

ISL IN APRIL & MAY'25

HIGHLIGHTS OF THE MONTH

1. Leadership development program for 10X International School, Mysore.
2. Training Needs Analysis for grades 6-12 to refine upcoming leadership programs of academic year 2025-26.
3. Internal team training for hands-on experience on new curriculum.
4. Leadership development program for Grade 4 of Indus International School, Bangalore.
5. Thai students orientation program focused on leadership development and cultural learning.
6. Participation in 37th Central Leadership Retreat exploring SEL integration and leadership innovations.
7. Curriculum innovations by introduction of thought experiments, insight journals and SEL modules across programs.
8. Introduction of globally accepted assessment centres to enhance student learning.
9. First-aid revision course for leadership trainers at ISL.

Insight to Action

Dear Leaders,

As we journey through 2025, the months of April and May at ISL have been marked by vibrant exploration, meaningful learning and steady growth. This edition reflects our commitment to strengthening our programs, building stronger foundations and investing in our trainers to shape leadership journeys with lasting impact. With fresh ideas, deeper collaboration and a clear sense of purpose, we're excited to continue guiding future-ready leaders in the months ahead.



Growth is never by mere chance; it is the result of forces working together.

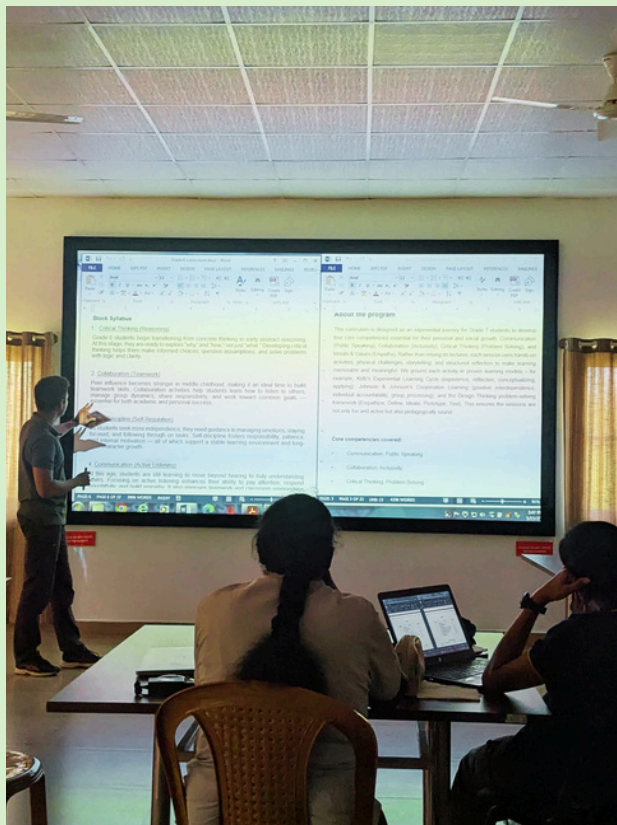
Leadership Development Program for 10X International School, Mysore

It was a proud milestone for the ISL team as we conducted leadership development program for the very first group of students. As part of their school's induction journey, 7 students joined us on May 16th for a foundational leadership program designed to build identity, ownership and a sense of belonging in their new community.

Through thoughtfully planned activities, the students explored what it truly means to lead—building trust, embracing challenges and discovering their unique voices. What stood out was their openness and resilience, even as a brand-new group. The sessions encouraged self-expression, collaboration and vision-setting—essential leadership skills that will guide them as pioneers of their school.



Designing new curriculum - Training needs analysis



During April and May, our focus at ISL was on turning insights into action. After conducting a detailed Training Needs Analysis (TNA) across Grades 6 to 12, we developed a leadership curriculum shaped by real needs.

With valuable inputs from students and facilitators, we designed programs that are both age-appropriate and tailored to each school's context. This phase of work laid the groundwork for students to undertake leadership journeys that are meaningful, relevant and aimed at helping them grow with confidence.

Preparing to Lead: Internal Training at ISL

Before we guide students in classrooms or outdoor spaces, we believe in stepping into the experience ourselves. Leadership begins with learning and that applies to us first. From May 12th to 16th, the ISL team came together for an intensive phase of internal training, curriculum finalisation and trial runs of each leadership module from Grades 6 to 12.

This was a deep dive into the very programs we'll soon be delivering. We walked through every module in detail, conducted simulations of key activities and tested session plans from start to finish.

Every facilitator is actively engaged in refining the flow, strengthening the learning objectives and making sure that our sessions are clear, purposeful and aligned with students' developmental needs.

A key focus throughout this process was safety. By doing the activities ourselves first, whether in the classroom or outdoors, we ensured that each element was practical, secure and accessible for participants. This hands-on trial helped us anticipate challenges, clarify instructions and build confidence as facilitators. Beyond preparation, this was also a space for learning from each other. Through peer feedback and open discussions, the team shared ideas, asked critical questions and shaped the programs collaboratively.

It was a powerful reminder that great facilitation starts with great preparation and that leadership is not just something we teach, but something we practice together. We now move forward equipped not only with strong programs but with a stronger team ready to guide students with care, confidence and clarity.

