

Pro-Active Principals of India 2023

Increasing environmental **Complexity** and **Ambiguity** require organizations to rely on their members' proactive behaviors to deal with potential **volatile & chaotic** occurrences surrounding the organizational functioning. Individuals respond these occurrences by displaying various proactive behavior forms to build predictability islands in ocean of **Uncertainty**. In this context, **Principal Proactivity** is one of key determinants of effectiveness of schools functioning in complex and ambiguous environments.

1. Understanding ENVIRONMENT
2. Visualize the RIGHT ONE
3. Put First things on PRIORITY
4. COLLABORATION
5. COMMUNICATION
6. COOPERATION

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Pro-Active PRINCIPALS 2023



Making Things HAPPEN
instead of waiting for them to
OCCUR

Transforming **VUCA** to **5THIRTA** Stability
VOLATILITY
UNCERTAINTY
COMPLEXITY
AMBIGUITY
स्थिरता



- Being Pro-Active
- a) Self-motivated behaviour to bring **CHANGE**
 - b) Power of Self-analysis to evaluate the circumstances, weigh the alternatives and then choose the best option to make decision.
 - c) Standing by the Decision(s) Taken
 - d) Having a Sense of Ownership and Responsibility.
 - e) Adverse Conditions or Circumstances don't lower the zeal or Enthusiasm of Proactive People.

Architecting &
Advancing The Future
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Contact Information of the **Pro-Active Principal**

Name of the **Pro-Active Principal** *

First

Last

Email ID (Official)

Email ID (Personal) *

Mobile Number *

Pro-Active Principals of India 2023

Institution Serving (Currently) *

School Website *

Address for Communication *

Street Address

Address Line 2

City

State/Region/Province

Postal / Zip Code

Country

Social Media Profile(s) of the Pro-Active Principal

Twitter Handle (If Any)

We strong encourage you to create a Twitter Handle of yours to participate in the larger educational conversation

Facebook Profile (If Any)

LinkedIn Profile (If Any)

Instagram Account (If Any)

YouTube Channel (If Any)

Being an educator par-excellence it's advisable for you to have a personal youtube channel whereby you can express yourself...

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Financial Contribution

ReTHINK INDIA Initiatives are predominantly Community Funded to maintain the Editorial Integrity & Independence and to remain focussed on the chosen Community Agenda.

A nominal financial contributions of **Rs 5555 or more** is thereby being sought to cover up for the organizational expenses. This ensures the creation of a self-sustaining independent platform of recognition without being dependent on sponsored interests.

Payment of the Registration Fee is in no way an assurance for the receipt of the commendation, which is strictly based on the nomination details.

Banking Details for NEFT/IMPS/Cheque Deposit
A/C Name : **RETHINK INDIA FOUNDATION**
A/C NO. 49960200000174
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{Clarification :: The Fifth Character after 'B' is a Zero}
BANK OF BARODA
BRANCH: YAMUNA EXPRESSWAY, UP
Branch Code: YEIDAX
PAN Number :: AACTR8476P

In case there is any query or clarification, please feel free to contact **Dr. Surbhi Vaish**
(Whats App: 9910050597)

IMPS/NEFT/Cheque REFERENCE Number *

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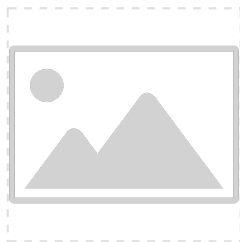
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Action Photographs of Pro-Active Principal

As a part of the Pro-Active Principals of India drive, we undertake an elaborate personal branding exercise whereby your high-resolution action photographs do come handy. Take your time, compile some 10 best action photographs of yours

Photograph ONE



sample.png

Pro-Active Principals of India 2023

Photograph TWO



sample.png

Photograph THREE



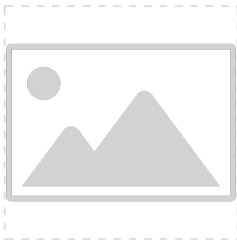
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Photograph FOUR



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Photograph FIVE



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Photograph SIX



sample.png

Photograph SEVEN



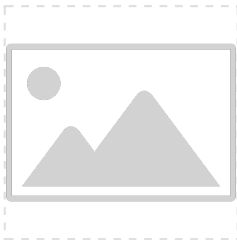
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Photograph EIGHT



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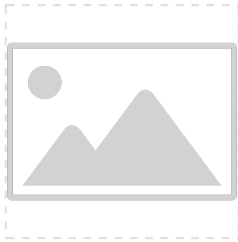
Photograph NINE



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Pro-Active Principals of India 2023

Photograph TEN



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Educational & Professional Qualifications

Highest Accomplished Degree *

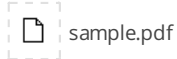
Year of Accomplishment *

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Alma Mater *

Percentage/Grade/GPA *

Upload the Updated Professional CV *



An elaborate note on the **Professional Qualifications** garnered on the way by way of various focussed training programmes... *

Details of Top 3 Commendations/Awards Bestowed Upon with respective Citations which establish your credentials as a **Pro-Active Principal** *

(Give Weblinks to substantiate your claims wherever possible)

Elucidate as to why you should be accorded the title of Being a **Pro-Active Principal** of India? *

Be Brief, to the point and Convincing.

