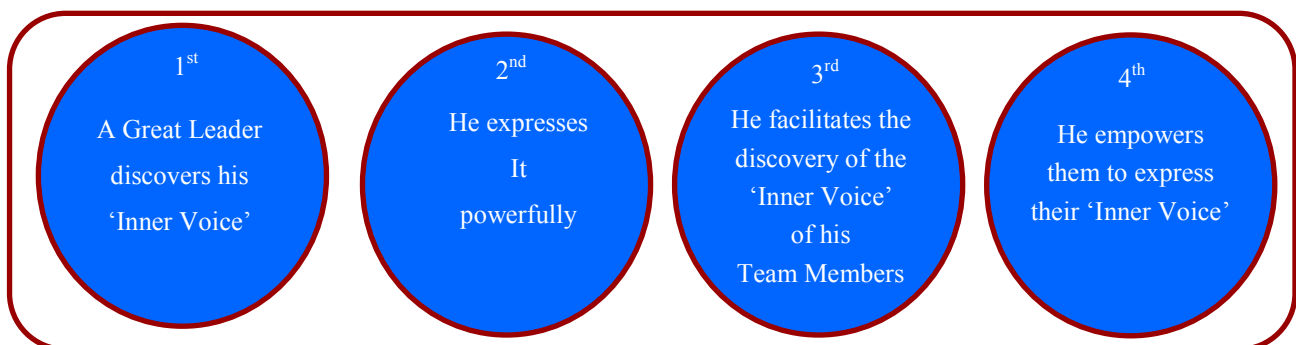
As a result new frontier ministries, prophetic interventions, radical reforms, and a total transformation emerge in organizations and institutes.

HIT REFRESH AND EMERGENCE OF NEW LEADERSHIP

With the ‘hit refresh’, the very style of leadership changes. The leaders get empowered to face uncertainty and intimidation, with passion. They are able to sacrifice their ego and personal agenda and put their team first. They empower the team and bring the best in everyone. When they make choices for the good of the organization, they then rally the team around those choices.

Not only that the leaders discover their ‘inner voice’ and express it, but they in turn facilitate the discovery of the ‘inner voice’ of the team members, and then empower them to express it with passion and commitment. These leaders are fully convinced that the inner voice is that what motivates and provides inner direction to apply and direct their capabilities.

The Style of the New Leadership



‘HIT REFRESH’ AND RENEWAL AND UPDATING OF CULTURE

With the ‘Hit refresh’ the organizations review the culture that is prevalent in the organizations. The questions that trigger the reformation of the culture are:

- a) Why are we here?
- b) What do we do next?

**Transforming a culture
to match the challenges
that an organization faces
is the biggest challenge for a leader.**



Captain Speaks...(Contd.)



‘HIT REFRESH’ leads you to revisit the vision and the mission of the Organization

The team members seek for a clear, tangible and inspiring vision. A precise and concise vision statement often propel the individuals and departments towards the purpose and destiny of the organization.

By communicating clearly and regularly, the sense of mission and the corresponding innovative interventions lead the organization to ever greater heights. A corresponding drive towards the cultural changes from top to bottom and vice versa.



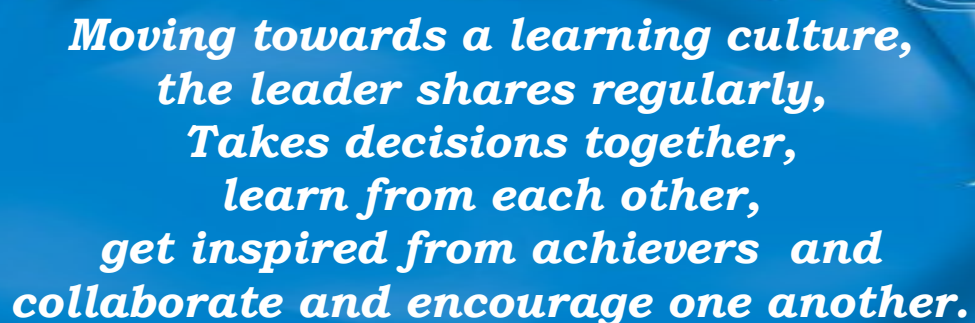
‘HIT REFRESH and the RIGHT PEOPLE IN THE RIGHT BUS

The ‘hit refresh’ forces the leaders to choose the right team in the right place. When needed, the leader introduces the ‘RASA’ (Re-Assigning, Scheduling, and Allocating) technique.

