Corporate culture and Character development

Milan Cicel

Gaugazian Modernization convention,

Culture & Education, November 23, 2017

Education towards all of Life

David Laco
Gaugazian Modernization Convention,
Culture & Education, June 2017

Coaching & Tutoring program for schools

C.S. Lewis Bilingual School in Bratislava
850 students, 80 teachers,

Couching tutors: 3 couches (plus 1)
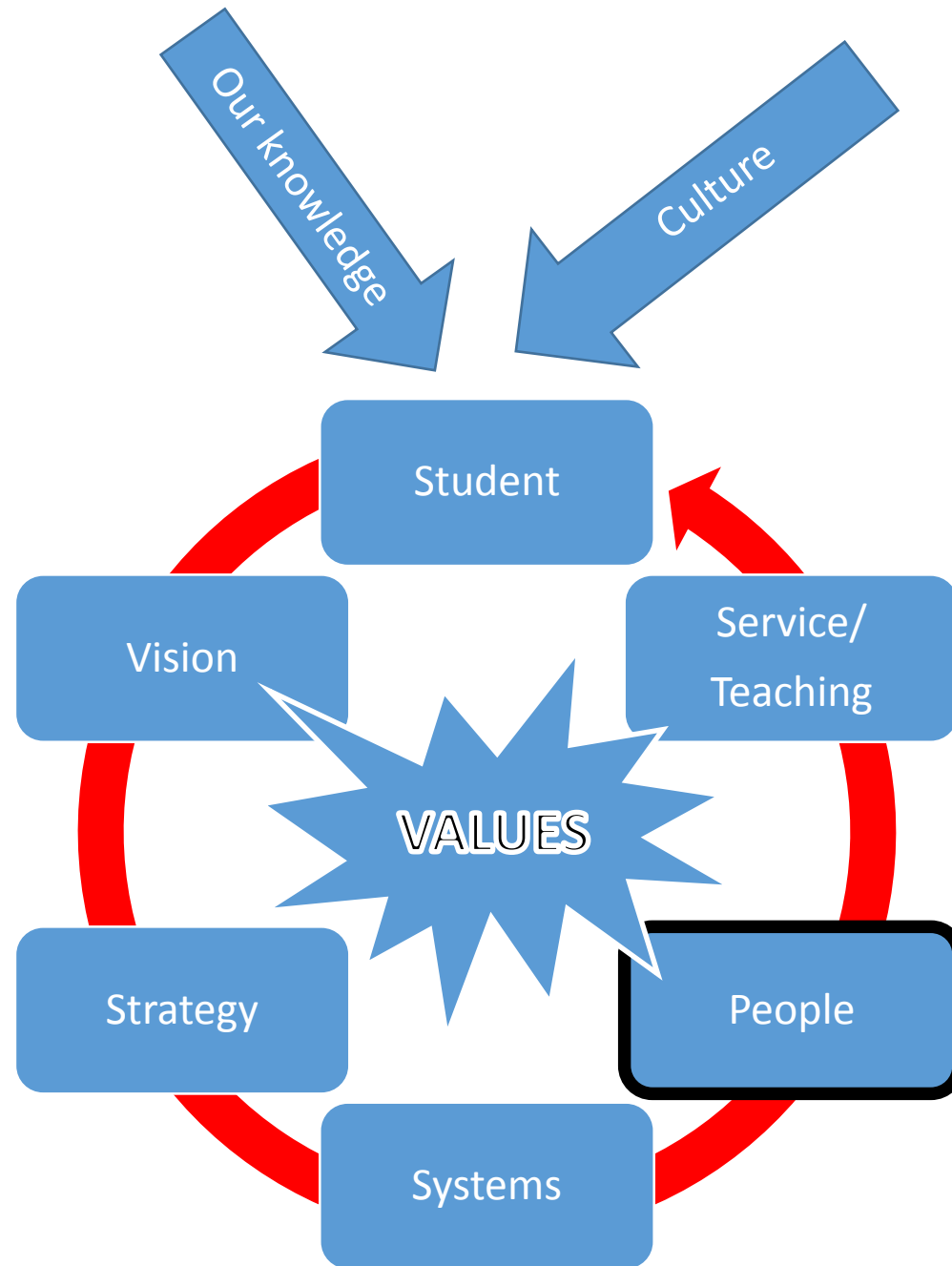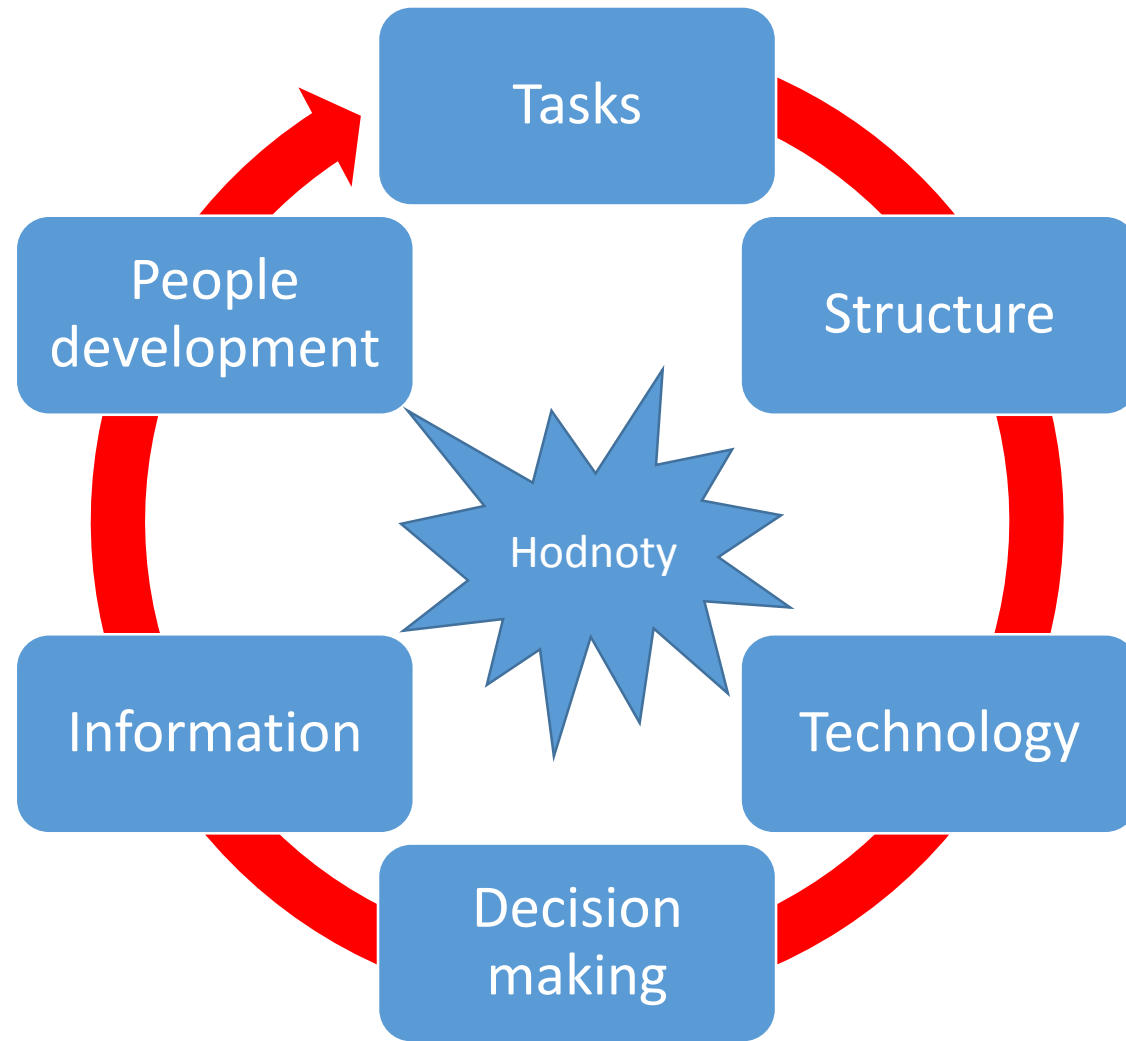Tutors program: 33 tutors, 140 meeting

