

EDUTODAY

EDUCATIONAL SYNERGY Newsletter | January 2025 - Issue 07

What's **INSIDE**

Janita Andersen's Visit to Pakistan

- Lighthouse Review
- Networking Lunch

LeaderinMe New Family

Open Sessions on The 7 Habits of Highly Effective People

FranklinCovey Education Celebrates Independence Day with a Green Initiative

From the Coach Desk



Fazal Niazi

Practice Lead FranklinCovey Education,
Pakistan, Azerbaijan & Türkiye

Dear Educators,

As we eagerly await the results of the recent Lighthouse Review for Generations School, KIPS school, Allama Iqbal Town Girls Campus, Lahore and The Learning Space, I want to take a moment to reflect on the journey that has brought us to this point and the significance of what lies ahead.

The Lighthouse Review is a rigorous and transformative process that evaluates schools on their ability to create a culture of leadership, align practices with the 7 Habits, and empower every stakeholder. Reaching this stage is a remarkable accomplishment—a testament to the dedication, collaboration, and vision of these schools' communities.

Should these schools achieve Lighthouse certification, it will mark a pivotal milestone, not just for them but for our entire community. Lighthouse Schools are more than just examples of excellence; they become guiding lights for others, and torchbearers of transformation and hope. They inspire neighbouring schools, mentor peers, and sustain the practices that set them apart, ensuring that the impact of their work resonates far beyond their walls.

As we await the final decision, we celebrate the commitment and growth these schools have already demonstrated. It is with immense excitement and pride that I share some extraordinary news: Sean Covey, President of FranklinCovey Education, will be visiting Pakistan this January 2025! A visionary leader and New York Times best-selling author, Sean has dedicated his life to transforming education globally through his principle-centered leadership approach. This milestone is a testament to the relentless hard work and dedication of our team, whose impact is now being celebrated on a global scale. As we anticipate this next summit, let us continue to hold the vision of a future where every school shines as a beacon of hope and inspiration, illuminating the way for others to follow.

Editorial Board

Editor:
Nabila Kamrani
Senior Sales Manager
nabila.kamrani@franklincovey.pk

Sub-Editors:

■ **Saima J. Khan**
Lead Coach South

■ **Khadija Tanveer**
Client Partner

■ **Tasmia Muntaha Khan**
Client Partner

■ **Abeera Aamir**
Client Partner

Info@franklincovey.pk
UAN : 042 111 LiM 111
Mobile : 0312-111-1546

Find us on:



Celebrating our long-lasting partnership with the Leader in Me Schools.

We proudly presented the Leader in Me Process School Shield to our Leader in Me schools, which include Beaconhouse School System, The Millennium Education, Happy Palace Group of Schools, Karachi, The Educators, International School Lahore, RILLS, Crescent Model Higher Secondary School, Boys and Girls Campuses, Adabistan e Sophia, L'école, L'école Mondiale, GSIS, Al-Huda International School, Jadeed Dastgir Ideal High School, The Learning Hub School & College, Al'Ala International Islamic School, SICAS, Bahria Town Schools and Colleges, Lahore, Lahore Literati School, Beaconlight Academy, Education Bay School, Pingu's English School/ Eureka School System, Khadija Kazi Ali Memorial High School, Learner's Castle School Multan Fauji Fertilizers Grammar School- Mirpur Mathelo, Habib Public School, HHS School system and The Seeds School presented by Ms. Nabila Kamrani, Senior Sales Manager. This shield is a symbol of their unwavering commitment to fostering leadership, excellence, and personal growth through the transformative Leader in Me framework.

The shield symbolizes more

than recognition; it reflects the schools' commitment to empowering students with essential leadership, accountability, and life skills for thriving in a dynamic world ■



Agreement Signing Leader in Me

The Seeds School

We are honoured to partner with The Seeds School, a community devoted to fostering academic excellence, ethical values, and character development. The agreement, signed by Mr. Asif Iqbal, Director Academics, marks a shared commitment to nurturing life-ready leaders who embrace lifelong learning and make a meaningful impact on society. ■



Ibex School

We are thrilled to welcome Ibex School to the Leader in Me family!

