Dear Teachers

Amrita Oval – Should kids’ reality shows be banned?

We, at Amrita Vishwa Vidyapeetham, want to collaborate together with institutions, parents, and guardians to deliver value-based education and to shape the character of the younger generation through a holistic learning system.

Through an innovative debate platform like Amrita Oval, we aim to achieve a formal presentation of both sides of an argument for a key topic in front of an audience. We believe that a healthy debate is the simplest method or strategy for expressing one’s thoughts or opinions, which will in turn lead to learning and broadening of perception.

Amrita Oval strives to demonstrate the potential of presenting rational, reasoned arguments and convincing facts to audiences and learners. It serves as an example of how to use rhetorical eloquence to clarify our point of view. We also hope to demonstrate research, organisation, and presentation skills through Amrita Oval. In this inaugural episode of Amrita Oval, we talked on whether or not children’s reality shows should be banned. There are several people who are opposed to the conduction of children’s reality shows. They urge that children’s reality shows be outlawed. Simultaneously, some people promote these kinds of events in order to encourage kids to participate in extracurricular activities and exhibit extraordinary talent.

Our expert panel of educationists will put forth their viewpoints on the same, drawing from their longstanding experience of student interaction and understanding. Mr. Kavin Kandaswamy, Managing Director - CEO, Mangalam Group of Institutions, Coimbatore, Tamil Nadu, and Mr. Abhishek Patrick, Principal, Jesus and Mary Academy, Patna, Bihar, will be speaking in opposition to the subject in this discussion.
The panelists speaking for the topic had shared how reality shows are helping students hone their talents by acting as a platform to spot extracurricular talents which otherwise are not highlighted in a regular school routine. Also, students get the chance to improvise on their talents under the guidance of experts, while also getting support to further excel in the respective fields in the future.

**About Amrita Oval**

Oval is an informative knowledge discussion platform by Amrita Vishwa Vidyapeetham for Principals, MDs and School Owners. It includes an interesting series focusing on currently trending topics and domains during monthly sessions on both sides of the topic in discussion. It comprises 90-minute interactive sessions moderated by Amrita experts discussing the pros and cons of the central theme handpicked by educators.

A few years ago we had embarked on an AI driven fourth Industrial Revolution (IR 4.0) with quantum leaps in technology converging the digital, biological and physical worlds. This also lead to many ‘tech disruptions’ with newer technologies very quickly replacing the existing ones - an ideal example being the multi-functional SMART mobile phone which to a great extent replaced cameras and laptop computers.

It was predicted that the world would witness the same quantum of changes in ten years between 2012-2022 as it did in a 100 years from 1900-2000! With technologies like mixed reality, holographic communication and tricorders, science fiction is fast becoming a reality. The unprecedented Covid-19 pandemic has further accelerated this pace of change and impacted every sphere of our lives both personal and professional. According to the World Economic Forum (WEF), 85 percent of the specialisations
expected to be trending in 2030 do not exist today! Hence, the only constant is change with continuous invention and re-invention!

Covid-19 has also taught us invaluable lessons resulting in a sharp learning curve for everyone - like tech-savviness, greater resilience and agility, self-care, financial prudence, empathy, philanthropic attitude and above all sustainable lifestyles and raised environmental consciousness. The focus has now clearly shifted from the ‘survival of the fittest’ to the ‘thrival of the fittest and quickest’!

**The Emerging Era of Post Covid 5.0 Educational And Career Trends - 2020 To 2035**

There will be digital transformations in all career fields, with hybrid models of real and virtual worlds just as you are experiencing presently with the teaching learning process of schools and colleges as well as the work from home modes.

Moreover, Artificial Intelligence will drive all career fields from Agriculture and Environment to Education, Finance and Medicine resulting in optimisation and greater efficiency.

Here are some educational trends and a spectrum of career specialisations that will flourish in the post Covid era.

1. **Architecture:** The new wave of architecture is moving towards building carbon neutral built environments, smart homes and smart cities. Architects will apply the latest technologies and styles like virtual reality and biomimetics (buildings inspired by nature). Home and office space designs have been drastically reinvented following the Covid pandemic.

2. **Art And Design:** The fields of art and design will embrace new forms (example dynamic fashion wear wherein the colour, pattern and fit can be automatically changed) and continue to integrate the latest technologies for an immersive experience.