Andzej Horyza, Poland!

School process dynamics

People working together in teams and managed by organization systems are forming **corporate culture**

David P Hanna: Designing Organizations
 for High Performance, 1988

Organization Systems

David P Hanna: Designing Organizations
      for High Performance , 1988

Education

Formal	Non Formal	In Formal
• Curriculum driven • Merit points • Ethos: Competition	• Students needs driven • Trust • Ethos: Safe space	• Relationships driven • Mutuality • Ethos: Contentment

Tutoring Program **Implementation** **on** CS Lewis High school in **cooperation** with D3

CS Lewis HS

D3 Association

Formal Education
Curriculum
International Exchange
Skiing holidays
Debate Competition
Webb page management
School Journal

ALL INVITED

Non Formal Education
Weekly Club
Team Building Weekends
Tutoring
Volunteering

Implementation Process (Non Formal)

Club (2 years)	Training Tutors (2 year)	Restructuring Classes (1 year)	School Growth (1 year)
D3 tutors	**Techers trained by D3 couches**	**School MNG. Responsible**	**School MNG Responsible**
Meeting Weekly	Volunteer teachers for tutoring program	Tutors appointed by management	Champion for tutoring program from CSL
TB weekends	Three training seminars annually	Students chose from tutors (two classes)	Program extension 2 classes obligatory higher voluntarily
	External couches for teachers hired	Meetings with tutors every 2 weeks	External couches for teachers hired
		D3 counseling	D3 counseling

Implementation Requirements

Activity	Legislation	Cooperation	Costs	Notes
Visit CS Lewis school, BA	No need			
Strategy planning		External consulting		
Curriculum adjustment or change & certification		Mixed group		
Harmonizing **structure** with strategy		Local Management		
Teacher **training** and **supervision**		Mixed group		
Concept **dissemination** to parents & public		Local Management		
Fundraising		Local Management		

