



Vidya Vikas Education Trust's

The Lord's Universal College of Education

(Linguistic Gujrati minority Institution
Affiliated to Mumbai University, Recognized by NCTE)

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MCT
MANJARA CHARITABLE TRUST

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Jointly Organizes

2 DAYS INTERNATIONAL WEBINAR

on

Kurt Lewin's Change Model

Application to Creating a Learning Organization Post COVID -19

5TH & 6TH MARCH 2021

ORGANISING COMMITTEE

The Lord's Universal College of Education

MCT's College of Education and Research

PATRONS

Hon'ble, Shri Jesus Lall
Chairman, Universal Education

Hon'ble, Shri Vilasraoji Deshmukh
Founder, Manjara Charitable Trust

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Academic Director, Universal Education

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ORGANIZING SECRETARIES

Asst. Prof. Soma Guha

Asst. Prof. Divya Belchada

SUPPORTING STAFF

Mrs. Sheetal Dhotre, Librarian

About Us

Vidya Vikas Trusts the Lord's Universal College of Education works under the leadership of our Honorable Chairperson and great visionary Mr. Jesus Lall, who has established his mark in the education world by the name of Universal Education.

We are a huge family of Education institutions ranging from KG to PG with the vision of providing quality education to our student community. In line with this vision, we are on the mission of creating teachers who can balance well between technology and humane values. In this direction, the Institution strives to provide training on ICT-based instructions as well as giving opportunities for developing soft skills and inculcating values like decision making, communication skills, rational and logical thinking, empathy, sincerity, sensitivity, etc. That would enable them to cater to the needs of their students efficiently and make them emotionally stronger and stable in order to ensure as citizens of progress of the society.

Manjara Charitable Trust is a renowned trust in Maharashtra, founded by India's distinguished administrator, Shri Vilasraoji Deshmukh in 1988. It is a social welfare organization whose goal is economic, social, political, and cultural upliftment of the masses in Maharashtra by providing quality education. In keeping with the ideals of the Trust, MCT's College of Education and Research has for nearly four decades serving the needs and interests of the people. The College is governed by the voice of the many, a shared responsibility of faculty, Academic staff, and students respectively. From a modest beginning and as a result of the Judicious application of limited resources, College has grown into an establishment eminent Teacher Education Institution within one and a half decades. It stands in the midst of an ever-expanding revolution in communication, which influences fundamentally the technology and practices in Education.

About the International Webinar

During and post COVID-19 scenario has been a worldwide unpleasant experience for every field of life. The impact is so harsh that almost all are facing the reactive change in routine life. It does not matter if we like it or not, we all are forced to adopt the lifestyle to sustain in the crisis situation.

Every formal and informal organization is facing the unavoidable problem of forced change where people are not very comfortable. The education system too is experiencing the overhauling of the entire process of teaching and learning and managing. This change is, directly and indirectly, affecting its Ecosystem comprising all the stakeholders including learners, teachers, management, parents, and the society as a whole.

How to make such sudden changes more proactive than reactive? The answer lies in Kurt Lewin's three-stage process model that very simply suggests ways to accept the change by unfreezing the conventional behavioral pattern to implement the inevitable change willingly and ensure its sustainability by refreezing this newly implemented change.

Today, all the educational institutions are experiencing the paradigm shift in imparting education to learners, i.e., from conventional F-2-F set-up to the virtual learning platform that is, learning from home.

Theories of change describe the effectiveness with which organizations are able to modify their strategies, processes, and structures. Lewin's change model indicates the stages of organizational change.

The Webinar examines the three stages of Lewin's model: unfreezing, movement, and refreezing. Although this model establishes general steps, additional information must be considered to adapt these steps to specific situations pertaining to different stages of organizational change. This webinar will deliberate upon how change management offers a constructive framework for managing organizational change throughout Kurt Lewin's three-stage process model.

The present webinar is being organized to provide a platform to the participants to share their experience of managing educational processes and also to critically understand the applicability of Kurt Lewin's model of Changing At Three Stages (CATS) to make learning more enjoyable for learners, easily acceptable to parents and manageable and motivating to teaching and managing faculties.

AIMS of the WEBINAR

The aims of the seminar for participants are as follows:

- To critically understand the feasibility of Change Management.
- To relate the functional significance of change by Defreezing and Refreezing
- To act as experts to suggest ways and means to make educational changes more sustainable and meaningful.

Sub - Themes

Professionals in the field of education at any level can participate and may select any one sub-theme described below, based on their own experience in a role either as In-service and pre-service teachers, parents, management personnel or the librarian that they may find more critical and worth sharing.

1. Making online learning meaningful for students

Teachers can share their views based on their experience during the process of teaching and learning. Under this sub-theme, participants may consider the following pointers as the reference.

The shift from the F-2-F platform to a remote learning setting surely poses many challenges in the input-process and output of learning. E.g, the distinction between e-learners and regular classroom attendee learners with reference to the physical verbal and non-verbal stimulation, rapport building with fellow teachers, group mind, and interaction that contribute to learning, discipline, class management, etc.

2. Kurt Lewin's model and Capacity building of teachers

The current scenario of the COVID-19 pandemic has significantly caused the forceful and sudden change that opened many new opportunities to grow professionally by developing the capacity building to face new challenges related to technology and virtual class management.

