

Gifted Education & The Training of Future Leaders

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Framework for Discussion

Part 1 - Rationale

Part 2 - Our Programme

Part 3 – Looking Ahead



Gifted Education in Singapore

- 26th year since inception in 1984
- Special Needs Education nurturing top intellect
- Ages 10 – 12 : 1% of national cohort
- Ages 13 – 18 : 3% of national cohort



Leadership and the Gifted Education Programme (GEP)

Rationale for the GEP:

“...education of quality and relevance that stimulates individual growth and helps pupils realise their full potential”



Leadership

All leadership is influence.

– John Maxwell

The capacity and will to rally men and women to a common purpose and the character which inspires confidence.

– General Montgomery



Leadership and the Gifted Education Programme (GEP)

Goals of the GEP:

- To develop intellectual depth and higher level thinking
- To nurture productive creativity
- To develop attitudes for self-directed lifelong learning
- To enhance aspirations for individual excellence and fulfilment
- **To develop a strong social conscience and commitment to serve society and nation**
- **To develop moral values and qualities for responsible leadership**



Part 1 - Rationale

Part 2 – Our Prog

Part 3 – Looking Ahead

The Hwa Chong Ethos & Vision

Ethos:

To Live With Passion
To Lead With Compassion

Vision:

To Be A World-Class Institution of Leaders



Part 1 - Rationale

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Teaching Leadership



Internal Thrust

- Our profile of students
- Leadership is both nature and nurture
- Positive character traits can be taught and learned
- To develop each individual to his fullest potential

External Thrust

- Human Resource Development
- Emphasis on Soft Skills
- Leadership with A Soul & Mind
- Leaders must bring about positive change



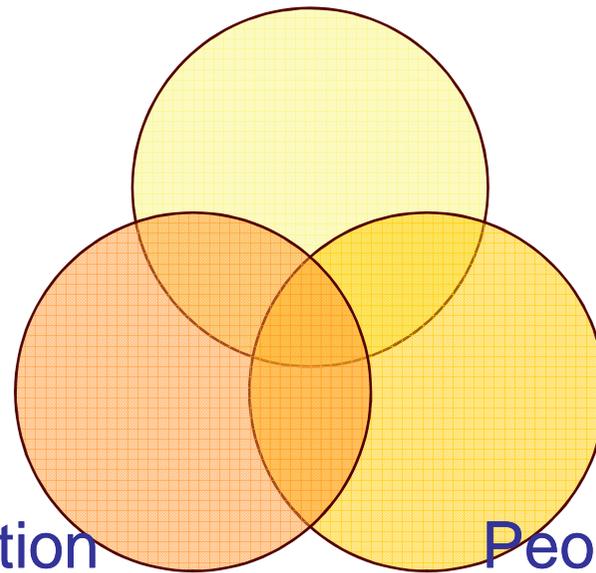
The Hwa Chong Leadership Programme



Part 1 - Rationale	Part 2 – Our Prog	Part 3 – Looking Ahead
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The Hwa Chong Leader should have

Character Orientation



Task Orientation

People Orientation



Part 1 - Rationale

Part 2 – Our Prog

Part 3 – Looking Ahead

Our Programme

Theories, Case Studies & Skills

Experiential Training

Self Awareness

Reflection



Part 1 - Rationale

Part 2 – Our Prog

Part 3 – Looking Ahead

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Our Programme: Theories & Case Studies

