



ST. XAVIER'S INSTITUTE OF EDUCATION, AUTONOMOUS



XAVIER'S LEADERSHIP EFFICACY DEVELOPMENT (XLED)

IGNATIAN LEADERSHIP - TOWARDS HOLISTIC EDUCATION
A Report- MAY 2023

INTRODUCTION

The St. Xavier's Institute of Education, Autonomous, Mumbai organized under Xavier's Leadership Efficacy Development (XLED) an inaugural program on Ignatian Leadership.

This was organized for the First Year B.Ed. Students on 18th May 2023 from 2:20 p.m. There were 48 students present for the session. The resource person invited for the Session was Fr. Wesley D'Costa SJ.

Prof Vini Sebastian . the Principal in Charge also encouraged the students to be participative and engaging during the session.

ABOUT THE RESOURCE PERSON

Father Wesley D'Costa SJ is a Jesuit priest belonging to the Bombay Province. He has completed his engineering studies (B. E.) in Information Technology from Don Bosco Institute of Technology. After which he worked for two years at Capgemini Consulting, an IT company in Mumbai for two years. Following which he joined the Jesuits to be a priest. As part of the formation to be a priest, he has done his Masters in Philosophy from Loyola College Chennai. As a Jesuit he has worked at Snehasadan - a home for street children and also at Gnanmata Adivasi School at Uplat, Talasari. Fr Wesley was also assistant parish priest at Our Lady of the Sea Church at Uttan. Presently he is working as the Administrator at Maharashtra Prabodhan Seva Mandal at Nashik.

From the 1st of June, 2023 he will be taking over as the director of the retreat house at Vinayalaya, Andheri, pre novitiate director (i.e. incharge of those who newly join to be priests) and co-ordinator for the Ignatian Spirituality platform in the Bombay province of Jesuits.

INAUGURAL SESSION

As it was the inaugural session, the faculty coordinator Ms Kalpana Chavan gave a brief input on the working of XLED. Ms Kalpana Chavan oriented about the inception and the



different activities of the program. The major goals of XLED were pointed out and a little information about the initiatives over the years was presented.

The 7 Cs of leadership theory was also introduced on which the program of X LED was based. The faculty coordinator also focussed on how leadership is everyone's option and responsibility. Ms Kalpana Urged the students to take initiative to learn and through this program, madam assured that we can develop efficacy to leadership skills.

Ms Kalpana Chavan then introduced the resource person to the students and expressed the appreciation of being there for the student teachers with earnest and in-depth preparation.

SESSION ON IGNATIAN LEADERSHIP

Efficiency or Efficacy

Fr Wesley DCosta SJ started the session with deconstruction of the XLED program , and especially brought out the significance of the word 'efficacy' and hw it was different from efficiency. Fr. Emphasized that efficiency is required , that is completing the work,



reaching desired outcomes but it need to have the efficacy too. In efficacy there is purpose, quality and care for the work. It is not mere completion of work but how it is completed is also essential. So as we are now being pushed to efficiency, there is a need to be

conscious of efficacy too.

Fr Wesley beautifully connected to the leadership skills of focussing on efficiency but with efficacy too, to be sensitive to the context of the students, society and achieving our goals with emotions of love and fellowship. This was a part of Ignatian leadership which inspired student teachers to follow in their life too.



What is Success ?



Fr. Wesley presented the theme of Ignatian Leadership in an interactive and encouraging technique using brainstorming, music review and documentary review. Fr asked pertinent questions like – what is success that is understood by us generally, what is success according to you as students, as pre-service teachers?

A small group activity was conducted by deliberating on the poem –

What Is Success

--- by Ralph Waldo Emerson

*To laugh often and much;
To win the respect of intelligent people and the affection of children;
To earn the approbation of honest critics and endure the betrayal of false friends;
To appreciate beauty;
To find the best in others;
To give of one's self;
To leave the world a bit better, whether by a healthy child,
a garden patch, or a redeemed social condition;
To have played and laughed with enthusiasm and
sung with exultation;
To know even one life has breathed easier because you
have lived -
This is to have succeeded.*



Within the group of 6, students discussed the importance of success beyond the practical understanding, to the lofty but simple connotation of the word success. Then one member from each group read out their own understanding of the poem from different perspectives.