3. **Computer Science / IT Innovations:** With the exponential growth of technology, the outlook for computer science graduates is indeed bright. It is important to keep pace with the latest trends in artificial intelligence, machine learning and robotics, computer assisted education, bioinformatics, 3-D gene designing, block chain, cyber security, user interface and user experience design (UI/UX), virtual and augmented reality, holoportation, cloud technologies, mobile application development, game development and design as well as the latest computer coding languages like python, node JavaScript etc.

4. **Data Science And Analytics:** There will be a variety of jobs across all fields for data scientists and analysts. Their expertise combining computer science, statistics, mathematics and social sciences is required for providing solutions / actionable plans to governments and businesses. This was clearly demonstrated in real time tracking of every aspect of the Covid-19 pandemic.
pandemic and its economic impact.

5. Defence Services: Insight driven strategies and actions, innovative platforms and services, digitally enabled defence technology will be significant developments in this sector.

6. Disaster Management: The global COVID pandemic and the increasing frequency of natural and man-made disasters affecting large populations across the globe have demonstrated the urgent requirement for personnel trained in Disaster Management.

7. Engineering Technologies (High End): The future for engineering will lie in multi-disciplinary systems design engineering as well as other high end technologies in the fields of space, ocean, telecommunications, energy, environment, education, health etc.

8. Entertainment: “Engaging all human senses is the future of entertainment...making the experience to feel as real as possible”. Audience engagement will be integral to the performing arts.


10. Financial Risk Management: With the increasing possibilities of future risks in the financial sector, professionals with qualifications in the fields of actuarial science, financial engineering, and financial risk management will continue to be in high demand in sectors like banking, insurance, investment and broking firms. Digital/Virtual currency management will be a new specialisation, Financial Technology (Fintech) will drive this sector.

11. Government Services: E-Governance will be the norm with innovative ways of citizen engagement for greater transparency and equity.

12. Hospitality, Travel And Tourism: Owing to the financial downtrend during the Covid pandemic this sector has reinvented itself in numerous ways from hotels promoting workations and staycations that promise unforgettable experiences to ‘cloud kitchens” with specialised curated menus delivered to your homes for a fine dining experience. The near future will witness space tourism which will require specialists in space medicine, space psychology, space architecture etc.

13. Interdisciplinary Specialisations: There is a growing relevance for professionals with interdisciplinary specialisations like psycho-biology, cliodynamics, bioinformatics, law – genetics/cyber, biomimetics, molecular gastronomy, cheminformatics, behavioural economics/finance etc. Hence, STEAM is the trend (cross disciplinary studies of Science, Technology, Engineering, Arts and Maths).

14. Liberal Arts: There will be an increasing demand for liberal arts and psychology
graduates in technology companies with artificial intelligence becoming the core driver of technology. Microsoft has a global team of liberal arts specialists and playwrights for designing their virtual assistant Cortana's personality! Making robots and chatbots as human as possible and ensuring seamless human-machine interactions require ‘sound semantics, analysis and empathy’. This is best provided by students from the humanities discipline. The top tech companies are likely to recruit 25 percent of their professionals with a liberal arts background.

15. Media: Presently the most impactful transformation in this field is digital media. Live streaming video platforms like ‘Twitch’ which include video games and user generated content will replace the existing systems. A new generation of TVs will merge the audience and creators. Web series production will provide openings to many talented persons. User Generated Content and authentic audience participation will occupy centre stage!

16. Organic And Medicinal Farming: Another major emerging area within the field of agriculture is organic farming as well as the production of medicinal plants. The application of AI will boost productivity.

17. People Centred Careers: Hi-Touch Careers in the fields of Education and Health will flourish with an increasing demand for teachers, edu-leaders, trainers, medical and paramedical specialists, wellness experts, caregivers, psychologists, counsellors, career counsellors and consultants, public health administrators, hospital managers etc.

18. Pharmaceutical Industry: Ground breaking new immuno therapies (gene therapy, stem cell therapies, and predictive analytics); advances in technology (AI AND ML) and consumerization (wearable monitoring devices, digital medicine) will define the pharmaceutical - pharma tech industry).

19. Scientific Research: Scientific Research will witness newer horizons. Therefore, students with a passion for the physical and biological sciences should not hesitate to pursue their graduate studies in any of the pure sciences or a combination of them, thereafter moving onto research pathways.