Team-Building

Trust
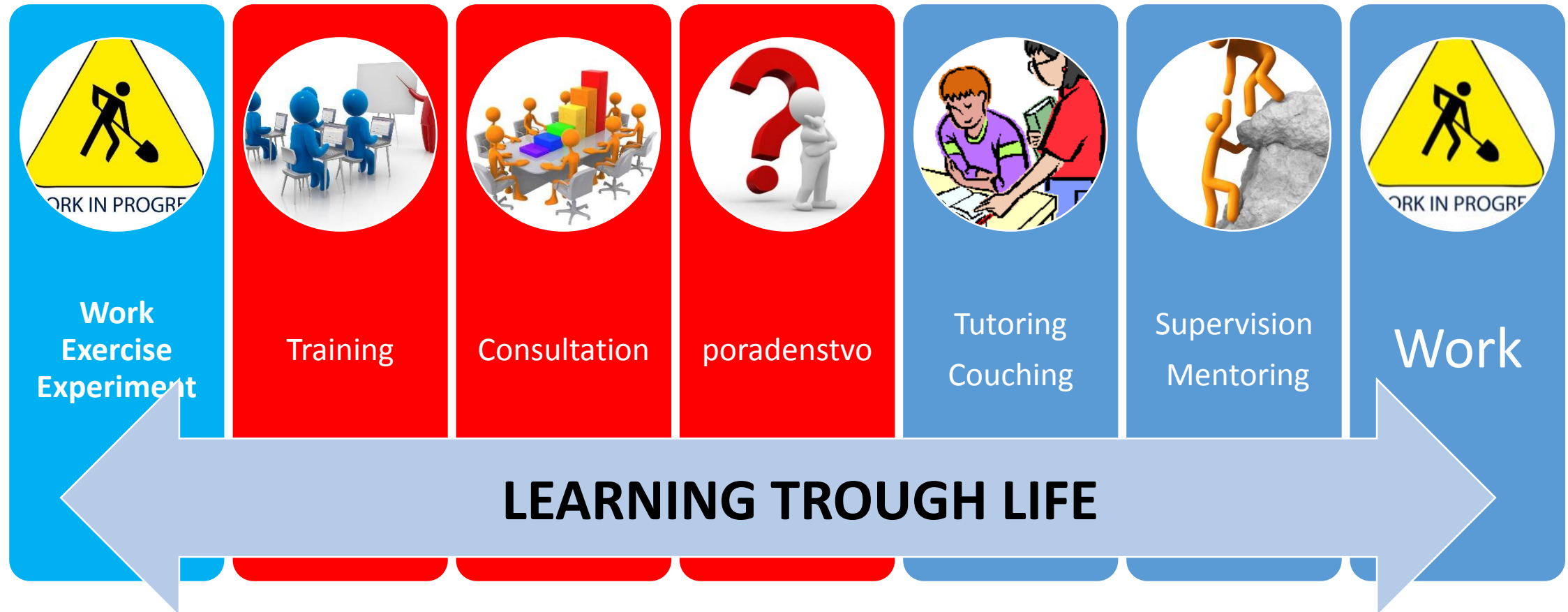
Character Development

Milan Cicel

Gaugazian Modernization Convention,
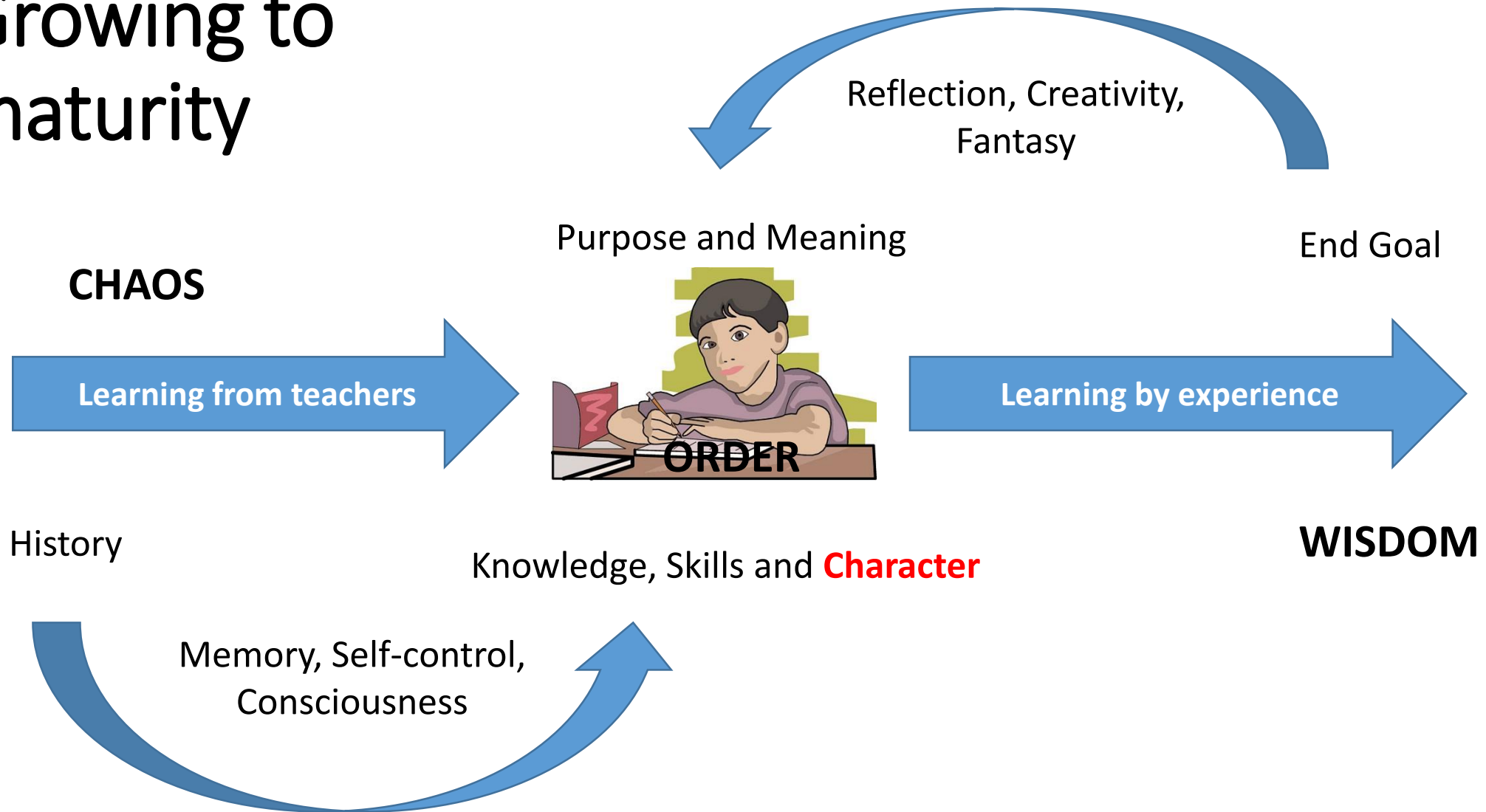