Servant Leadership

Transactional Leadership

Transformational Leadership

Situational Leadership

Facilitative Leadership

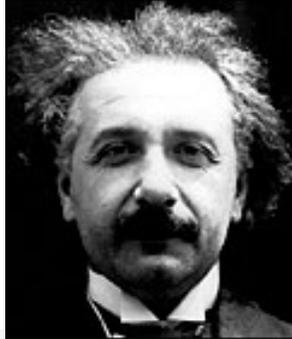


Part 1 - Rationale

Part 2 – Our Prog

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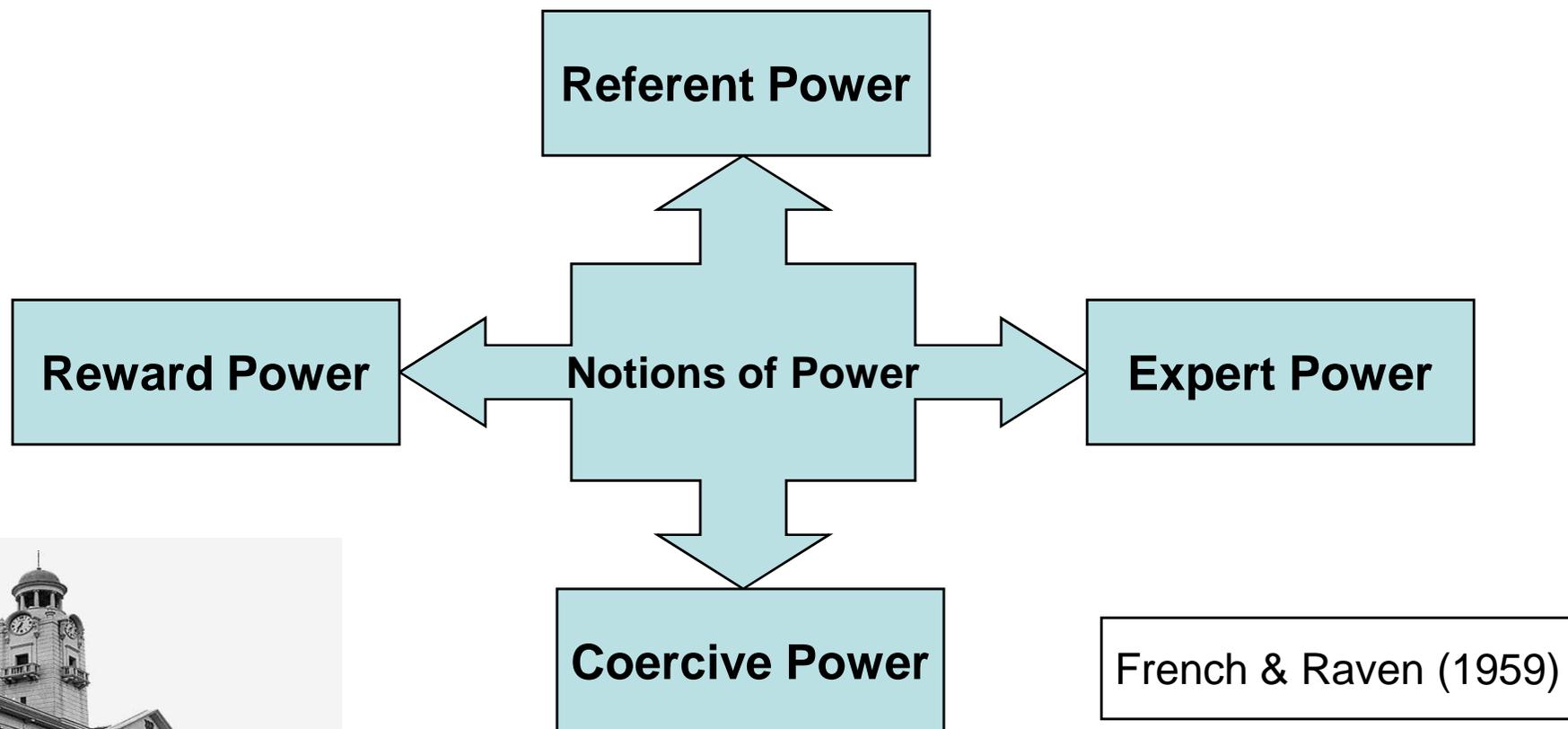


Leadership Theories & Case Studies

Focusing on the Leader

Does Leadership equate Power?

Does Power equate Dominance?



Issues

Vision
Power
Values
Legitimacy
Competence

Change
Synergy
Strategy
Persuasion
Common Good



Part 1 - Rationale

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Beyond Theories, Skills

Leadership Skills

- Personal Effectiveness (HEY)
- Leadership Theories & Case Studies
- Strategic Planning
- Team Building
- Journaling & Reflection

Communication Skills

- Listening
- Mediating
- Public Speaking
- Critical Reading & Writing
- Grooming
- Negotiation Skills
- Interview Skills



Our Programme

Theories, Case Studies & Skills

Experiential Training

Self Awareness

Reflection



Our Programme: Experiential Training

Service, Camps & Attachments

- Outdoor Resilience Training
- Core Leadership Role [Council(s), CCA]
- Event Planning and Execution
- Singaporean Partner School Attachment
- MP Attachment
- A (Moot) Parliament Experience
- Overseas Attachment/Exchange
- Service-Learning Project or sustained community involvement
- Interaction with Leaders