Students were engaged in reflective discussions and Fr Wesley built the Ignatian leadership skills as the responses were given. Fr spoke about success under Ignatian Leadership is about service, reflection and discernment. It is concerned with caring for the students from different strata of the society, understanding their context. This theme was sensitively handled by the resource person and smoothly linked to the theme of the Institute – Inclusion and Diversity for Holistic Education.

Inclusion and Diversity for Holistic Education

Fr Wesley then with analysis of multi-media review deduced from students the need for respecting diversity and inclusion. The student teachers were encouraged to share their own experiences of exclusion and also of examples of inclusion in the society. The section was interactive and sensitively handled by the resource person.



Fr Wesley shared the plights of the excluded and marginalised sections of the society and emphasised on the role of teachers and educators towards the deprived strata especially the children. Fr then generated various ways how the student teachers can contribute and the way Ignatian leadership encourages us to be sensitive, be empathetic and caring towards the have-nots. Fr Wesley pointed out that teaching is not just a job but a vocation, a calling for love and service. Thus, Fr Wesley's session throughout was through experiences and examples drew out from the students the philosophies of Ignatian leadership. This made the session participative and engaging.

Conclusion

In the concluding section, Fr. Wesley summarised the importance of how holistic education promotes sustainability, equity, diversity and inclusion. He motivated the prospective teachers to be mindful of these values when they became teachers and are spreading care and inclusion in the educational field.

Fr concluded with a beautiful quote by Fr Pedro about the prime educational objective must be to form men and women for others, especially those at the disadvantaged position, and serve them with love and fellow-feeling.



Thus the key takeaway from the session were

- Reflection on purpose and meaning of life
- Men and women for others
- Preferential option for the poor and underprivileged
- Inclusion
- Holistic development
- Cura personalis – care of every person

The Principal in charge Prof Vini Sebastian and the X- LED faculty coordinator Ms Kalpana Chavan appreciated the resource person Fr Wesley for his engaging session. Prof Vini also initiated discussions regarding any further linkages and collaborations with Fr Welsey SJ regarding Ignatian Philosophy and Pedagogy.

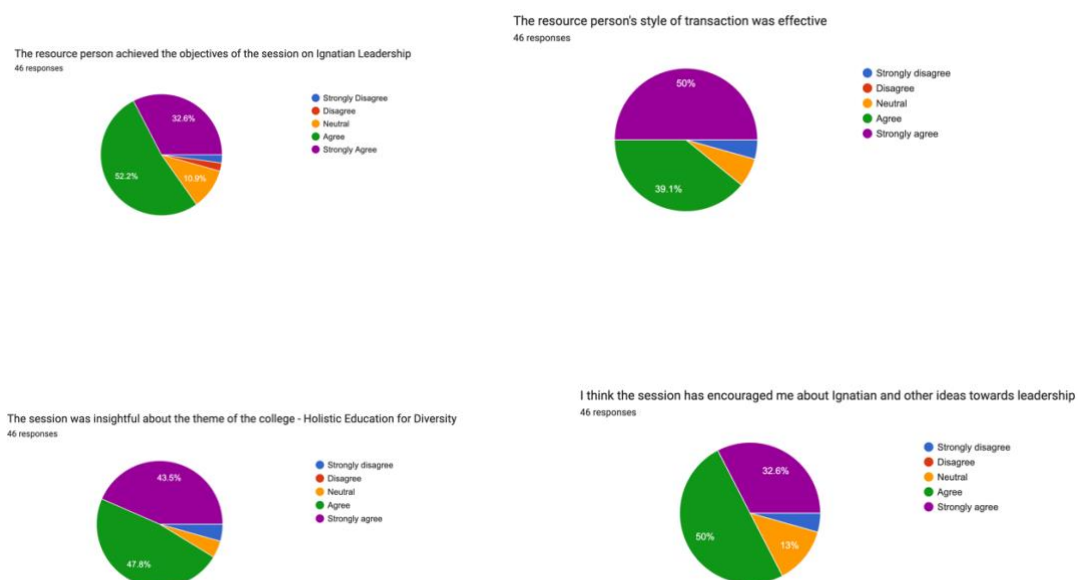
Inaugural Session on Ignatian Leadership- Fr Wesley D’Cosata – 18th May 2023

REFLECTIONS AND FEEDBACK FROM THE STUDENTS

The student teachers were asked for their reflections and take-aways from the session.