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Tools for knowledge, skills and character development
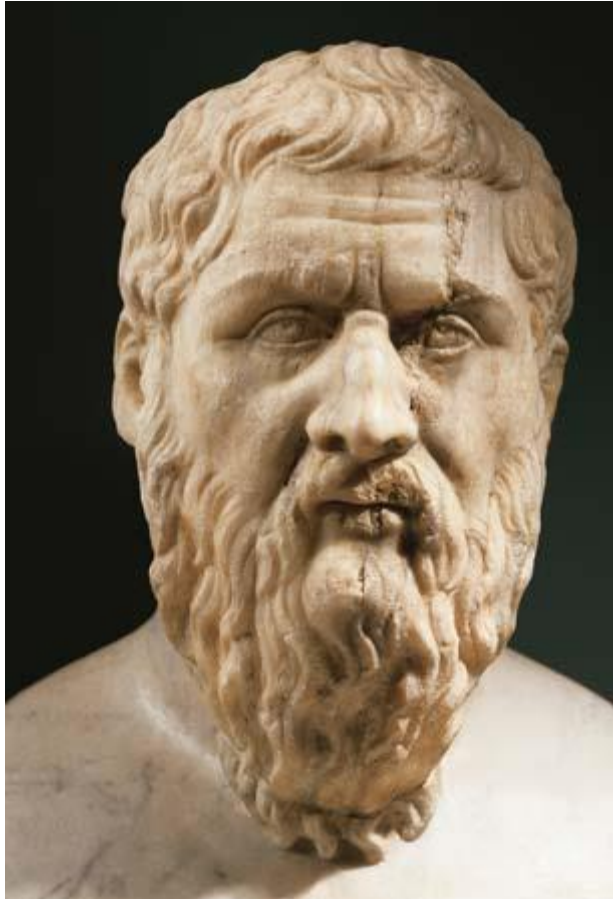
Class learning