From a fixed mind set, every individual and every department moves to a “**growth mind set**”. The ‘**Non learners**’ are motivated to become ‘**learners**’. From walking along a ‘**straight line**’ People move to a lateral thinking, creativity and initiatives become the order of the day. Passion, toil and training help every member of the organization to soar higher and higher.

All these get propelled by empathy, which is a value accepted and celebrated universally. Empathy is essential to deal with problems everywhere, be it at home, or in an organization. To ensure targets are reached and execution gap is reduced, if possible eliminated.

RASA stands for: **Re Assignment** of personnel responsible (Team Leaders) who fail to reach the targets and **Re Scheduling** of the target date, so that execution is not by-passed if it is not completed by the stipulated date, **Re-Allocation** of resources; if the supply of adequate resources was the cause for not completing the task assigned to brings about a ‘growth mind set’ throughout the organization. The culture of an organization is that which sustains the ambitions, plans and takes them forward and make them happen. The culture has to be lived, and has to be passed on. At the same time it has to be a dynamic learning culture.



***Moving towards a learning culture,
the leader shares regularly,
Takes decisions together,
learn from each other,
get inspired from achievers and
collaborate and encourage one another.***

Captain Speaks...(Contd.)



We shall have the ‘right’ people in the right bus if every member is helped to identify their innermost passions and connect them in some way to the vision, mission and culture of the organization. (The CEO/ Director/ principal..is the curator of an organization’s culture.)An organization rises to higher lights.



A “Growth Mind-set” is a pre-requisite to initiate Hit-Refresh

A “growth mind-set” is about everyone in an organization having that mindset of being able to overcome any constraint, stand up to any challenge, making it possible for everyone to grow and thereby the organization grows. When the individual team members in an organization are imbued with the spirit of a growth mind-set the Hit-Refresh (The innovative renewal program) works effectively.

When an organization exercises a growth mindset by being client-obsessed (immersed/ engaged in the lives of the clients), diverse and inclusive in its reach out, then it makes a significant difference. Such a mindset goes against narrow and exclusive boundaries.



If the team members are endowed with / trained to a Growth Mindset, go then for a Hit-Refresh in your Organization.

Instead if your team members are stuck to a fixed mindset, Hit-Refresh may not be ‘your cup of tea’. You need a different diagnosis and treatment plan!



Individual empowerment is the key to change the dynamism of a culture that can lead the organization to its synergetic output.

- Fr. Jog Arimpoor, sdb



PYYAR Movement



Institution: Carmel Girls inter College, Lucknow.
Program : YAP (3D) Life Skills
Dates: 10th & 11th January , 2018
Animators: Fr. Joe Arimpoor, Mr. Abhishek ,Ms. Sneha
 Ms. Himanshi , Mr. Sekhar



Fr. Joe explains the rationale of the 3-D program

Institution: RC School, Ranchi
Program: PYYAR in Ranchi
Dates: 8th—12th January 2018
Animators: Mr. Bijaya, Mr. Allwyn, Mr. Robin
Participants: 150 Students



Bijaya invites the students to join the PYYAR movement

Another World is really possible if we can break down the barriers of color , caste , wealth, and any other discrimination. The very name of the PYYAR movement denotes LOVE, which alone can bring about this



The participants were unanimous in stating that this program should have been given to us much earlier.

One participant: “If only I knew earlier, how to improve my self-esteem it would have made a big difference in accepting and loving myself”.

Another participant: “ The 3-D program helped to understand my role in building up the family. I took a decision to appreciate and complement my mother for all the wonderful work that she does for me”.

A teacher observed that the variety and the dynamism of the animators mad the students to undergo a joyful learning experience.

The principal remarked at the end of the program: “Now I understand why the team leader demanded that the program should be conducted in small groups where participation will be high, and personal attention and individual follow-up will be the special features”.