This exciting partnership was formalised as Ms. Fatima, Head of Ibex School, and Ms. Nabila Kamrani, Senior Sales Manager at FranklinCovey Education Pakistan, signed the agreement in the presence of both the Ibex and FranklinCovey teams.

This milestone marks the beginning of a transformative journey, and we're excited to share some moments from the signing ceremony! ■



The Educators School

(Maymar, Saadi Town, and Allama Iqbal Town Campuses)

We proudly joined hands with The Educators School. Together, we aim to provide excellence in education, training, and empowering both students and educators with innovative approaches and opportunities for growth. The MOU was formally signed by Ms. Nabila Kamrani, Ms. Shazma Salman and Mr. Salman Ashfaq, Network Associates of The Educators ■



IM Academy

With the agreement signed by Mr. Khurram Iqbal, Owner of IM Academy FranklinCovey Education is excited to bring the Leader in Me process to IM Academy. This collaboration focuses on cultivating leadership skills, character development, and a culture of excellence to unlock the potential of every student ■



An Inspiring Parents' Session at The Educators School Maymar

We successfully conducted an incredible parents' session for The Educators School, Maymar Campus. This interactive session brought together parents, educators, and community members to discuss the pivotal role families play in the growth and development of their children.

At FranklinCovey Education, we firmly believe that families are the backbone of a child's success, both in academics and character development. This session emphasised the importance of collaboration between parents and schools to nurture the whole child. Together, we explored strategies to create a supportive environment that fosters not just academic excellence but also essential life skills, emotional intelligence, and strong values.



The event was met with overwhelming enthusiasm, with parents actively engaging in discussions and sharing valuable insights. Their energy and participation truly brought the evening to life, creating a shared sense of purpose and community. The smiles, meaningful conversations, and positive feedback spoke volumes about the success of the session.

We are incredibly proud to partner with forward-thinking institutions like The Educators School, which committed to working closely with families to inspire greatness in every child ■

Certificate Distribution Ceremony held at DHA Suffa University:

DHA Suffa University invited our team members to the certificate distribution ceremony for the 7 Habits of Highly Effective College Students course. Celebrating the students' dedication to personal and leadership growth was a proud moment for all. This achievement reflects their commitment to adopting effective habits that will guide their academic and personal success. We extend our congratulations to the university and students for this milestone and look forward to their continued journey of greatness.



Sponsorship Spotlight:



We are honoured to sponsor the Karachi School and Educational Supplier Show (KSESS) on October 12th, 2024, at the Pearl Continental Hotel. This dynamic event brought together a diverse audience of schools, students, parents, and educators, all united in their passion for innovation and excellence in education. certification distribution ceremony. Being part of this landmark event was a truly rewarding experience for our team. KSESS exemplifies the power of collaboration and discovery within the education sector, and we are proud to contribute to its success.

Interactive Session with LeaderinMe Parent Community

We conducted an impactful parent session at Habib Public School, IM Academy, and Beaconhouse School System. These sessions were filled with insightful discussions, where parents actively engaged and shared their perspectives. The 7 Habits of Highly Effective People resonated deeply, as many found it to be a transformative addition to their lives. It was inspiring to witness such enthusiasm and commitment from the parents, reinforcing the importance of leadership and personal growth at home.



The 7 Habits of Highly Effective People Training at Higher Education Commission (HEC)



We conducted a transformative training session of the 7 Habits of Highly Effective People led by our senior facilitator, Ms. Nabila Kamrani, for the distinguished participants of the National Academy of Higher Education (NAHE), the training department of the Higher Education Commission (HEC) This session was designed to cultivate essential leadership skills and strategies, empowering participants to foster growth and success both personally and professionally.

A Gathering of Leaders: Celebrating Growth and Unity with Mrs. Janita Andersen

Mrs. Janita Andersen visited Pakistan for Lighthouse Reviews, and during her stay, we organized two wonderful networking lunches with school leaders—one in Lahore and another in Karachi.

In Lahore, we had the privilege of hosting the senior leadership teams from our esteemed member schools, including Crescent Model Higher Secondary School (Boys and Girls Campus), SICAS, RILLS, Adabistan-e-Sophia, L'école, and Bahria Town Schools and Colleges.