20. Serial Entrepreneurship: With the increasing pace of disruptions and demand for newer products and services entrepreneurs will have to quickly change tracks while responding to the emerging demands. A bright future awaits serial entrepreneurs as well as free lancers.

21. Smart Towns And Villages: The development of smart towns and villages for sustainable development with a ‘glocal’ outlook (thinking globally, acting locally and vice versa) will enhance employment opportunities from production to marketing within a reasonable reach of all stakeholders. This will also leverage the ‘geographical indication’ of the region (products that have a specific geographical origin) and augment the inherent talent and skills of its population.

22. Sports And Games: E-Sports are trending
with the Formula-1 races leading the way.

**Essential Employability Skills For The Future**

The Essential Employability Quotients and Skills for Careers 5.0 are the following:

**THE WAY AHEAD**

The future will witness both evolutionary and seismic shifts.

Some predictions for the world in 2050 suggest the likelihood of age reversal, immortality, enhanced humans, destiny beyond the Earth with a multiverse for exploration, interstellar travel, migrations to outer space colonies, terraforming Mars for establishing liveable settlements, ET interactions, quantum leap in digital systems, a predominant cyberspace ‘civilisation’, improved sources of new energy, possibilities of an environmentally sustainable global economy, new forms of global governance, augmented human intelligence, evolution of human consciousness culminating in the AGE OF WISDOM.

**Suggestions for the Way Ahead**

- Anticipate and constantly track the changes in an increasingly volatile, uncertain, complex and ambiguous (VUCA) world. Just as there are career specialisations today that did not exist a few years ago; there will be many more ahead that are unknown today! So let’s follow the mega trends much like the ‘clues’ in a treasure hunt!
- Develop a ‘growth mindset’ - be a possibility thinker, break stereotypes and become an explorer - ‘go beyond the atlas’!

- Discover your dream jobs by fine tuning the infinite choices to your unique frequency.
- Consider ways of making a difference to find purpose, meaning, fulfilment and happiness in life.
- Acquire new ‘in demand’ knowledge and skills as a lifelong learner
- Leverage the power of NOW for FUTURE READINESS!
- “Let us co-create a humane world of great possibilities!” This will depend on how mindfully we drive future changes, outsmarting smart hi-tech with hi-touch.

---

**My School My Pride**

A webinar series mapping the journey of Young Achievers and Outstanding Students who have brought name and fame to their schools.

Make the world know your school!

amrita.edu/msmp

**CALLING FOR ENTRIES**

Make the world know your school!

Mail your entries to doaoutreach@amrita.edu

---

**Dr. Amrita Dass**

Educationist and Career Consultant
Founder Director
Institute for Career Studies
As I look back at my career which spans around twenty-six years, I must confess that I have had varied experiences, and every experience has only helped me to grow. I have been treated by people royally and also like dirt by a few. It took a while for me to realise that I don't lose anything by being good to people, no matter how they treated me. People have back stabbed me, but I always ensured goodness prevailed on my part. I have been cheated in the past, but I was always glad that I was not the one who cheated, people have been rude to me, but I ensured that I was polite in my manners, people have betrayed my trust, but I made sure to be loyal, people have had arguments with me, but I did not wait to prove who was right. People who lack maturity will not exhibit the right behaviour. This realisation helped me to raise my level of acceptance.

“God created man in His own image.” An animal is born to a nature, lives by that nature, and dies to that very nature. Whereas man is born to a nature and can transcend that very nature. Man alone can evolve morally, intellectually and spiritually. We are the highest creation of God and should always strive to attain divine qualities. The world is filled with all kinds of people. We have to be smart enough to handle them and not get affected by them. The key to our happiness should not be handed over to the world. We have it in us to make our day beautiful.

The flower blooms day after day after day, not because somebody will pass that way and enjoy its fragrance or because some passer-by is going to appreciate its beauty. It is the very nature of a flower to bloom. Similarly, it should be our very nature to do good to the world, not because our good actions are going to be noticed or appreciated by the world. We need to first feel good about our actions. Being good should be our nature. It comes with repeated practice and with a big shift in attitude.