State as to how shall you use this coveted title of **Pro-Active Principal** to further your personal mission and vision of education... *

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The Pro-Activeness **AshtaDashi Compact (ProAPC-18)**

ProAPC#1. What amount of your WORK TIME do you spend to "**Dream & Plan for the future**"? *

ProAPC#2. How **frequently & intently** do you **Journal your challenges** contemplating the hard part you face each day saving hours of work, headaches, and clean up later in the day/week/academic year? *

- Daily
- Once a Week
- NEVER
- Other

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ProAPC#3 :: How firmly & confidently you say **NO to ACTIONS** which are **NOT ALIGNED** with your **CORE VALUES**? *

- Not ABLE TO
- After AMPLE Consideration
- At ONCE

When we do things aligned with our values we are ENERGISED. When we act outside of our values, we get DRAINED. We also find ourselves doing too much and in danger of "running in the red", making us ReACTIVE.

ProAPC #4 :: What's the index of your **Deep Understanding** as to what creates the **most value** for your organization? How do you Pro-Actively accomplish the same? *

Busyness is not the same as DEEP WORK. We all feel good crossing things off a list, but that doesn't mean we devote our TIME & ENERGY towards meaningful work.

ProAPC #5 :: Being a Pro-Active Principal, How do you over come **the Tyranny of the Urgent** and make **Urgent secondary to significant**? *

ProAPC #6 :: Being a Pro-Active Principal, in what all ways do you create **Equanimity between Opportunities & Challenges** and translate the latter into former? *

ProAPC #7 :: How adept are you in **Second-Order Thinking** being a Pro-Active Principal?

Second-order thinking is our ability to think past the immediate consequences of a given decision. If we fail to consider 2nd and 3rd order consequences, we are VULNERABLE and potentially will have to clean up a major mess in the future.

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ProAPC #8 :: How sturdy is your **Feedback/Follow-Up Loop** as a Pro-Active Principal? *

Feedback/Follow-up Skills are way beyond Excellent Communications Skills, which can only make one an Effective Leader, NOT a Pro-ACTIVE One..

ProAPC #9 :: Building the **INSTITUTIONAL LEADERSHIP CAPACITY** is a VITAL component of Being a Pro-ACTIVE Principal.

Explain your personal process of Leadership Development and a **Long List of LEADERS** (along with their Contact Details - Email; Mobile) along with the **Leadership Area** of theirs created under your Command....

*

There is an incredible investment of TIME, ENERGY & TRUST at the front-end of DELEGATION, but building the CAPACITY of other LEADERS sets them up for future success as well as frees your time up to be more proactive.

ProAPC #10 :: What's your personal style as a Pro-Active Principal towards taking a **CURIOS STANCE** & making room for **POSSIBILITY** by asking simple questions like **What if ...? We can if ...?**

*

Managers have ANSWERS but Pro-Active Leaders ASK questions to entertain POSSIBILITIES....

ProAPC #11 :: How do you, as a Pro-Active Principal **Transform Your Institutional Limitations** — lack of time, money, resources, attention, know-how— into Advantages by seeing in them the Opportunity for transformation by traversing from the initial "**victim stage**" into the "**transformation stage**" invoking the **mindset**, innovating **methods** and instilling the **motivation** to do so....

*

ProAPC #12 :: Being a Pro-Active Principal, you are meant to examine on a regular basis as to how the Institutional Culture gets **stuck with routines** that blinds from seeing opportunity along **new paths**...How often and in which all contexts you undertake this exercise? *

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ProAPC #13 :: Pro-Active Principals are mandated to **Ask Propelling Questions** to help the Institution under consideration Break Free of conventional paths and put the **most pressing and valuable constraints** at the heart of the transformational process. Elucidate with an Example to this effect....

*

ProAPC #14 :: Pro-Activeness entails to Adopt a **Can Mentality** focused on **"How,"** NOT "if". Illustrate with a Case in your Institutional Context, whereby you have exemplified this trait.

*

ProAPC #15 :: Exploring & Excavating the Access to the **Abundance of Institutional Resources** to be found all around (but missing the normal cognition due to fixed pathways) is a Vital Link for Pro-Active Transformation of Constraints...Present an Anecdotal Reference to this effect from your Institution...