In Karachi, Dr. Gazala Siddiqui shared her inspiring journey, starting with her introduction to The 7 Habits through Dr. Stephen R. Covey's audio cassettes, leading up to her connection with The Leader in Me and the FranklinCovey

Education Pakistan team, and eventually the Lighthouse Review.

These events were a perfect blend of fun, learning, and meaningful socializing. Leaders from various schools



gathered with a shared mindset, exchanging best practices and engaging in insightful conversations with Mrs. Andersen.

Both days were filled with enriching discussions in beautifully curated environments, leaving everyone energized and inspired ■

Lighthouse Review: A Milestone of Leadership and Growth

The Lighthouse Review is a significant milestone for every Leader in Me school, symbolising the culmination of dedication, collaboration, and growth. For FranklinCovey Education Pakistan, it marks a proud achievement as we celebrate our country's first-ever Lighthouse Review. This year, Generations School (Karachi), The Learning Space School (Karachi), and KIPS School, Allama Iqbal Town Girls Campus Lahore, underwent their Lighthouse Reviews, demonstrating remarkable progress and commitment to fostering a leadership culture.



This journey has been fueled by the combined efforts of Staff Lighthouse Teams, Action Teams, Student Lighthouse Teams and Parent Lighthouse Teams all working tirelessly to achieve their "Big Rocks"—key



goals that reflect the leadership growth within their schools. More than just completing key practices, they've transformed their schools into vibrant environments where relationships thrive, students lead, and the entire community flourishes.

The Review also highlighted the impact of student-led initiatives, such as Leadership Notebooks and student-led conferences, where students proudly shared their growth and learning journeys. These moments epitomize true empowerment, showcasing engaged, confident, and capable learners.



During her visit, Mrs. Janita Andersen and FranklinCovey Education Pakistan team firsthand witnessed the dedication and spirit of these schools. Her positive feedback and genuine delight affirmed the value of their efforts, leaving us inspired and eager to reach even greater heights. The Lighthouse Review is not just a status; it is a testament to our collective commitment to leadership, growth, and excellence ■



LeaderinMe Training Roll-outs, 2024

Leader in Me process lays a robust foundation for continuous improvement, empowering schools to achieve lasting growth. Each year, we proudly deliver tailored training rollouts in our LiM schools, enhancing their effectiveness and productivity through progressive milestones—Core 1, 2, or 3. Additionally, we conduct training for new staff members, ensuring they deeply understand and embrace the core values of Leader in Me schools.

Every year, we are privileged to welcome new schools to the Leader in Me family, introducing them to the transformative 7 Habits of Highly Effective People training.

The glimpses of these impactful training are shared below that not only fosters professional development but also nurtures a shared culture of leadership,

collaboration, and empowerment, driving lasting success in every school community ■



Empowering Change: A Transformative Open Session of The 7 Habits of Highly Effective People

" Be a Light, Not a Judge; Be a Model, Not a Critic." – Stephen R. Covey

FranklinCovey Education Pakistan, hosted an open sessions on The 7 Habits of Highly Effective People in Lahore and Islamabad. This workshop, led by Mr. Fazal Niazi, Practice Lead, and Mr Ubaid ur Rehman, Lead Coach in Lahore and Islamabad respectively was a remarkable journey of self-discovery and growth.



In today's fast-paced world, where adaptability and leadership are essential, Beaconhouse International College (BIC) Islamabad Campus also gone through the training on "The 7 Habits of Highly Effective People" facilitated by Mr. Fazal Niazi.



These sessions encourage participants to enhance their personal and professional lives through Stephen R. Covey's timeless principles.



Guided by expert facilitation, the attendees shared personal stories and actionable insights, demonstrating how proactive

behaviour can influence positive outcomes in their daily lives.

Through interactive exercises, all participants crafted personal mission statements, reflecting their core beliefs



and aspirations. The synergy in the room was evident as everyone collaborated, brainstormed, and inspired one another.

What truly made the session stand out was the active engagement of participants.

FranklinCovey Education Pakistan is dedicated to bringing these transformative experiences to individuals across the country, helping them unlock their potential and become the leaders they aspire to be ■



Bridging Borders, Inspiring Leaders: The Transformational Journey of Beaconhouse WTC Gujranwala

At Beaconhouse WTC Gujranwala, transformation isn't just a word—it's a journey. A journey of connection, leadership, and hope that began when our school embraced Leader in Me and Global Connect.