“Attitudes don't care where you shape them, once shaped, they become your behaviour, either creating you or destroying you.” I have always strived for my higher self to prevail. Higher self is all about the divine qualities we possess. Sitting in non-doing every day has helped me to give rise to my inner voice, which is the guiding light in my life. Learn to let go even when everything or everyone is not in your favour. Life is beautiful not because of, but in spite of. By letting go, we are letting God in.

Chitra Prasad
Correspondent
NSN Group of Schools

Girls who code are the girls who lead
Life skills are those skills that enable an individual to adapt and cope with the demands and challenges of life. It is necessary or desirable for full participation in everyday life. Every individual may have a list of skills they consider most essential in life and will want to improve them for a better career. Life skills are not just one skill, but a combination of several skills that are very important to us for our overall development.

Making sure we are also taking care of our mental health and wellness is important. Learning how to be creative is very important, as critical thinking will help us identify, analyse, and systematically solve problems. This will also help individuals and organisations to be more productive. Critical thinking is the ability to analyse information and experiences objectively. This skill can contribute to our personal development and growth by helping us identify and assess the factors that influence attitudes and behaviour, such as values, peer pressure, and the media. Life skills are based on executive functions, they bring together our social, emotional and cognitive capacities to solve problem and achieve goals.

Decision-making is a life skill essential for making decisions in our lives. It teaches us how to make decisions depending on the situation and current conditions. Decision-making skills include creative thinking, focus, prioritisation, and time-management. Communication skill is the most vital among the life skills. It helps us to express ourselves, both verbally and non-verbally. These skills help us express our opinions and desires. The ability to communicate efficiently is vital in all areas of life. We need to communicate not only verbally but also through writing and even body language. Communicating with family members and friends can help us learn, grow and become stronger. Being good at that means we will be successful in our interactions with others.

Effective stress management will help us to be more productive and happier. The goal is to have a balanced life, with time for work, relationships, and fun. Learning how to manage stress is one of the key life skills which you need to learn. Interpersonal skills are those skills we use every day when we interact with people. This skill helps us connect with the people we interact with and also helps us in our day-to-day life.

Problem-solving skills are a key life skill which helps us to deal with problems which we have in our lives quickly and effectively. Significant unresolved problems may cause mental stress and give rise to physical strain and depression. Self-awareness or self-actualisation is a skill that helps us to do self-analysis of our persona. It helps us find and know our strengths, weaknesses, and character. Life skills allow you to deal with and manage with everyday challenges in the workplace. These skills help you excel at your workplace and manage your professional relationships. Mastery of life skills requires a dedicated learning process and understanding that there is always scope for improvement. With life skills, one can make the
right decision, effectively communicate with others, process our emotions and effectively manage our time. Life skills are essential for management and leadership positions. In the digital age, technology skills and computer literacy are as critical as academic qualifications. We must know how to use basic technology, including using a computer, internet and smartphone. Also, we must be comfortable using word processing software and other technology skills like spreadsheets and social media platforms, among others.

We should accept constructive criticism professionally and ensure to avoid committing the same mistakes. For developing and improving our life skills, always be ready to learn. Learning prepares us to face new challenges, helps us find solutions by keeping our mind sharp and constantly improves our abilities.

K. Balaji
PGT Maths
Shri Natesan Vidyasala MHSS

Happiness At Workplace
Happiness is a combination of how satisfied you are with your life (for example, finding meaning in your work) and how good you feel on a day-to-day basis. It is a state of well-being that encompasses living a good life, one with a sense of meaning and deep contentment.

Happiness at the workplace is essential. People spend one-third of their lives at their workplace.

Work is where we grow, learn and realise our potential. It should be a place that is about more than a pay cheque. Unhappiness at the workplace spills into one’s personal life. It leads to stress, lack of sleep and failed relationships. To create a better and happier work life, one should find the purpose – a compelling reason to love the job. Having a purpose helps to become stronger and resilient in nature. It helps in gaining knowledge and discovering our hidden talents.

Positivity and a clear vision of the future is necessary to deal with setbacks. When we see our work with a positive attitude, we are likely to handle failures in a better way and accept everything as challenges rather than as problems.

The most important element is to form strong and trustworthy relationships. A sense of belongingness at work motivates people to give their best. Self-awareness, managing emotions and empathy are essential to build relationships that lead to happiness.