Personal Learning

Work Exercise Experiment

Training

Consultation

poradenstvo

Tutoring Couching

Supervision Mentoring

Work

LEARNING TROUGH LIFE

P. Kailing: D3 Mentoring,

Growing to maturity

Reflection, Creativity, Fantasy

Purpose and Meaning

End Goal

CHAOS

Learning from teachers

ORDER

Learning by experience

History

Knowledge, Skills and **Character**

WISDOM

Memory, Self-control, Consciousness

David P Hanna: Designing Organizations for High Performance, 1988

Greek Approach

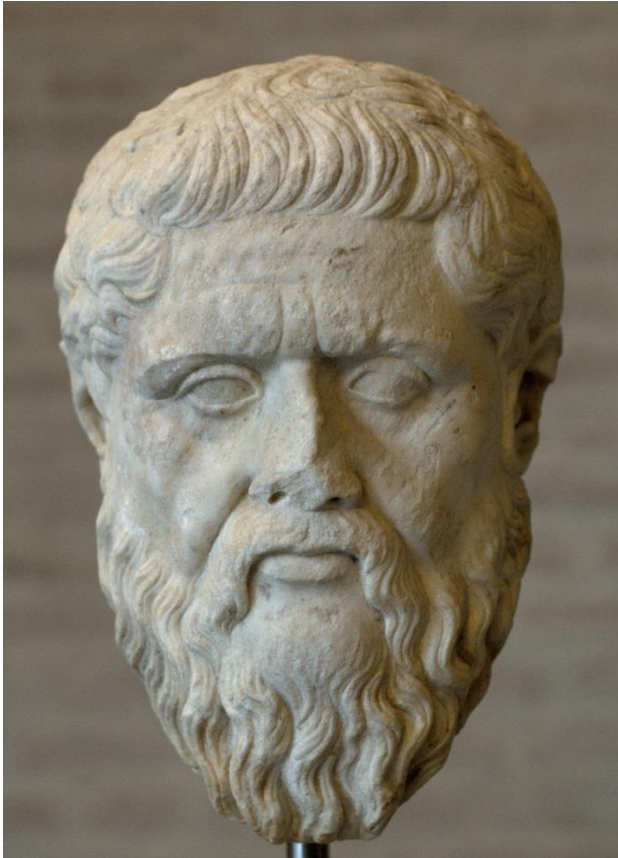**End goal (telos) of humanity is "happiness" (Eudaimonia)**

Plato

Man is happy when he/she is in harmony with "oikos" and therefore with whole **society**.

Virtues: intellect (liberal arts), courage (solders) and endurance (peasants)

Paideia: guiding young people to happiness by starving for virtues to become good citizen

Aristotle

Happiness of **individual** can be achieved by contemplation, practice and possession of virtues (arête).