Our Programme

Theories, Case Studies & Skills

Experiential Training

Self Awareness

Reflection



Our Programme: Self Awareness & Reflection

StrengthQuest

MBTI

16 PF

Resilience Quotient

Multiple Intelligences



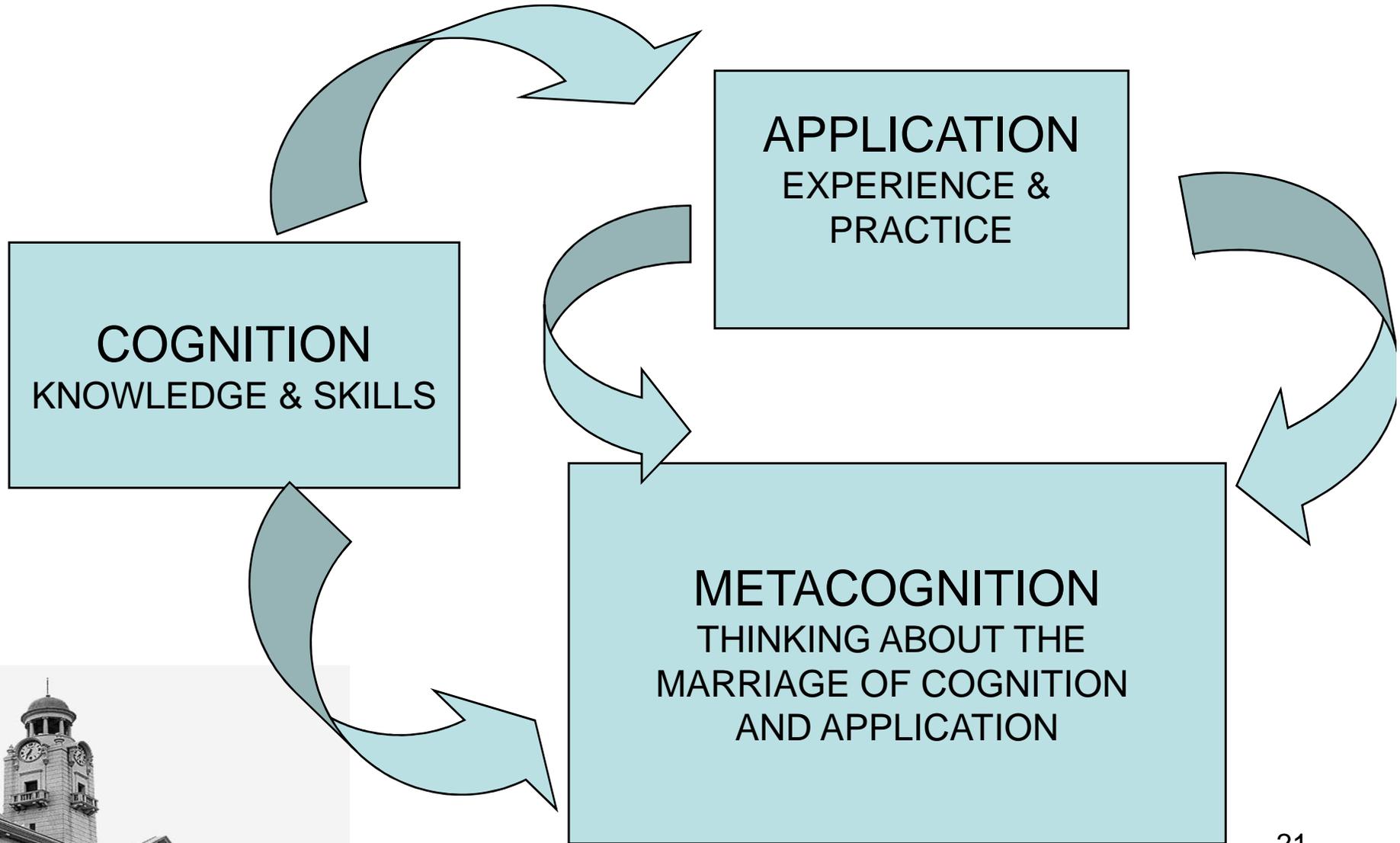
Part 1 - Rationale

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Why *Self Awareness & Reflection*?