Happiness at work is achievable. Happiness is intrinsic in nature – Search within yourself. Conscious effort and conditioning the mind towards positivity sets the path to achieve happiness at the workplace.

Helen. P
(High School), Vice Principal, N.S.N Memorial Sr. Sec. School, Chitlapakkam, Chennai

Pariññāna Patrikā | Vol 09 | July 2022 | Directorate of Admissions and Academic Outreach, Amrita Vishwa Vidyapeetham
**Appreciation**

Let us be grateful and thankful to people who make us happy. Let us take time to appreciate people around us which spreads positive energy. Identify the good qualities of your family members, friends, colleagues and start appreciating them when they need it. Appreciation should be given at the right time to the right person whoever deserves it. This will boost the spirit of that person who will make them accomplish their task promptly and to scale to a greater height. Remember, when you appreciate others, you will become an inspiration for them. Take time to appreciate your mother for her tasty food. Appreciate your father for meeting all your requirements at the right time.

Let us appreciate our teachers for teaching us good things in our life. Appreciate your friends for understanding you in all the situations and giving you company. If you are a teacher, appreciate your students for all their good work. If you are a boss, appreciate your staff for the tremendous job they do. Appreciation could be both, in words and actions. A person who is appreciated will always do more than what is required. So, Start Appreciating!

“Your life as a teacher begins the day you realise you are always a learner.”

I was fortunate to make this realisation at the outset of my teaching career. Students, like anyone else, just want to be heard and validated. When they experience this validation (especially from teachers), I find that they are more proactive about their learning. If someone can make them feel important, then they can feel good about themselves and their own learning...at least that's what I've seen in my classroom!

As teachers, we are so busy rearing, educating and helping the children to navigate the world that we often don't realise that we are learning from them. So what do we learn from them?

“Enjoy the little things, for one day you may look back and realise they were the big things,” by Robert Brault.

**What I learnt from children**

*Pricilla Rathna Priya, J (Primary), Vice Principal, N.S.N Memorial Sr. Sec. School, Chitlapakkam, Chennai*
Children appreciate simple pleasures because they don't have unrealistic expectations. They understand that joy can be found anywhere—like playing marbles to going down a slide. As we grow there is no time to stand and stare. We forget to note the simple things that could give us joy.

Now, I have learnt that seeking simple pleasures makes life worth living amidst our tight schedules.

They are inquisitive. They need to explore and find an answer to all their questions. Yet, somewhere, we adults, along the way, lose that curiosity and excitement to learn new things and discover new places. If we can relearn to be curious like a child, it may just lead us to greater self-fulfilment and joy.

For children every tomorrow is a new day with new opportunities to make new friends, explore new adventures and learn new things. Children don't carry baggage from one day to the next. They start fresh, always. Thus, I learnt every day is a fresh start with tons of opportunities to begin afresh.

"Happiness lies in the joy of achievement and the thrill of creative effort," by Franklin D. Roosevelt.

Children lose themselves in a creative project for hours at a time. They spend time drawing, solving puzzles, playing with colours, reading books etc. They are totally involved in any activity they do. They embrace it with love and excitement. They put their heart and soul into the endeavour. For some reason, as we get older, we don't look upon creative activities as worthwhile. How many of us devote time and attention to what we like to do? It is time we set apart time to indulge in our desired hobbies like children.

Children are not affected by fear of failure or humiliation. They march forward with hope and determination because they don't know any better. They embrace life and all it has to offer with open arms. As we grow up, we are horribly affected by our setbacks and what others would think about us. We must, like children, not worry about the past or the future. I learnt to just enjoy the present moment. I have learnt from children the art of not taking anything to heart. They fight one moment and in the next, they seem to embrace their so-called enemy. Can we do so? It is time to forget and forgive and move on.

Children scream, laugh, cry, shout and express their emotions. Now, I feel it's much better to let off the steam than keep it bottled inside. It helps to maintain good mental health.

While we as adults are bogged down by our worries and tensions - worrying about the past and anxiety about the future, just look at the children who live in the moment. Nothing affects them. They live in the present and that makes life more enjoyable.

Children don't judge. They don't see colour, faults or flaws. We as adults wait to attack the weaknesses of others. Let us not be judgemental. Live and let live. Tolerance is a
lesson none of us should forget.

