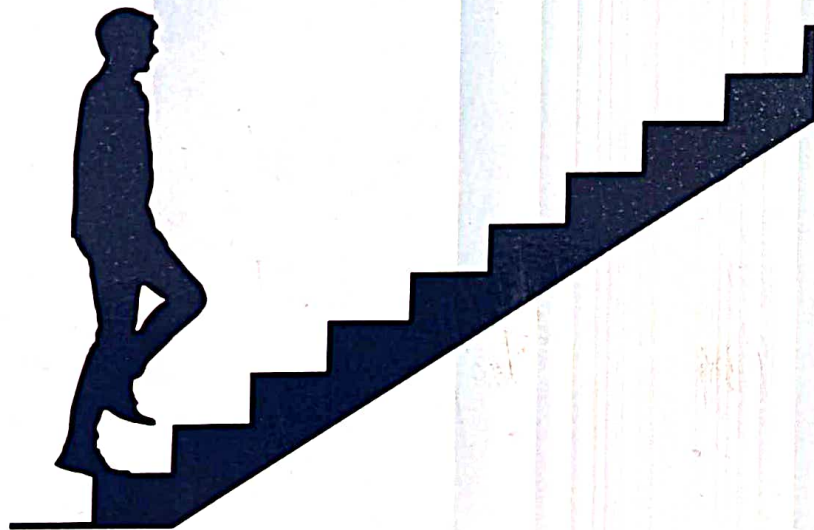


EDUCATIONAL LEADERSHIP

ISSUES AND CHALLENGES



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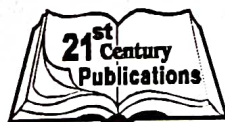
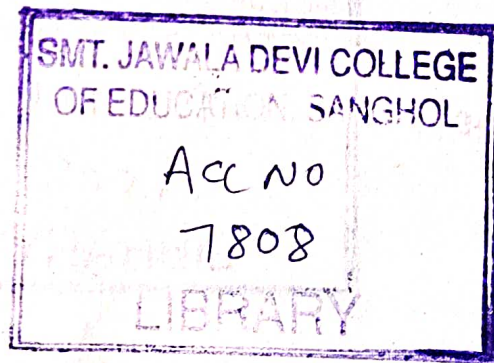
EDUCATIONAL LEADERSHIP ISSUES AND CHALLENGES

Editor in Chief

Ms. Urmil Verma

Editor

Paramjeet Kaur Mangat



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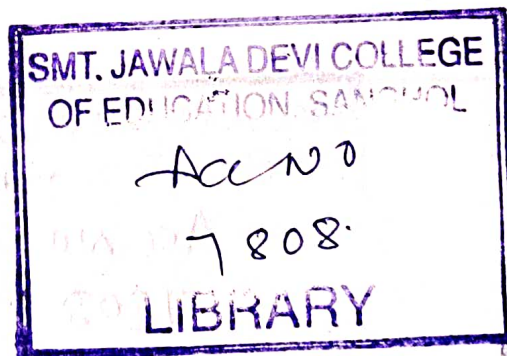
EDUCATIONAL LEADERSHIP : ISSUES AND CHALLENGES

by

Ms. Urmil Verma & Paramjeet Kaur Mangat

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FOREWORD

“If you FAIL, never give up because F.A.I.L. means “First Attempt in Learning.” END is not the end; in fact E.N.D. means “Effort Never Dies”. If you get NO as an answer, remember N.O. means “Next Opportunity”.

— A.P.J. Abdul Kalam

It's a matter of great appreciation for IQAC, Smt. Jawala Devi College of Education that they have come up with the proceedings of ICSSR sponsored one day national seminar organized on an inspiring theme “Educational Leadership - Issues & Challenges” on 29th March 2019.

Good leaders are made, not born. If you have the desire and willpower, you can become an effective leader. Good leaders are developed through a never ending process of self-study, education, training, and experience. The book, based on Educational Leadership, includes research studies and articles from different domains concerning leadership. The book will help the leaders/the budding leaders widening their knowledge, enhancing their innovative skills and developing their logical thinking.