Virtues: wise decision that leads to practical moral **wisdom** (phronesis) is in center between extreme virtues

Educato: leading young people to possession of virtues

Aristotelian Virtues

Virtue	Definition
Courage	Bravery in fearful situation
Justice	Fairness towards others by honoring rights and responsibilities
Honesty	Being truthful and sincere
Compassion	Exhibiting care and concern for others
Self-discipline	Acting well in presence of tempting pleasure
Gratitude	Feeling and expressing thanks for benefits
Humility / Modesty	Estimating oneself within reasonable limits

Good Sense (Wisdom)

Civil Virtues

Engaged citizenship

Service, Patriotism, Volunteering

Moral Virtues

Making good decision in all situations

Courage, self-discipline, Compassion, Gratitude, Justice, Honesty

Performance Virtues

Capacity and traits to practice

Resilience, Determination, Creativity

Christian Approach

Happiness of man is when he/she frames his/her life story into larger narrative of creation
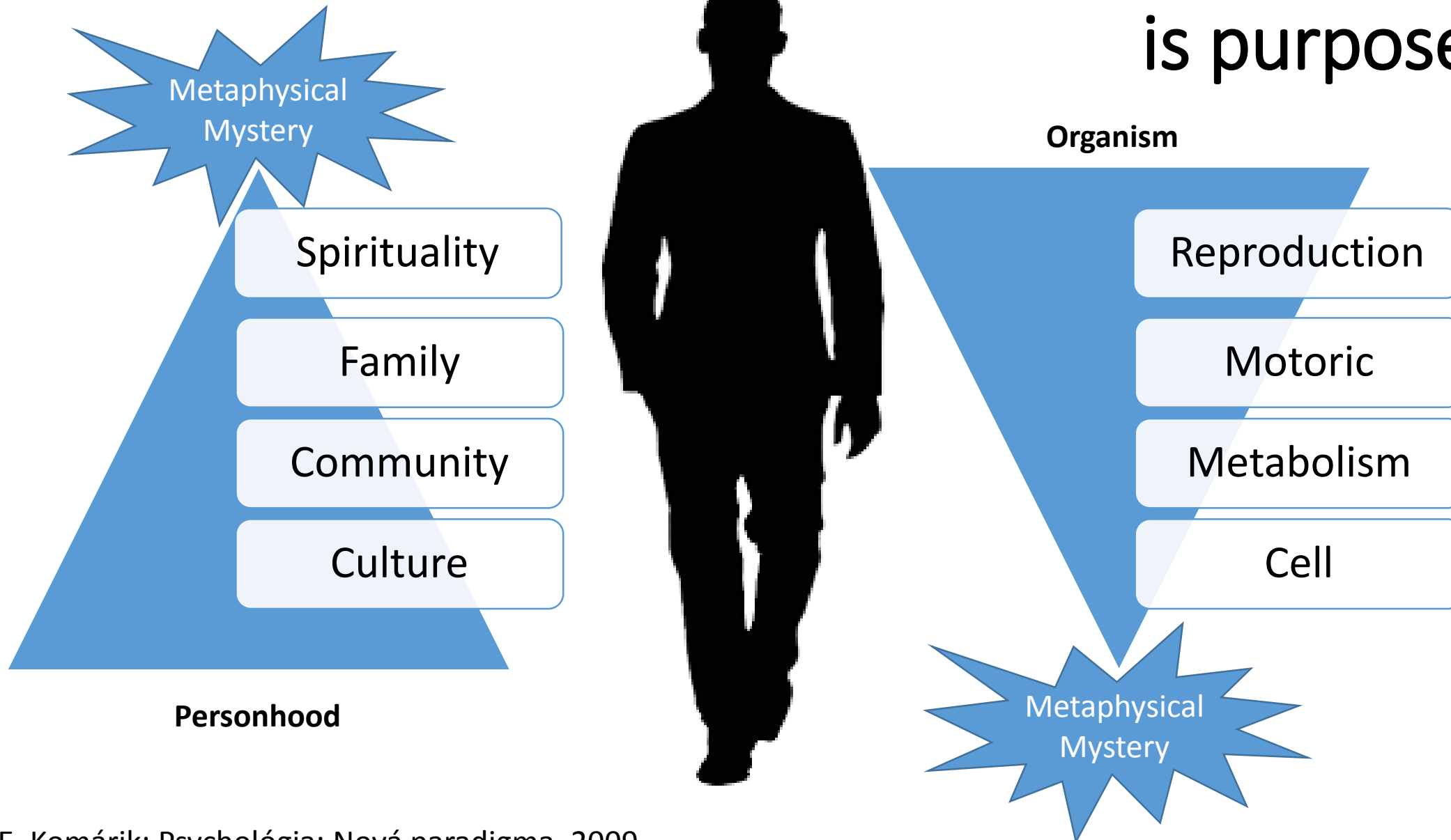
Humanity workshop