I have learnt from children to enjoy the beautiful things around; to laugh off my worries; to nurture friendship; to share happiness and realize that scars aren't signs of weakness - a scar is a sign of strength and survival - an accomplishment.

Let us, like children, renew our natural sense of optimism and open up to new opportunities and possibilities. Let little adventures exhilarate us and awaken the spirit. It's time to turn off that inner critic in our head and look around at a world beyond ourselves.

"Every child you encounter is a divine appointment."

Let us imbibe the childlike qualities of children to make ourselves happier and wholesome personalities.

The students right in front of us often have the most useful information within them - information that can help us reach and teach them, help us engage them and that can help us have a fantastic learning experience together. I love to relive my childhood. Though we are teachers, we learn so many things from children. Children are the flowers from heaven. Let's make this world a safe and enjoyable place for our kids.

T. Ramasubramanian
Principal,
Kola Perumal Chetty Vaishnav
Senior Secondary School,
Chennai

---

Expert Talk

Curated by
Dr. Shoury Kuttappa
Academic Manager and Counsellor,
Directorate of Admissions and Academic Outreach
Amrita Vishwa Vidyapeetham

Self Managed Teams: Key Skills To Foster

The best team members we have ever worked with likely had one thing in common: Strong self-management skills. As a Principal/ Director/ Manager, we do not want to be pulled into double-checking every detail of a programme or answering minute questions incessantly. After all, we have our own responsibilities to focus on. The best staff are the ones who manage themselves.

How do we optimise for this? When hiring and training a team, we may need to pay attention to our potential team member’s self-management skills. Here are some skills to look out for and continually hone within the team:

---

Practice for FREE
AEEE Now In The Same Pattern As JEE Mains

AEEE - JEE PRACTICE TEST

amritacbtpractice.in
One of the most important self-management skills a team member can enact is how they manage their time. In particular, this means they internalise priorities well, and know precisely what to work on first. Our team can only make strong progress if everyone is each working on what is most important for the team, in any given moment. An employee with strong self-management skills can discern which activities should happen “now” or “later.”

They can decide that one task can be afforded to be done quickly, while another task requires more significant attention. We need to keep in mind, as a manager, it’s our responsibility to share information with the team about company vision and progress so that they have a frame for what to work on first. Otherwise, we leave even the person with the strongest self-management skills out to dry.

**02: Can They Give An Answer When There Is No Answer?**

Sometimes, an employee (or) staff is going to have to make the call. Perhaps we, as managers, are out on vacation or out of the office for part of the day. Or perhaps it’s a decision that an employee should be making, as it’s within their domain. In most situations, that shouldn’t require the direct report to call us on the phone or seek our approval: They should be able to come up with an answer, even when there is no answer. Effective self-management skills call for confident decision-making. The team should become comfortable with our company’s mission, vision, and values and know how to respond to situations accordingly.

In the book, The Effective Executive, by Peter Drucker, decision-making is frequently discussed as an important tenet in self-management. And specifically, the ability to include a variety of opinions in making sound decisions. Drucker in fact recommends to not start with fact – start with opinions. Once we lay out opinions, we can then work backwards to figure out what all the potential courses of action could be, before then settling on the best decision.

This ability to think decisions through on their own, from all angles, should be something to seek out in our team members – or teach them.

**03: How Do They React Under Pressure?**

An employee (or) staff can only prioritize tasks and make good decisions if they are able to manage their own stress, to begin with. Someone who has a propensity for angry outbursts – or perhaps worse, does not speak up when they are overwhelmed – will only hurt...
the rest of the team disproportionately. Ideally, we want to hire someone who is self-aware enough to understand how stress affects them. Stress affects all of us – none of us are immune to it. And it all affects us differently, to varying degrees.

In the book, No Hard Feelings: The Secret Power of Embracing Emotions at Work by Liz Fosslien and Mollie West Duffy, a concept is espoused to stop feeling bad about feeling bad. Don’t blame ourselves for being stressed out and/or not being happy all the time. They write: “A better version of the familiar adage “Grin and bear it” may be “Sometimes you have to bear it, but you shouldn’t force yourself to grin.”

So yes, people are going to have to deal with stress at work but seeking out team members who understand how to pause, reflect, and calibrate their own reaction in a stressful situation is imperative. Figure out how the team members should be handling stress – and lend a helping hand.