I congratulate the entire team of Smt. Jawala Devi College of Education. My best wishes are with all the contributors and the readers. I hope, the book shall be able to secure the purpose for which it has been brought out.



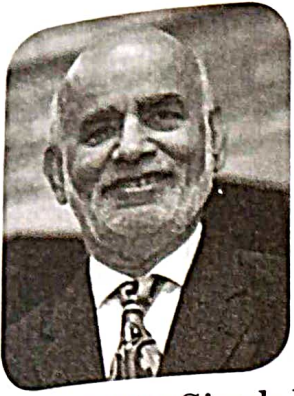
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Honorary Director ICSSR-NWRC



Lord Diljit Singh Rana, OBE
Member, House of Lords, London
Honorary Consul India in Northern Ireland.
CEO Andras House, Belfast, N. Ireland

MESSAGE

It is undeniably a great pleasure to know that Smt. Jawala Devi College of Education, Sanghol is publishing a proceeding of national seminar held on 29th March, 2019 on “Educational Leadership : Issues & Challenges” which was sponsored by ICSSR, Chandigarh.

Leadership is defined as ‘the process in which an individual influences the group of individuals to attain a common goal. The goal is attained by mutual cooperation and cohesive behavior. A leader infuses a sense of positivity and directs others to reach the specified goal. A leader is someone who stands not only for his cause but takes responsibility and motivates other individuals also. There is a clear difference between being a boss and a leader. A leader is a motivation for others and inspires individuals to aim high and attain that aim. However a boss only supervises over his subordinates. Power naturally comes to a leader but that power is not a tool of leader.

I congratulate the college fraternity for the great success of the event I hope the entire team of Smt. Jawala Devi College of Education will strive hard to scale new heights of excellence on the spectrum of Higher Education. I extend my warm wishes to all contributors and readers of this publication.



Ms. Urmil Verma
Trustee, Cordia Institutes, Sanghol
Director, Lord Rana Foundation Trust, UK

MESSAGE

It was a great and wonderful experience to be a part of One-Day National Seminar on “Educational Leadership: Issues & Challenges” organized by Smt. Jawala Devi College of Education, Sanghol.

Leadership is something that can be explored endlessly. Educational leadership, its a process of enlisting and guiding the talents and energies of teachers, pupils, and parents toward achieving common educational aims. An educational leader serves as a guide and influences other educators in an administrative setting. Moreover, leadership plays a significant role in higher Education as well as for the development of the country.

It has been rightly said by Peter F. Drucker that Leadership is not magnetic personality that can just as well be a glib tongue. It is not “making friends and influencing people,” that is flattery. Leadership is lifting a person’s vision to higher sights, the raising of a person’s performance to a higher standard, the building of a personality beyond its normal limitations”.

I congratulate the entire faculty member for this great endeavour. The progress being made by this institute in the field of education is praiseworthy. My very best wishes to all contributors of this book.



PUNJABI UNIVERSITY, PATIALA
(Established Under Punjab Act No. 35 of 1961)

MESSAGE

I have learned with great pleasure that Smt. Jawala Devi College of Education, Sanghol is publishing the proceeding of a national seminar held on 29th March, 2019 on “Educational Leadership : Issues & Challenges” which was sponsored by India Council of Social Sciences Research. I congratulate the team of Smt. Jawala Devi College of Education for choosing an inspiring theme.

Leadership is about mapping out where you need to go to “win” as a team or an organization. Leaders set the direction; they must also use management skills to guide their people to the right destination in a smooth and efficient way. Leadership is also about setting a positive example for staff to follow, by being excited about the work, being motivated to learn new things, and helping out as needed in both individual and team activities.

I appreciate the hard work and efforts done by the team of Smt. Jawala Devi College of Education. It is an excellent book and a great gift to those who have brought it. My very best wishes to all contributors and readers of this publication.

