

Building Value Creating Skills through Ethics

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"Coming together is a beginning

Keeping together is progress

Working together is success"

- Henry Ford

Abstract: The present Indian society is in search of value creating Teachers. Teachers are the backbone of framing the destiny of the students. Students had to be empowered in such a way that they should become efficient, value creating leaders who are willing to work in Team. The same applies to Teachers as well. This paper focuses on Ethical leadership in educational institutions and emphasis is laid particularly on the departments.

Life in today's world is longwinded. In the highly competitive world that we live, it has become rather pertinent for members of the family to reach out to the outside world for jobs to sustain in the society irrespective of the gender. Gone are those days when one would prioritise family and personal times as fundamental and when jobs were designated according to the gender. People today are swathed in the mundane responsibilities that life seems to have lost its essence and has woefully become power-driven. Dwindled are days and moments of stopping by to admire little miracles of joy around us. The time and boundaries between work and family or personal and professional lives has become vague.

The world today, brings a speed of life and competitiveness unmatched in history. We are constantly in the rat race to acquire wealth and power. Man seems to be lost in the race of seeking help to cope with the demands of the day. In such a stressful cycle of life that we are treading, we aspire to seek at least a healthy work atmosphere because much time of the day is used up at work place. It is here that **leadership** comes into picture. It plays a significant role in employee satisfaction and eventually employee retention. A happy workplace fosters happy people with its reins held by an efficient leader.

Leadership is a word with vast appeal because most of us are involved in either being influenced or influencing others at various walks of our lives. Human mind is constantly intrigued by the nuances that makes one a great leader.

The role of effective leadership in higher education and particularly at department level is indispensable. The focus is just not education but also to create value while educating the youth. The present day youth is more focussed on learning many things but lack the basic values which they had to incorporate, to have a better future. To cite an example they are seen sitting and texting their personal friends when they are in the company of their classmates without giving much attention to what is discussed in the group and at the same time when they are spending the time with their personal friends they will be busy chatting with their classmates. It is such an irony that this happens at all the places including the family.

Learning life skills including etiquette is a part of the Teaching learning process in Higher Education. The person who can adopt to the basic values of life and interested in growth is the person who can make a difference in the society. This can be taught only through effective teachers. A proper environment is the need of the day for Teachers to create great leaders. Apart from this if the entire department works with unity on same principle of creating leaders it makes a huge wave of difference in the lives of students.

Team Building and Human Morale

According to **Hunter**, **team building** is "a series of activities that improves the performance of a team by strengthening the relationships among team members. Although different activities could lead to different results, in the end, team building is effective in building relationships and helping performance."

Implementing team spirit among faculty members of any educational institution fosters positive outlook in their profession. The faculty has to brace many challenges such as demanding curriculum, handling student of varied mindsets, inadequate salaries, high level of commitment, poor working conditions, invasion of Technology and meeting deadlines has made teaching profession more challenging and demands greater skills on the part of the Teachers.

In the beginning of every academic year the entire Department can plan to have one value creating theme as a part of their curriculum and instil the same to the students in various ways as each teacher has different technique of teaching.

As a result of high level of stress, the faculty face the problem of low morale and job "burnout" which aids them to believe that it's a thankless job they do. Long hours of teaching give them very less time to interact with their colleagues. Apart from this, professional envy from their peers, and frustration, rules the roost. The impact of these problems drives them to find better opportune in other fields of employment. Thus, implementing team building activities to bring back the enthusiasm is the need of the hour because teacher morale and student achievement go hand in hand.

Added to this Technology has extended its hand both as a boon and as a bane. The Present day Teacher has all the information in the fingertips to help students understand the concept better than the previous generation teachers. At the same time he/she also has the challenge of stopping the students not to browse too much and take unwanted material.

The Tech Savvy students also get the gadgets to the class and they are constantly distracted. They find the information which the visual world gives is much more interesting than the chalk and talk method. Though this is to some extent agreeable this cannot answer the doubts which they possess during the learning process. The visual world is a one way process and hence they have to get back to the Teacher to sort their doubts and get motivated to learn more.

According to noted writer **Tracy** “*Teachers want to be a part of a team, participate in decision making, use their skills in ways that are valued, have freedom to express, be challenged and have opportunities to learn and grow*”.

Team building activities helps one to develop synergy and trust. It puts to test the efficacy of a leader. The activities are thus planned to improve communication, connecting to the team, appreciate and support one another, and team cooperation. Creative activities aid the employee in decision making process. Thus, team building improves the employee morale by making them feel important and it brings about a great change in the place where they are working. If all the Teachers stand together with the same point it brings about a revolution in the minds of the students preparing them to be better citizens of the future world and at the same time they learn to be good human beings.

To conclude, leadership, team building, value creation and human morale go together in playing a substantial role in the employee’s performance, approach, productivity, efficiency, confidence and not to leave Nation Building.

“Working together works”

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