Reflection Modes

Portfolio Management

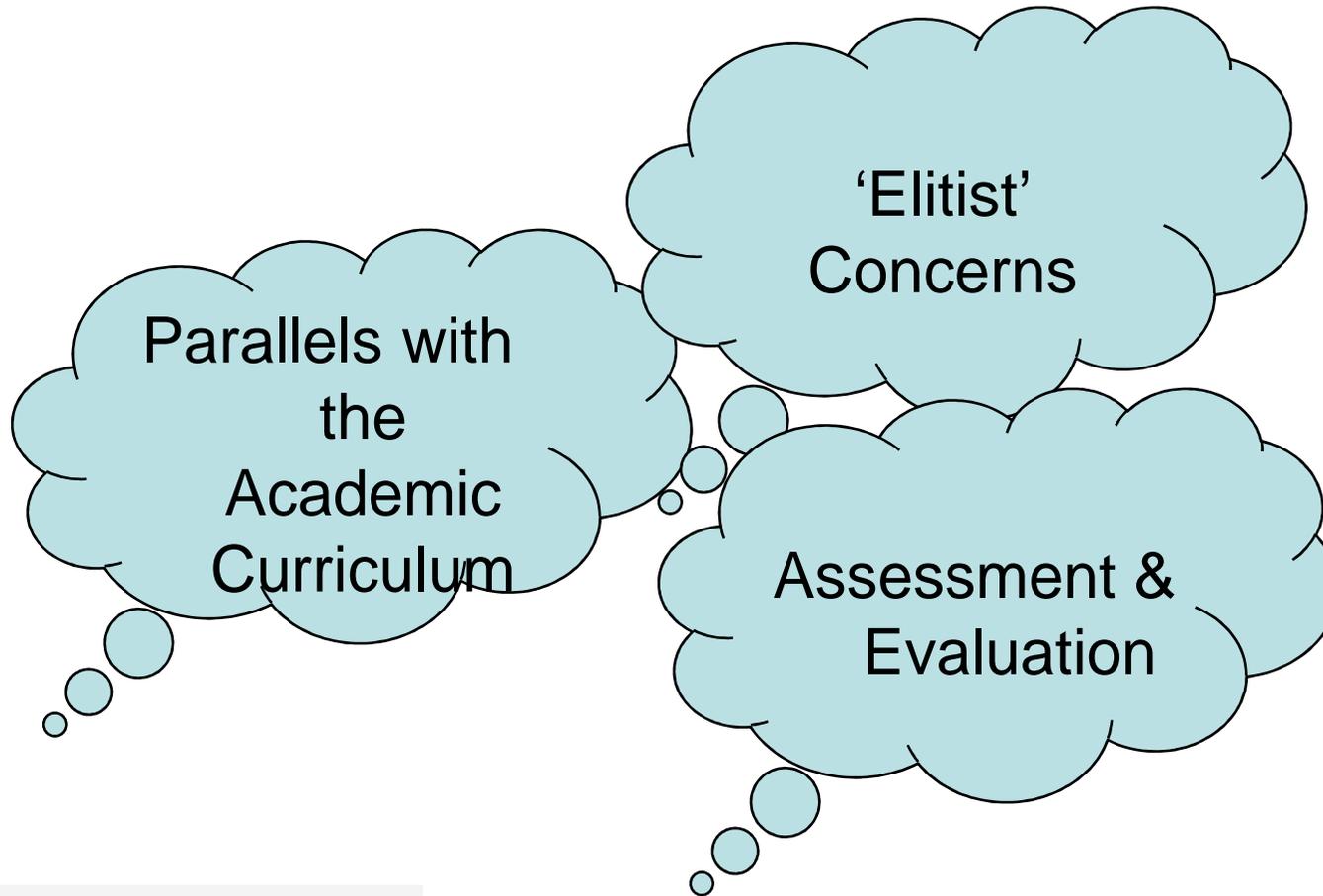
- ❑ After Action Reviews & Journals
- ❑ Achievements
- ❑ Certificates
- ❑ Testimonials

Reflections

- ❑ Psychometric Tools (MBTI, 16PF, StrengthsQuest)
- ❑ Readings & Case Studies (Leadership Lit)
 - The S'pore Story
 - The Servant Leader
 - Good to Great
 - Biographies...



Considerations and Issues



Looking Ahead – The Challenges

- The Cultural Quotient – Appreciating Diversity
- The Global Context
- Relevance for Higher Education
- Relevance for Industry Applicability



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Revisiting the
Rationale

Part 2 – Our Prog

Part 3 – Looking Ahead

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Leadership is

...honouring your word.

*...taking care of and giving hope to those
around you.*

...excelling instead of competing



Leadership is

...the act of making a difference.

*.....honouring the greatness and
uniqueness in others.*

*....realising no one has to lose for you to
win.*



Leadership is

*...who you are when
no one else is looking.*



Leadership Traits in Aspiration

JUST

VISIONARY

HONEST

DECISIVE

MOTIVATOR

INTELLIGENT

VALUES-DRIVEN

SYNERGISING

CREATIVE

WORLDLY

COMPASSIONATE

DYNAMIC

SENSITIVE

ACCOUNTABLE

WISE