04: How Proactive And Thorough Are They About Solving Problems?

Whether problems are technical in nature or interpersonal, an employee with strong self-management skills takes it upon themselves to solve them. At the end of the day, us as managers should not be the ones solving problems – we should simply be creating an environment for the team to solve problems on their own. As we interview, hire, onboard, and train the team, we will want to make sure our team member is both proactive and thorough in solving problems. Here are some questions to ask ourselves as a manager – or to pose to our employees – around how to ensure they’re able to solve problems well:

In short, problem-solving is important both to individuals and organisations because it enables us to exert control over our environment. We want the team member to have this ability to exert control over their own environment.

Effective time management and prioritisation, confident decision-making, graceful stress management, and strong problem solving are the biggest self-management skills we can be looking for when building our team. Let the people know that these skills are valued and part of why we hired them. It makes a world of difference for the individuals we hire to know these skills are valued by us as a leader, and it will drive them to maintain their self-management skills and keep them sharp.
Building Self Managed Teams

Suggested Tool - Team Chartering:

It's the practice of designing and building the team together. And even if it's a team who has worked together for a long time, taking the time to go back and work through these steps helps. A team charter is an alignment tool. It's an opportunity to identify agreements, expectations, and make commitments for how you're going to work together. It brings clarity and purpose and promotes autonomy. It's common that teams go to work but forget exactly what they are working towards, so this is a great way for any team to articulate how they are going to serve each other and the organisation.

A. Purpose:

Team chartering always starts with Purpose so that our entire team becomes aligned with what we are here to do. The purpose is the end result. Think of it this way: once we have accomplished what we are here to do as a team, how will the world be any different? Our purpose as a team then will nest up into the purpose of the organisation at large.

B. Mission

The mission is different than Purpose. The purpose is the 'why', our mission is the 'how.' How our team is actually going to achieve that purpose. It's the shorter-term objectives and the results we want to achieve together.

C. Values

In addition to the purpose and mission, the team charter will also hold our values. And, again, like your Purpose, these values will nest up into the overarching values of the company. A great way to set team values is to have the entire team write down their personal values and bring those to a collaboration session.

Put them all up on a wall and then the team can filter through those and decide which ones make the most sense or are relevant to the mission and purpose they are looking to accomplish. Try to narrow it down to no more than ten. And when things get hard, bring the team back to these values, the mission, and the purpose.

D. Communication & Workspace

Another part of designing how the team will work together is specifying communication and workspace preferences. This is how the team will share information and communicate. Adaptive, high-performing teams work out in the open so that information is accessible to their teams at all times. So when we are identifying the communication and workspace pieces of our charter, we will want have the discussion of both

Join our Telegram channel to get updates of latest Educational Advancements and Live Events.

t.me/ParinjanaPartika
behaviours and tools. The team will want to decide which tools are available to the company so that we can work out in the open. But it's important to remember that it is less about which tools we are going to use and more about how they allow us to accomplish our mission and purpose.

E. Meeting/Operating Cadence

With team chartering, we will also want to work out the team's general operating rhythm. How will one organise the work and move it forward? How are we going to meet and for what purpose? Maybe we will have a live stand-up every day/ once in three days to remove roadblocks that are coming up. Maybe we have 60-minute coordination meetings on Mondays to organise and align the work. Maybe we have Retrospective meetings on Fridays.

Meetings are a big one because it's where we can waste most of our life if the meetings are not purposeful. So we want to be thoughtful about the purpose the meetings serve. There's a ton of opportunity to increase performance — and morale — simply by being clear about the meetings we need as a team in order to do our work. Use retrospective meetings to continuously work on self-awareness, trust, and vulnerability with each other, discussing what we have learned and what we can do better as individuals and together.

F. Guardrails and Norms

The final piece to the team charter is setting guardrails and norms where we are identifying anything that may getting in the way of accomplishing our mission and purpose. For example, if the team burns out, they can't do anything, so maybe we have a norm that we keep an eye on each other's health, or we decide we will take mental health days once a month. Guardrails may be things like how much we can spend on travel or what the budget looks like in general. Important things to name and talk about as a team. Guardrails and norms are also some of the most dynamic parts of our team charter. When the team works through conflict, identify whether we need to adjust the guardrails and norms so that the team continue to be as autonomous and harmonious as possible.