Not too long ago, the school faced challenges. Student engagement was low, teachers felt demotivated, and parents seemed disconnected. But everything changed when we opened the doors to a broader world—one where every student could discover their unique potential to lead, no matter their background.

Through Global Connect, we've built bridges that transcend borders. Our students and teachers have participated in a variety of engaging activities: culture sharing, hosting a pet show, offering English tutoring, exploring favourite professions, celebrating Earth Day by planting



These activities haven't just been fun—they've been transformative. One Earth Day project, Seeds of Hope, saw students planting trees as a symbol of their commitment to the planet. Another highlight was sharing songs, dances, and stories with students from different cultures, fostering a sense of global unity.

Principal Anjum Afshan reflects, "Our school was struggling to engage students, and morale was low among teachers and parents. But with Leader in Me and Global Connect, we've seen a complete transformation. Everyone is happier and more involved."

She also celebrated the efforts of Mamoonah, a teacher who has taken these initiatives to heart. "It's inspiring to see how Mamoonah has become a powerful leader, connecting us globally and finding her voice in the process," said the principal.

Mamoonah herself shared her excitement, "Connecting with other teachers, schools, and students has been incredibly fulfilling. Making friends across the globe, sharing cultures, and broadening our students' horizons feels like a dream come true."

This is more than a story of events—it's a testament to the power of connection and leadership. At Beaconhouse WTC Gujranwala, we're not just teaching students; we're inspiring them to lead, grow, and embrace a world of endless possibilities ■



trees, and even writing heartfelt letters to pen pals around the globe. Highlights include a virtual zoo visit, the Seeds of Hope project, and memorable exchanges on supporting students with special needs.

REPLACING REWARDS WITH CELEBRATIONS



Dear Educators,

Students leading their own learning can be incredibly empowering and effective. We can do this by trading in traditional “if, then” models of rewards and punishments for systems that tap into students’ intrinsic drive to succeed. When we create a culture of empowerment at school, students can lead their own learning. We can do this by trading in traditional “if, then” models of rewards and punishments for systems that tap into students’ intrinsic drive to succeed.



5 Essential Needs

In his book *Activating the Desire to Learn*, Bob Sullo teaches us that we’re all driven by five essential needs—the

need to feel safe, make connections, be competent, make choices, and have fun. Let’s tap into these five forces with five easy, yet meaningful, student celebrations.

1) Feel safe.

Meet the need to feel safe with routines for reflection and celebration. Try committing to a system of peer Accountability Partners with Weekly WIG (Wildly Important Goal) Sessions. Include language frames or prompts for celebration.

2) Make connections.

Meet the need to feel connected by making celebrations a family affair. Extend opportunities for students to use the school phone to share news with family members. Talk about an Emotional Bank Account deposit for family members that live far away. Or, how about replacing the traditional “Awards Day” which recognizes some students with certificates and medals for a Celebrations and Contributions Day, whereby each student shares the ways they have grown as learners and leaders.

3) Be competent.

Meet the need to feel competent by dedicating physical spaces to goals and growth. Maybe it’s a Goal Getters wall, a bell to ring, a Celebration Station photo booth, a page in the Leadership Portfolio, or all of the above. Encourage students to make their way over to that physical space any time they meet a goal.

4) Make choices.

Meet the need to make choices by co-creating a celebrations menu. Ask students how they want to be celebrated. Pose the challenge of identifying celebration ideas that don’t cost anything. Compile ideas for celebrations at the individual, class, grade, and schoolwide levels and include the menu in Leadership Portfolio.



5) Have fun.

Meet the need to have fun by tapping into quality Sharpen the Saw time with peers or adult mentors. Think about students buddying up with a school administrator as “Principal for the Day,” leading out a segment with a student anchor on the morning news or having lunch with the librarian or piano lessons with the music teacher.

Our systems for celebrations reflect what we value. Let’s work to ensure that empowerment is at the center of those systems, leveraging the power of celebrations rather than rewards to motivate students to keep learning and growing.