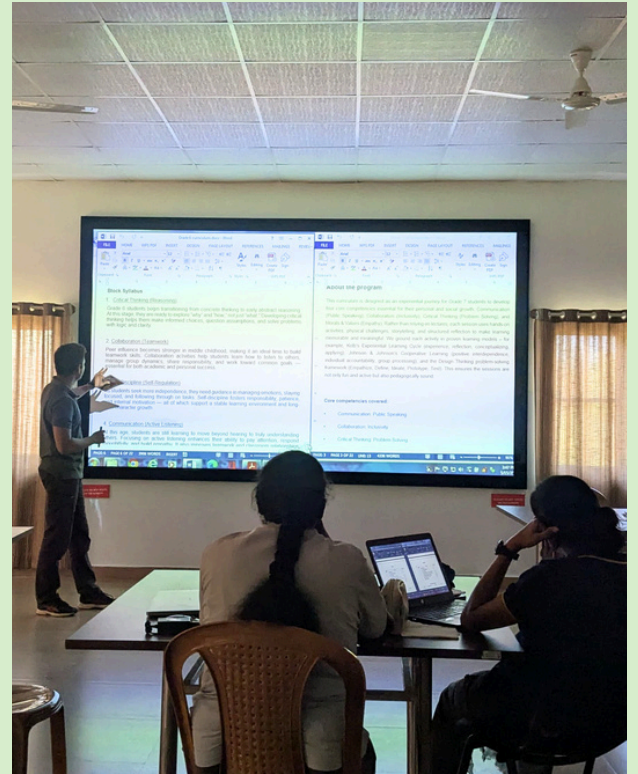


Introduction of Globally Accepted Assessment Centres

A significant addition during this phase was the introduction of globally accepted assessment centres for our student programs.

To make each leadership journey measurable, we introduced a structured assessment framework with four key elements: an observation sheet to track participant behaviors, an evidence sheet to capture specific actions, detailed rubrics for clear evaluation and a BARS (Behaviorally Anchored Rating Scale) chart to ensure objective, consistent assessments.

It's a step forward in making leadership learning more impactful for students and more professionally enriching for us as facilitators.



Leadership Development Program for Grade 4, Indus International School Bangalore



From April 2nd to 4th, we conducted the Leadership Development Program for Grade 4 students from Indus International School, Bangalore. The focus of the program was to help these young learners develop essential interpersonal and intrapersonal skills through hands-on leadership activities. Sessions included leadership simulations, reflective exercises and team challenges—all tailored to their age and experience. Throughout the program, students practiced problem-solving, decision-making and teamwork, learning how to communicate better, show empathy and take initiative. For many, this was their first step into leadership learning—a step that built confidence, encouraged collaboration and helped them see challenges as opportunities to grow.

Thai Students Orientation Program

As part of an exciting international orientation initiative to leadership development, nine students from Thailand visited Indus International School Bangalore and participated in a leadership engagement program at ISL from April 18th to 20th. The program focused on cultural integration, cross-cultural collaboration and introduced the students to core leadership skills through interactive and meaningful experiential learning.

Over the course of three days, the students immersed themselves in a variety of team activities, reflective discussions and outdoor challenges designed to build adaptability, initiative and teamwork. These experiences helped them navigate new environments, develop leadership confidence and embrace diverse perspectives.



First Aid Refresher Course



As part of our commitment to continuous learning and preparedness, a First Aid course revision was conducted during our internal training in May. All trainers had previously undergone this training last year and this session served as a much-needed refresher.

The revision covered essential first aid skills and response protocols, ensuring that our trainers remain equipped to handle emergencies with confidence and care. The session was engaging, informative, and reinforced the importance of being prepared, not just in outdoor settings but in everyday life as well.

Staying updated with these critical skills is part of our larger goal—to build not just capable trainers, but responsible leaders.

Shaping the Future: **ISL at 37th Central Leadership Retreat**

The ISL team took part in the 37th Central Leadership Retreat (CLR)—a three-day gathering of academic and leadership teams from across the Indus ecosystem. The focus? Preparing schools and leaders for the future. Key discussions centered around aligning school missions with future-ready education, making leadership more impactful and helping educators respond to the changing needs of the 21st century.

Few actionable takeaways included:

- Integrating Social Emotional Learning (SEL) into the core curriculum
- Redesigning middle leadership roles to be transformational
- Introducing Thought Experiments and Insight Journals to spark innovation and reflection
- Strengthening situational awareness as a core leadership skill for facilitators

For ISL, these ideas will shape our next phase of leadership programs.

We'll be embedding Thought Experiments in sessions for Grade 4 and above, piloting SEL-integrated modules and training our team to support mental well-being and reflective leadership. This retreat reaffirmed our commitment to not just what we facilitate, but how we empower leaders to think deeply, act wisely and lead with intent.



Reflection of the month

Deliberate Practice: The Hidden Engine

Behind Great Leadership

We often think of leadership as a natural gift—something people are just born with. But the truth is, great leaders are not just talented; they are trained. They practice. They reflect. They actively shape their skills with intention and persistence.

As Malcolm Gladwell points out in *Outliers*, “The people at the very top don’t just work harder... they work much, much harder.” But it’s not just about clocking hours—it’s about how that time is spent. True growth happens through deliberate practice: targeted, feedback-driven improvement focused on pushing the limits of one’s ability.

For leaders, this means doing the invisible, often uncomfortable work—reviewing what went wrong in a conversation, experimenting with new ways to inspire a team, or refining how they handle conflict under pressure.

Leadership isn’t built overnight. It’s the result of small, repeated efforts compounded over time.

It’s not about perfection; it’s about progress.

Because in the end, it’s not talent that sets extraordinary leaders apart. It’s their quiet, steady commitment to get better every day.



By Ms Nidhi Veerwal