Participants opting for this sub-theme may share their experience on the challenges and problems faced by them in the initial stage of the crisis situation and how could they overcome these hurdles in the capacity of the teachers and as learners to grow professionally to facilitate meaningful e-learning.

3. Better equipped Management for online education:

The challenges in the area of management and administrations too contribute to the quality of education directly or indirectly which is evident in many institutions wherein technical insufficiency or internet connectivity possess problems in managing academic and administrative activities at distance too. The participants who have the experience in administrative work like principals, supervisors, also teachers handling ITC department can consider the third sub-theme.

4. Creating Parent ready environment for children's virtual learning

'Study from Home' culture has witnessed parents being directly involved in the teaching learning process monitoring their children's studies very minutely. This has created a situation where the teaching faculty and management are super careful about the impression that is instantly sent by parents. This has also restricted the authorities to bring in any changes or innovations due most of the parents' conventional attitude towards their ward's learning.

In turn, Parents too had to adopt the paradigm shift of the teaching learning process. How could they do it? What challenges they faced? Are the few questions that may be addressed by the paper writers for this sub-theme. And this is the reason why we recommended only teaching faculty who are also parenting their school or college going children.

The papers would also serve as valuable inputs for the educational institutions to take steps to make the change easier and acceptable for parents.

5. Changing role of the Library in post-Covid 19

Librarians from educational institutions can select the sub-theme as they are fully aware of the challenges, they are facing due to the paradigm shift of the learning platforms.

6. Ethical considerations for a paradigm shift in the teaching-learning process

Any participant from the field of education who are directly or indirectly involved in the educational practices may write their papers under this sub-theme. They may specifically consider any ethical issue that proved to be a barrier for them and how that could be resolved. Ethical consideration may be thought of on following lines...

Technology related ethics: e.g. Cyber-crime, Plagiarism, etc.

Human resource related ethics. E.g. Time span, physical fitness, load of studies etc.

ABSTRACT SUBMISSION

Participants need to submit the abstract on the link given below by 22 /02 /2021

Link for abstract submission : <https://forms.gle/ukQeLUUReU3JYoLL8>

Please note only the abstract has to be sent which participants may refine after the experts' session before their presentation on day 2.

Participants can use any multi- media for online presentation.

The format for the Abstract will be as follows:

Language: English, In a word document

Length of Abstract: 250 - 300 words.

Font: Times New Roman, 12,

Spacing: 1.5

State the Title of the Subtheme, name(s) of the author(s), institutional affiliation(s), and e- mail address at the top of the page.

The abstract should include the aim of the study, the theoretical orientation, the methodology used, the main results and conclusions, and 3 to 5 Keywords / operational terms.

FULL PAPER SUBMISSION

Participants need to submit their full paper within 10 days post Webinar

Participants are expected to write the paper based on their experiences of dealing with the COVID situation challenges and solutions.

Organizers treat all the paper authors as experts for readers to get insight into swift CHANGE MANAGEMENT.

The format for the Full Paper will be as follows:

Language: English,

Length: 1200-1500 words.

Font: Times New Roman, 12

Spacing: 1.5.

Please follow APA 6th Edition for references.

PROGRAMME SCHEDULE

Day 1 - 5th March 2021

Inaugural session

11:00 AM - 11:30 AM

Keynote Address and

Session 1

11:30 AM -12:30 PM

Kurt Lewin's Change Management: Application in the present scenario

Prof.(Dr) Shefali R. Pandya

Sr. Professor, H.O.D., Department of Education, University of Mumbai

Session 2

12: 30 PM - 2:00 PM

Change Management--An Overview

Dr. Vidya Naik Rtd. Prof., Sch. of Business Mngt & Former Dean, Sch. of Continuing Edu. NMIM

Break

2:00 PM - 2:30 PM

Panel Discussion

2:30 PM - 4: 00 PM

Dr. Sunayna Kadle - Teacher's perspective

Gandhi Sikshan Bhavan's Surajba College of Education

Dr. Geeta Thakur - Management's perspective

Professor, Department of Education Head,

Manav Rachna University

Mr. Sunil Patel - School's perspective

Head master, Secondary section, Pragnya Bodhini High School

Mrs. Soma Guha - Parent's Perspective

The Lord's Universal College of Education

2 student representatives from host colleges

Day 2 - 6th March 2021

Session 3

11:00 AM - 1:00 PM

Managing the Change through Micro-interventions at School: A Canadian Perspective

Dr. Roselle Aranha

Head Dept. Of Mathematics, I.B School,Canada

Break

1: 00 PM - 1:30 PM

Abstract Presentations

1: 30 PM - 3:00 PM

Report reading

3:00 PM -3:30 PM

Valedictory

3:30PM - 4:00PM

Dr. Vidya Naik Rtd. Prof., Sch. of Business Mngt & Former Dean, Sch. of Continuing Edu. NMIM

Who can participate?

Principals, In-service Teachers at all Levels, Librarians, Parents who are in teaching profession, Management personnel of educational institutions, Research Scholars, Student-Teachers.

Registration fees

Only Participation	Rs. 300
Paper Writers	Rs. 200 (Additional for peer review of the full paper)
For Publication kindly mention your choice as given in the registration form	

Link for registration form: <https://forms.gle/sqj2JddmW7poJKHi9>

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