*This article was originally published on Leader in Me Weekly. For our newsletter, it was shared by **Ms. Shumail Anis**, FranklinCovey Coach, Central Region.*

Agreement Signing with Happy Palace Group of Schools

Agreement Signing with Happy Palace Group of Schools

We are thrilled to announce our partnership with Happy Palace Group of Schools (HPGS), a visionary institution dedicated to providing enlightened education and shaping dynamic personalities. Under their motto, Vision Beyond Excellence, HPGS strives to enhance the quality of education in society, fostering expertise and advancement in every field of life.

The agreement was proudly signed between Barrister Athar Khan, Managing Director, and Mr. Fazal Niazi, Practice Lead FranklinCovey Education, symbolizing a shared commitment to empowering students to embrace the challenges of the modern era while nurturing patriotic and responsible citizens. Together, we aim to inspire greatness and pave the way for transformative educational experiences.

As co-leaders in this transformative journey, FranklinCovey Education and Happy Palace Group of Schools will work together to equip students with essential 21st-century skills through The Leader in Me process. HPGS, one of the most renowned schools in Karachi, boasts an impressive network of over 35 campuses and nurtures the growth of more than 15,000 students ■



From the Coach's Desk: Leading with Balance – Empowerment vs. Control or Abandonment

As a Leader in Me Coach, I've the privilege of working with schools at every stage of their leadership journey. One thing I often observe is the delicate balancing act leaders face in managing their teams. In some schools, leaders lean heavily on control, trying to oversee every detail. In others, I see well-meaning attempts to empower that unfortunately drift into abandonment, leaving staff and students feeling unsupported.

This tension—control, empowerment, or abandonment is something every leader must navigate. The challenge is finding the balance that fosters growth, builds trust, and drives results. Let me invite you to explore the difference between these approaches and how choosing empowerment with accountability creates the most effective leadership culture.

When leaders rely on control, they oversee every action and decision to ensure tasks are completed precisely as directed. While this can bring short-term success, it often stifles initiative, ownership, and creativity. Staff and students may meet expectations but rarely exceed them. Growth is minimal because autonomy is absent.

On the flip side, I sometimes encounter leaders who confuse empowerment with stepping away entirely. They say, "I trust you," but without clear expectations or consistent follow-up, this trust can feel more like neglect. Without support and accountability, teams can feel overwhelmed or directionless. Empowerment requires active involvement, not a hands-off approach.

Empowerment is the balance between the two extremes. It's about

giving others the freedom to lead and innovate while providing the tools, guidance, and accountability needed for success. True empowerment builds trust, confidence, and a sense of ownership, allowing individuals to thrive within clear boundaries.

To empower effectively, start by defining the "what" and "why" of tasks or goals so that everyone understands the vision and their role in it. Offer the resources, coaching, and encouragement needed to help others succeed. Maintain accountability through regular check-ins, constructive feedback, and follow-through, ensuring everyone stays aligned with the goals. Finally, celebrate progress along the way—acknowledging both small wins and significant achievements sustains motivation and reinforces a culture of growth.

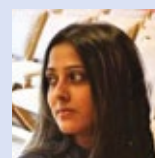
As a leader, I encourage you to ask yourself: Am I leading with balance? Do I provide enough guidance to empower others without controlling them? Am I holding my team accountable in a way that supports their growth?

True leadership doesn't sit on the extremes—it thrives in the space where accountability meets empowerment. When we find this balance, we not only build stronger teams but also create a culture of trust and excellence that drives lasting results.

Let's lead with balance, together.

Saima J. Khan

Lead Coach – South Region



Celebrating Independence Day with a Green Initiative

On August 1st, 2024, we launched a tree plantation drive across Pakistan in celebration of Independence Day. This initiative encouraged students to plant a tree at home or school and share a picture with us, taking proactive steps toward a greener future.

The response was heartening, with over 200 posts from students and schools across various regions of the country. Each post served as a reminder of the power of collective effort, as young leaders took the initiative to plant trees and contribute to the well-being of their communities.

At FranklinCovey Education, we are proud to support initiatives that empower individuals to make a positive impact. By continuing to care for our environment, we are helping create a cleaner, greener future for generations to come.

Together, we can build a more sustainable Pakistan—one tree at a time ■