*

ProAPC #16 :: How as a Pro-Active Principal, you tend to Activate the **High-Cctane Mix of Emotions** necessary to fuel the tenacity required for meeting the Institutional Challenge at Hand...An example would be instructive to this effect...

*

ProAPC #17 :: In a world of seemingly **ever-increasing constraints**, driven as much by an **overabundance of choices and connections** as by a scarcity of time and resources, how you as a Pro-Active Principal envision, prioritise respond determining the overall progress of your Institution... *

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ProAPC #18 :: Pro-Active Principals spend time to craft a **Meaningful Family Focussed Personalised Robust, Remarkable & Ambitious Vision for their Institution...which is **INSPIRED, SPECIFIC, UNIQUE, WIDELY DISTRIBUTED, REVIEWED REGULARLY, and MEMORABLE one**, reverse engineering the same, you as a Pro-Active Principal create the Futuristic Pathway for your Institution...Have you **CURATED ONE?** Do Share the Key Facets... ***

Prioritize yourself and your needs and you'll be able to serve your family and your school at a much higher level. That's why they tell air travelers to put their own oxygen mask on first. You can't help anyone else if you are suffocating.

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Contrasting Pro-Activeness with Reactive Leadership

The downside of **Reactive Leadership** is much greater in times of **rapid change**.

You ask people what they want, do surveys and then it comes: you have the perfect plan, with a polished powerpoint,

for the coming weeks! The problem is that reality has already shifted and moved on. You're constantly in catch-up mode and **never in the driver's seat again**.

Reactive Leadership can work well in a predictable world. It doesn't work so well in an **unstable world**.

What instigated you to transcend from a Reactive Leadership to a Pro-Active One? **Give 5 such instigations/insights which catalysed this much need transformation...**

1. Instigation/Insight ONE accentuating **Re-Active to Pro-Active Transformation ***

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2. Instigation/Insight TWO accentuating **Re-Active to Pro-Active Transformation ***

3. Instigation/Insight THREE accentuating **Re-Active to Pro-Active Transformation ***

4. Instigation/Insight FOUR accentuating **Re-Active to Pro-Active Transformation ***

5. Instigation/Insight FIVE accentuating **Re-Active to Pro-Active Transformation ***

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Pro-Activeness Quintet

#1 Self-Initiated behavior to bring **CHANGE**

Pro-Active Leaders distinguish the underlying principles - such as **motives & trends** - from the daily noise.

This requires a constant analysis of the '**first principles**'.
Learning, Researching, Understanding, Asking 'why?' five times,
all of this helps to develop **thinking in first principles**
& **need to experiment and adapt** according to the results.
Great Pro-Active leaders set themselves a **Framework for Constant and Structured Experimentation.**

Present five such examples of Constant & Structured Experimentation and their eventual outcomes undertaken by you as a Pro-Active Principal...

1. **Constant & Structured** Experimentation ONE *

2. **Constant & Structured** Experimentation TWO *

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3. Constant & Structured Experimentation THREE *

4. Constant & Structured Experimentation FOUR *

5. Constant & Structured Experimentation FIVE *

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Pro-Activeness Quintet

#2 Power of **Self-Analysis** to **evaluate the** **circumstances, weigh the** **alternatives** and then **choose** **the best option** to make decision...

Having a **Strong Inner Compass** is essential for exercising Self-Leadership. They have their **own scorecard** *for what is right or wrong*. From this and from self-reflection they get the **strength to act**, also against hardship.

Present **5 such Fascinating Facets of your Inner Compass** as a Pro-Active Principal...

1. Fascinating Facet ONE of **Inner Compass** for **Self-Leadership** *

2. Fascinating Facet TWO of **Inner Compass** for **Self-Leadership** *

3. Fascinating Facet THREE of **Inner Compass** for **Self-Leadership** *

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4. Fascinating Facet FOUR of **Inner Compass** for **Self-Leadership** *

5. Fascinating Facet FIVE of **Inner Compass** for **Self-Leadership** *

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Integral Humanism FORUM 2023
Chairman: Sri. M. K. Das
President: Sri. M. K. Das
Vice President: Sri. M. K. Das
Secretary: Sri. M. K. Das
General Secretary: Sri. M. K. Das
Treasurer: Sri. M. K. Das
Member Secretary: Sri. M. K. Das
25th September 2023
Chennai, India

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Pro-Activeness Quintet

#3 **Standing by the Decision(s) Taken**

Reactive leadership is waiting for what others do and then finding the optimal solution.

Proactive leadership is to continue and follow one's own course.

The downside of proactive leadership is that **sometimes you can go in the wrong direction** and move too fast.