John Amos Comenius (1592 – 1670)

Schools would be the humanity workshops if they lead students to **authentic (original) humanity**
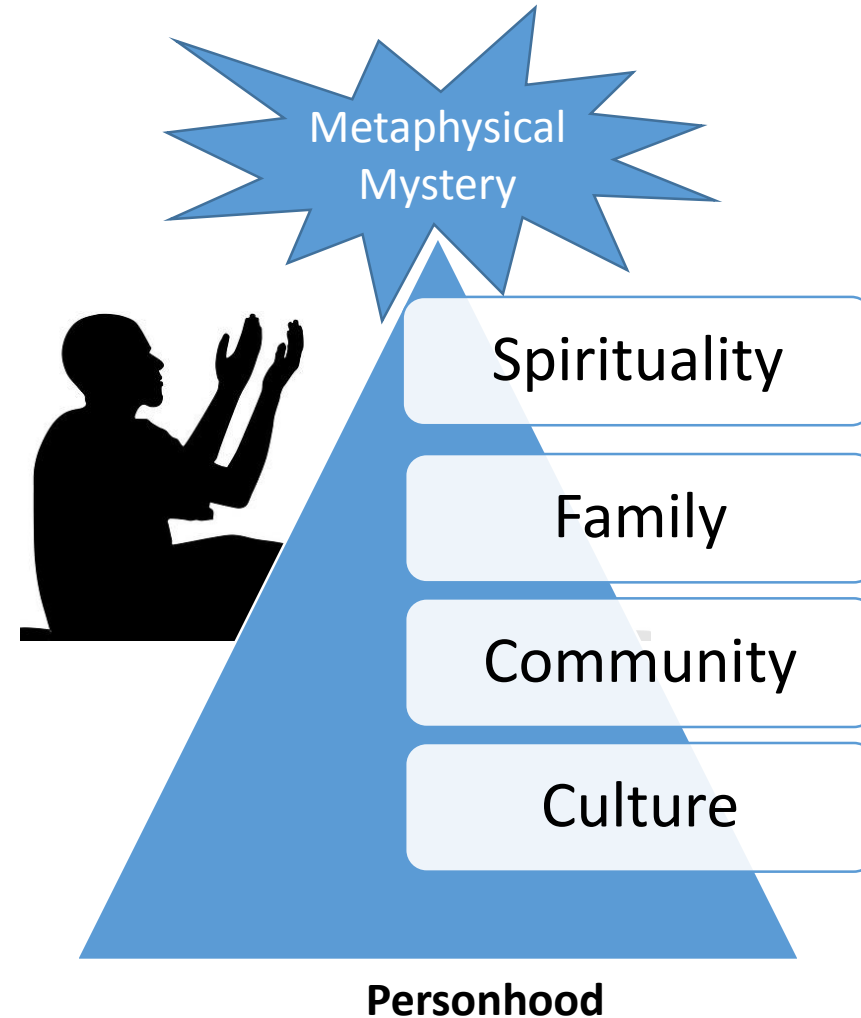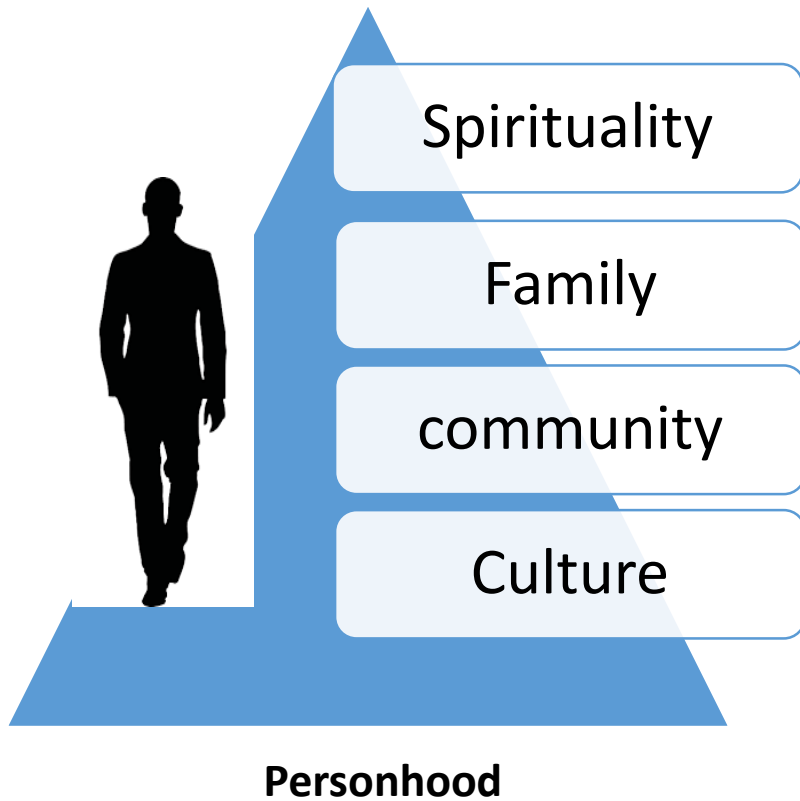
Human being is **authentic** when he/she has **harmonic** relationship to all created **reality**, the **physical** and **metaphysical**.