Institution: MGM , School, Patna
Program: PYYAR in Patna
Dates: 13th– 17th January 2018
Animators: Mr. Bijaya, Mr. Allwyn, Mr. Robin



Bijaya invites the students to join the PYYAR movement

It is very encouraging for the PYYAR team when the principal and the management of a school understand s the goal of the Movement and make it their own. Such a Movement is really the need of every school to bring about the transformation of our society to a new world “Another world is possible”

Special Programs



Institution: Angadikadavu (BSW Students)
Program : Organization Visit to DBARK
Dates: : 4th January 2018
Participants : 30 Students
Animators: Fr. Joe Arimpoor, Teresa, Sneha, Himanshi, , Allwyn



Fr. Joe the Director of the DBARK explains various projects to the BSW students of DON BOSCO Angadikadavu Kerala

The students identified a few special features that makes **DBARK** a Social Work NGO with a difference:

1. The Vision and the Mission of the **DBARK** is clear and challenging.
2. There is a 'common thread' that runs through the various social work interventions of the institute.
3. The Dynamism and the creativity of the **DBARK** team are evident in the various projects initiated in the institute.
4. The **R & D** (Research & Development) department plays a vital role in starting new projects which are relevant and the need of the hour.
5. The projects: **PYYAR** Movement, and **VOC** (Voice of Children) are particularly meant to reach out to the poor and the marginalized young.
6. **DBARK** surprised us with the newer and the newer projects, all springing from social work philosophy— Shamrocks, **GNP** (Good Neighborliness Project), **DM** (Digital Ministry).

Institution: DBARK
Program : Annual Review & Planning Session
Dates: : 5th January 2018
Participants: : Fr. Joe, Bijaya, Sekhar, Allwyn, Sneha, Himanshi, Abhishek, Teresa, Robin.

DBARK TEAM at its Annual Review & Planning Session

DBARK has developed a systematic way of Planning, Implementing, and Evaluating its various activities on a regular basis: Daily, Weekly, Monthly , and Tri-monthly. Based on this Annual Review & Planning takes place.



Ms. Anjana Alex explains the success of YAP Promotional initiatives

One of the main tasks of **APS** (Annual Planning Session) is to set the annual targets for each projects and convert them into quarterly targets.

Another significant task of this session is to review the effectiveness of the strategies used in the previous year to reach the targets and developed new strategies which are **SIPER** ones (Significant, Innovative, Powerful, Effective and Radical).

A third and very powerful outcome of the session is the inspirational and motivational dimension of this meeting. The Director speaks with clarity of the vision, and the passion that he injects to the team is remarkable.

Don Bosco Feast

Institution: Don Bosco Ashyalayam
Program : Don Bosco Feast
Date : 30th January 2018



The Dignitaries and the audience at the function



Ashalayam & Snehalaya boys and girls at their best in Bahubali

The Highlight of the program was the rendition of BAHUBALI a musical drama by the boys & girls of Don Bosco Ashalayam & Snehalaya of Palam. The performance was so good and so well synchronized that if the Bollywood Directors were present, surely some of the artists would have been selected for the forth coming movies.

CONGRATS to the Director & the Artists !

Wedding of Rubina a member of the DBARK Team

Program : Rubina's Wedding
Dates: 28th January, 2018



HUSBAND AND WIFE
TOGETHER FOR LIFE

We realize that we have to learn
now
THE LANGUAGE OF LOVE!



FJAF (Fr.Joe's Ark Family)



DB ARK expresses its gratitude to **“Fr. Joe’s ARK Family Members”** - the Support Group that enables DB ARK to fulfil its mission in favour of the youth especially the poor and the marginalised - by regularly praying for them and their intentions.

On every 19th, a Special Mass is offered for the same where all the Team Members join with the Director.

You are invited to become a member of **“Fr. Joe’s ARK Family”**
By making a small contribution either monthly or from time to time.



You may

1. Draw the cheque in favour of: **“Don Bosco ARK”** or
2. You can transfer the money to: AC Name: Don Bosco ARK,
AC# 13020100235970,
IFSC: FDRL0001302
The Federal Bank, Nehru Place,
New Delhi

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DON BOSCO ANIMATION & RESEARCH KENDRA

WZ-1211

Ashram Gali, Palam Village

New Delhi-110 045

Ph:+91 -9212475683/9868175683

donboscoark@gmail.com

joearimpoor@gmail.com



<http://dbarkpalam.blogspot.in>



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Towards shores beyond