<https://docs.google.com/forms/d/1G9PQZO8OHpYg64Pg1cH4q4WLXD7KUUMXaBf6SPxKGSi/edit#responses>

Some of their feedback is given as follows



What did you learn from this session: -

- *The different way to inculcate the leadership for been future teacher.*
- *I can teach my students to be grateful for everything they have and have endured. They will emerge a beautiful butterfly from the cocoon.*
- *The different ways to inculcate leadership qualities and how to be more efficacious and help children be more efficacious and develop leadership qualities in them by including them in all activities.*
- *Being more inclusive and helping others is what I liked. What I would like to use in my personal and professional life is having efficacy.*

- *Being concerned and empathetic to everyone whoever I may meet in my personal or teaching life especially to students from different backgrounds.*
- *My approach and perspective of success has changed after the session.*
- *Development is a lifelong process and diversity is a part of our nation and one must always consider other perspectives and work with open heart and mind.*
- *"The discussion method which the Resource person used was really effective. Generally while teaching something it's presumed by the teacher that the student has no knowledge about this topic and thus whatever little knowledge the student has with themselves remains tacit.*
- *By the discussion method, we were able to express our opinion, add some more point and correct each other and thus present it.*
- *Videos and resource person's own experiences has inspired me a lot. Hearing from him how he has lived his life dedicated to education and for betterment of people.*
- *I was amazed by different perspective that I got to listen from the classmates and from the resource person.*
- *I learnt that we often take small things for granted. There are people who are striving hard to survive while we neglect the things we have. Things we should be grateful for. And it's not just the good things but we should also be grateful for pain and betrayals.*
- *I really liked how the resource person explained about efficacy. I think it motivated me to work for quality rather than quantity. Also, I really like the use of various resources to put the points across. The poem was also a takeaway, and the discussion was quite interesting.*
- *Learned that efficacy is better than efficiency. Putting the entire attention to achieve our goal. Holistic education that the overall development of the child is very important and not only the cognitive aspects. Also the holistic education helped a lot.*

Report Compiled by

*Ms Kalpana Chavan
XLED Faculty Coordinator
20th May 2023*

A BRIEF REPORT

1) **Date:** 18TH MAY 2023

2) **Program** – INAUGURAL SESSION ORGANISED UNDER XLED- IGNATIAN LEADERSHIP

3) **Audience** – FIRST YEAR B.Ed students

4) **No of Participants:** 48

5) **Resource Person** – Fr Wesley D’Costa SJ

6) **Organisers:** St. Xavier’s Institute of Education, Autonomous, Mumbai

7) **Theme of the Year of the Institute** – Inclusion for Holistic Development

8) **General Flow of the program** : The session started with orientation to the purpose and programs of XLED by the faculty coordinator Ms Kalpana Chavan. Madam gave a brief introduction to the IQAC initiative of 2016-17 for developing student leadership amongst the pre-service teachers.

Then Fr. Wesley D’Costa SJ was invited for his session on Ignatian Leadership for Holistic Education.

The session initiated with a Prayer and a small song as an ice breaker. Various topics like efficiency and efficacy were handled with various examples based on the daily scenarios.

Themes like leadership, inclusion, service and efficiency and becoming a better person. The method use was poem review and group discussions along with interaction and reflective method.

The session was conducted in a very interactive manner, the resource person Fr Wesley started the session with a video connecting it with explaining the difference between efficacy and efficiency. The speaker then explained how efficacy is getting things done, where a person's success is achieving a goal with involvement and love. Whereas efficiency could be doing things for the sake of doing.

Father Wesley also explained how life is not same for everyone, connecting it with the people or students who are not easily included in anything. He further used a song and then used a poem to initiate a discussion connecting it with success. My fellow peers had many wonderful interpretation and responses.

9) **Any important insights**

Father connected the session to the real world and shared his experiences in rural area. This made me think very critically about various aspects like the poor conditions of the children from marginalized, caste discrimination showing lack of inclusion. This session was very helpful to me personally since awareness level was increased personally.

10) **Key Takeaways**

Reflective thinking, Ignatian leadership of context and experience, discernment, inclusion and holistic education.

According to student X - Making a difference. How we as teachers can make a difference in the students lives. As we inspire a lot of students because we are in direct contact with them most of the time. And as our theme is also holistic education and inclusiveness, as according to NEP 2020 we will have all the kinds of children in the class so we must have to be go with that attitude of including everyone, to bring about change.