All created reality is **harmonic** (integrated), **purposeful** (serving it's purpose) and **meaningful** (caries meaning higher than just its purpose)

All reality is purposeful

Metaphysical Mystery

Spirituality

Family

Community

Culture

Personhood

Organism

Reproduction

Motoric

Metabolism

Cell

Metaphysical Mystery

E. Komárik: Psychológia: Nová paradigma, 2009

Self-realized v.s. Authentic Man

Personhood

Spirituality

Family

community

Culture

Metaphysical Mystery

Spirituality

Family

Community

Culture

Personhood

Jan Hábl, BA, 2016

Emptiness in man's soul conduce three types of needs

- Need for **home**: we lost home therefore we **seek** for one whole life

- Need for **friendship**: we lost one who knew us, understand us and **accept** us unconditionally

- Need for **holiness**: we lost innocence and **knowledge of**
  - **Purpose**: if our contribution (work) has lasting **value**
  - **Meaning**: if our contribution fits to something **greater than us**, worth to spent life for, something that brings eternal peace to our sole

Cardinal and Theological Virtue

CARDINAL VIRTUES	
Wisdom (**Prudential**)	Bravery in fearful situation
Justice (**Justitia**)	Fairness towards others by honoring rights and responsibilities
Moderation/Self-Control (**Temperantia)**	Acting well in presence of tempting pleasures
Endurance (**Fortitude**)	Power to endure problems originating from within or from outside of person
THEOLOGICAL VIRTUES	
Faith	Believing and acting in end goal set up
Hope	Trusting of positive outcome which is not here yet
Love	Being engaged in someone other them onesef

Man is fully human when he/she is authentic

Needs of self-realized man are human version of their spiritual needs.

Post modern challenges

- Demographics: collapse of cross generational communication
- Disintegration of instructional authority
- Technology: digitalization
- Multiculturalism
- Lack of new visions: apocalyptic end of times?

Instrumentation
for Tutoring Program &
Character Development

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Helping Roma Community in Vicinity of CS Lewis

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Extra-Curricular Activities

	Agenda	Cooperation
Religion & Ethics	Trusts, Who am I, Values, Worldviews, Christianity	CSL teachers
Teambuilding	Students Needs driven	D3 couches
Tutoring	Students Needs driven	Local and external tutors
WICK	Inspiration	High profile people
Volunteer program	Charity	Kids with learning difficulties
Coffee House	Entrepreneurship course	Agathe

Character Development Activities

	Method	
Movies, games, physical exercises	Observation & reflection	
Tutoring	Discussion	
Team building	Experience & Observation & Reflection	
Service Learning (charity)	Experience & Observation & Reflection	

Character development

Essential "instrument" in character development is tutor himself

Gap Tutoring/Mentoring Process

Tutor's Functions

1. **Listening** :   Understanding
2. **Inspiration** :   Enlarging visions
3. **Dreaming** :   Planning
4. **Journeying** :   Sponsoring & caring
5. **Couching** :   Equipping to help others

Expected outcome

is not
- Improved school results only
- Behavior conformed with standards of general culture or even
- Making life of teacher easier ☺

But

Lay **foundation** in student life to **enable** him to make his own life **decisions** in harmony with **virtues** so that his life would be **flourishing**:

integrated, purposeful and meaningful