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ISAMPAL
DEPUTY COMMISSIONER

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F.DO/2015-KVS(BPL)

Dear Principals,

'You can take a horse to the pond but can not make it drink' is an old proverb. A horse wins race for his master, helps his master to charge at the opposing army. However, the same horse sometimes kicks back, goes into the wrong direction; and of course drinks only when it pleases. The irony is that it is true of human beings as well.

If your team refuses to carry out your instructions willingly (say for example yielding 100% pass result), is it a problem or a symptom? The fact is refusing to work is the symptom, not the problem. The problem could be lack of interest in the job, lack of ability or lack of conducive environment.

If you are faced with this kind of problem and your KV productivity chart is threatening to take a downturn, you must do the following:

01. You know success is a function of motivation, ability and environment. All standard books on management together confirm that motivation is the most powerful tool for getting things done. However, motivation is least understood subject. You must rightly understand and use it.

Motivation is highly intrinsic and individualized; members of team themselves will need to understand what motivates them and accordingly may work upon it. To me, you as principals have a limited role as far as job content, design and ability conditions are concerned. Nevertheless, you have an important role to play, i.e., creating right environment for your team to feel motivated and perform.

Another important role that you have to play is to periodically carry out performance appraisal of both staff and students and provide feedback to them on regular basis (we call it **MRAP** and **ERROR ANALYSIS**). All of us recognize that recognition and reward always motivate, and things that get rewarded get done. A manager who fails to reward right behaviour gets the wrong results. I, therefore, advise to try motivating your staff and gather all specifics into the coherent framework. If you want to influence the people around you both on personal and professional level, there is no other way than through understanding their needs and accordingly motivating them.

Motivation is like an accelerator in a vehicle. A vehicle keeps moving at the pace decided by its accelerator. The moment the accelerator is reduced the vehicle's speed reduces and it may come to a standstill if there is no further acceleration. Alternatively, if brakes are applied, there will be abrupt reduction in the speed of a vehicle and it may come to a standstill.

This is true to human beings as well. As long as they are motivated they keep working and producing results. The moment there is a drop in their acceleration, results start diminishing; of course applying brakes (dissatisfaction/demotivation) certainly brings them to a halt. The only difference is that unlike a vehicle, human beings have different types of accelerator and brakes. Your task is to identify the factors that may accelerate or slow down the speed of your team. Thereby you will be able to make the best use of your vehicle, i.e. your team.

It would be a great help if you not only identify but also share these factors, and then use them. Your results, as a consequence, shall dramatically look up. At the same time there is no harm in taking clues from any where; as long as one can further elaborate on the idea.

Infact, it helps everyone, as many others get to know about the great idea. The ideas so collected/shared, however, would need you rework it to suit your circumstances.

02. Make strong resolve on the eve of this Independence Day on August 15, 2015 that we'll make it happen - 100% pass result. And motivation would lead to it. Remember, inspiration and desperation are only two things that can make you succeed. The only thing is handle yourself using your head and handle your team using your heart - and both are in plenty available with you.

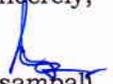
03. I am not suggesting you go and look for Montezuma's treasure. What I am suggesting is this: the greatest discovery yet to be made is a discovery of the opportunities that you have in living - the underdeveloped, non-actualised potential within you that awaits to be discovered like a lost treasure, and see the results.

Look, you could've made a failure in the past or you can make a failure in the beginning; the people will forget it - if you make the ending glorious i.e. the march result 2016. Wish you make the ending glorious!

Happy Independence Day 2015!

With regards,

Yours sincerely,


(Isampal)

The Principal
All Kendriya Vidyalayas
Bhopal Region

Copy to:

01. The Assistant Commissioners, KVS, RO, Bhopal for information and necessary action.
02. Smt. Gitanjali Pandey, Hindi Translator, KVS, RO, Bhopal with the request immediately to put up Hindi translation of the DO, through Dr. (Smt.) B Kaur, Assistant Commissioner.