You Stand-by with your Decisions, once you have a **Vision that Bends Reality**. **Great Pro-Active Leaders have a Image of the Future....**Just asking people what they want is not enough.

Amidst such a situation, how you have **managed to Stand-By the Decision(s)** Taken and Mould it further to meet the **rapidly changing circumstance(s)** sticking to your **Pro-Active Vision of Future...**

Present **5 Such Circumstantial Instances** from the recent Past to this effect....

1. Circumstantial Instance ONE - **Standing by** your Decision - anchored in the Vision of Future *

2. Circumstantial Instance TWO - **Standing by** your Decision - anchored in the Vision of Future *

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3. Circumstantial Instance THREE - **Standing by** your Decision - anchored in the Vision of Future *

4. Circumstantial Instance FOUR - **Standing by** your Decision - anchored in the Vision of Future *

5. Circumstantial Instance FIVE - **Standing by** your Decision - anchored in the Vision of Future *

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#4 Having a **Heightened Sense of Ownership & Responsibility...**

While having a Vision of Future that bends Reality is a foundational qualification for being a **Pro-Active Leader**, living the 'principle of fire' is equally important to translate that Vision into a Vital Reality...

If there is a problem, Pro-Active Leaders act quickly. If a fire is still small, it is easy to extinguish. But as soon as it expands, it is almost impossible to control.

Pro-Active Leaders Extinguish the **FIRE** while it is still small. If they have to **panic**, they panic early. The **ability and courage** to do so is an essential requirement for Pro-Active leadership.

Establish your **Pro-Activeness** in the aforesaid context by way of at least **5 Cases** whereby you displayed a **Heightened Sense of Ownership & Responsibility** as a Principal whereby you applied the FIRE principles and eventual impact in each one of them...

1. **Case ONE** Displaying a Heightened **Sense of Ownership & Responsibility** duly applying the FIRE principle *

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2. **Case TWO** Displaying a Heightened **Sense of Ownership & Responsibility** duly applying the FIRE principle *

3. **Case THREE** Displaying a Heightened **Sense of Ownership & Responsibility** duly applying the FIRE principle *

4. **Case FOUR** Displaying a Heightened **Sense of Ownership & Responsibility** duly applying the FIRE principle *

5. **Case FIVE** Displaying a Heightened **Sense of Ownership & Responsibility** duly applying the FIRE principle *

Increasing environmental Complexity and Ambiguity require organizations to rely on their members' proactive behaviors to deal with potential Volatile & chaotic occurrences surrounding the organizational functioning. Individuals respond to these occurrences by displaying various proactive behavior forms to build predictability islands in ocean of Uncertainty. In this context, principal proactivity is one of key determinants of effectiveness of schools functioning in complex and ambiguous environments.

1. Understanding ENVIRONMENT
2. Visualize the RIGHT ONE
3. Put First things on PRIORITY
4. COLLABORATION
5. COMMUNICATION
6. COOPERATION

re:think india

Pro-Active

PRINCIPALS 2023



Making Things HAPPEN
instead of waiting for them to
OCCUR

Transforming VUCA to 5THIRTA

VOLATILITY
UNCERTAINTY
COMPLEXITY
AMBIGUITY

स्थिरता



Being Pro-Active

- a) Self-initiated behavior to bring CHANCE
- b) Power of Self-Analysis to evaluate the circumstances, weigh the alternatives and then choose the best option to make decision.
- c) Standing by the Decision(s) Taken
- d) Having a Sense of Ownership and Responsibility
- e) Adverse Conditions or Circumstances don't lower the Zeal or Enthusiasm of Proactive People

Architecting &
Advancing the Future
of Bharat

Increasing environmental **Complexity** and **Ambiguity** require organizations to rely on their members' proactive behaviors to deal with potential chaotic occurrences surrounding the organizational functioning ushering Organizational **5THIRTA (Stability)**. Individuals respond these occurrences by displaying various **proactive behavior** forms to build predictability islands in ocean of **Uncertainty**. In this context, **Principal Proactivity** is one of key determinants of effectiveness of schools functioning in **Volatile** environments.

Pro-Activeness Quintet

#5 Adverse Conditions or Circumstances don't lower the Zeal or Enthusiasm of Pro-Active People...

Give upto **5 occurrences** of such Adverse Conditions or Circumstances in the Institutional Context which **didn't deter you** - the **Pro-Active Principal...and you kept on listening to others**, to stay in touch with reality; had reflections & discussions to overcome the same...

1. **Adverse Condition/Circumstances ONE ***

2. **Adverse Condition/Circumstances TWO ***

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3. Adverse Condition/Circumstances THREE *

4. Adverse Condition/Circumstances FOUR *

5. Adverse Condition/Circumstances FIVE *