Dean,
College Development Council
Punjabi University, Patiala



Dr. Sarbjit Kaur Ranu

Associate Professor, GHG Khalsa College of Education, Gurusar Sudhar
Member-IQAC, Cordia Institutes, Sanghol

MESSAGE

It is, indeed, a significant landmark that Smt. Jawala Devi College of Education, Sanghol is publishing the proceedings of a national seminar held on 29th March 2019 on "Educational Leadership : Issues & Challenges" which was sponsored by ICSSR, Chandigarh. It's a matter of great pleasure that the institution has chosen the thought provoking theme for the seminar.

It is rightly said by John Quincy Adams that "If your actions inspire others to dream more, learn more, do more, and become more, then you are a leader." I totally agree with the statement because we are not here merely to make a living. We are here in order to enable the world to live more amply, with greater vision, with a finer spirit of hope and achievement. Being a leader, It is our moral responsibility to enrich the world. So let's be a role model for our society so that they can contribute for the development of the country.

I congratulate the entire team of Smt. Jawala Devi College of Education for this endeavor. I am sure that the readers of this book would be benefitted wisely.

PREFACE

"Leaders don't create followers; they create more leaders (Tom Peters)"

It is a matter of great privilege that IQAC of Smt. Jawala Devi College of Education has come out with the proceedings of One-Day National Seminar on "Educational Leadership - Issues & Challenges" which was held on 29th March 2019. The seminar was sponsored by ICSSR, Chandigarh.

First of all, we express our sincerest regards to our mentor and Chairman Lord Diljit Rana for his conscientious leadership and guidance, Madam Urmil Verma, Trustee, Cordia Institutes for the encouragement and motivation throughout the session to make the seminar successful and to make this book possible. We would like to express our deepest sense of gratitude to Mr. C.S. Gill, Former Director Sports, Cordia group of Institutes for his absolute and unfailing support and guidance to get this seminar from ICSSR, Chandigarh.

We are very thankful to Mr. Sameer Seth, Head Communication, Androus House, Belfast for his contribution in designing the beautiful cover of the book. The whole theme, designs, color combinations are absolutely fantastic.

We also take this opportunity to thank all our faculty members who have worked with full enthusiasm and organized the event successfully. We gratefully acknowledge the cooperation and support of all contributors, without whom this book would not have been possible.

Leadership is not about a title or a designation. It's about impact, influence, and inspiration". As a leader, it's a major responsibility on your shoulders to practice the behavior you want others to follow. Ultimately, leadership is not about glorious crowning acts. It's about keeping your team focused on a goal and motivated to do their best to achieve it, especially when the stakes are high and the consequences really matter. It is about laying the groundwork for others' success, and then standing back and letting them shine.

The past two decades have seen increased attention given to the topic of 'Educational Leadership: Issues and challenges'. Leading journals in educational leadership and

management have provided ample space for debates over this issue. Recent interest has focused on the importance of the leadership role to the success of organizations.

Through this seminar proceeding, we tried to outline the various leadership issues and challenges. Generally, both academics and practitioners are interested in effective leadership, yet there is little convergence in conceptualizations of effective leadership. Another fact is that leadership has generally been examined at lower-levels of the organization instead of looking at strategic leadership by top management. Moreover, there is an overemphasis on finding universally relevant predictors of effective leadership; there is not enough attention to situational factors and the context in which leadership occurs as the majority of leadership theories focus on outcome prediction rather than explaining the underlying processes of leadership. In order to understand what kind of leadership we develop among students, we must first think about what kind of society we wish to see in the future. In this book, we discussed some shortcomings as well as some current research being conducted to deal with the various issues of leadership. Our hope is that this book will encourage the readers toward the search for effective leadership and the ideas contained in this book will help both educator and educand to become leaders in a true sense.

Editor

Paramjeet Kaur Mangat

Coordinator: IQA

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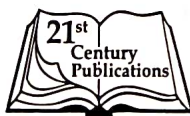


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