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Hats off to CARD, IT, QS Depts. & Branch DTP Operators

Published 20 thousand Progress Reports in 52 hours

Hyderabad : Hats off to CARD, IT, QS Departments, and Branch DTP operators for accomplishing the mammoth task of publishing twenty thousand Progress Reports in 52 hours. This is a record set in the history of MS.

This academic session the management introduced unique Progress Report for all examination results. It is unique in the sense that it is colourful with graphic representation of marks. The report card was not same for all the students. For each student separate report card was generated.

With the support of IT team, the CARD (Central Academics Research &

Development) department was able to achieve this feat in this short period.

The coordinated efforts of CARD (Central Academics Research & Development) Department, IT Department, Quick Solution team and all the DTP operators of MS Creative Schools made this mammoth task possible.

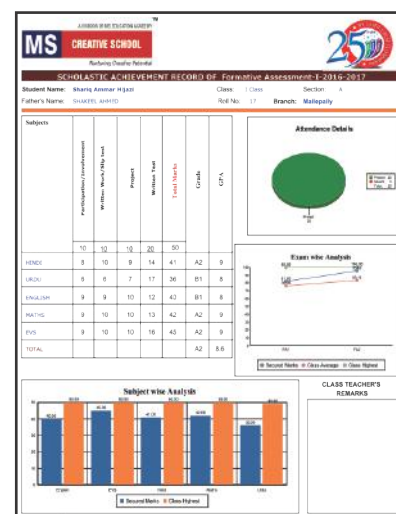
Special thanks to Mrs. Fouzia Farooq, (Head CARD department), Md. Adil (Head IT department), Ms Sara Yasmin (Head QS), Mrs. Zahida Begum (HOD-Pri-primary), Shakeel Ahmed (IT Dept.), Md. Shadaab Uddin (Computer HOD).

The other IT team

members include Mohd Layeeq, Mohd Abrar, Mohd Abdul Khader Sharif, Syed Mubashir Uddin, Syed Aijaz Parvaz, Nayeemuddin.

To print this unique progress report the management Mrs. Nuzhat Khan (Finance Director) and Mr. Anwar Ahmed (Senior Director) made all the arrangements to procure colour printing machine and provide all the logistic support. With the introduction of this new format of progress report, the teachers are relieved from extra work. Now they are totally free and can concentrate totally on the academic affairs.

The management envision statistical progress report for the yearly progress of the students. This format will help to pin point the drawbacks and strength of the student.



BRITISH LAW MAKERS VISIT MS

Hyderabad: A four member team of British Parliamentary team made a visit to MS Education Academy this month to review the Empowering Young Global Citizens project. The team was escorted by British Deputy High Commissioner Mr. Andrew.

Virendra Sharma MP of Labour Party while interacting with the students of MS Junior College said, "If we want to make this world peaceful and ideal then we have to shed the negative thoughts. He urged the students to choose professional courses and become successful citizens of 21st century. Lord Rana, while narrating his life stories with the students, said that he was the victim of violence in Ireland but from the incident of his life he learnt the lesson to integrate the society and connect people instead of giving up to loose hope.

The parliamentarian team includes Virendra Sharma of Labour Party, Nusrath Ghani of Conservative and Lord Rana of cross bench and Helen Gardener of Common Wealth. It is to be noted that MS is conducting the programme entitled Empowering Young Global Citizen in collaboration with Al Mahad Al Aali Al Islami and the British High Commission.

The objective of this project is to ensure that spirit of social responsibility is created amongst the youth and prepare them to be a contributor in the society. The British delegates appreciated the project run by MS Education Academy.

Perform & Progress New Mantra of Management

Hyderabad: If you wish not to be issued memo or Shows Cause Notice, be careful with your task and responsibility and do not go on leave without approval. The management is understood to have issued a communiqué to check the frequent absenteeism and poor performance of staff.

In a recent meeting with the staff at the Corporate Office, it was communicated that the top management has taken the issue of irregularity and poor performance seriously. The management has started collecting data from all the branches. Even the data of the non performance of staff is also being reviewed. The habitual offenders will be issued memo and show cause notice. Regarding this the HR department has been instructed to issue the same.

The poor performance of a section of staff is also a matter of concern for the management. The non performers will be given a fixed time to upgrade. If they fail to improve within the stipulated time, their services will be terminated. The flatterers and sweet talkers are also being identified who instead of performing their task, waste their time on flattering the management and higher authority.

There is good news for dedicated and responsible staff members. The management has decided to recognize the service of such staff and their increment and promotion will commensurate with their performance. Various parameters have been designed to evaluate the performers.

WLB strategy reduces real & perceived work pressures

Mukeem Akhter
Assistant Director

Work/Life Balance (WLB) has become a topic of discussion in today's modern world. This situation arises due to the technology which has allowed work to invade our personal lives while simultaneously giving us the ability to be more effective in our careers.

The once well-established concept of work/life balance has evolved into work/life integration especially in the education sector.

From an individual perspective, the lack of balance is impacting both personal life and performance

at the workplace, as conflicting demands are leading to stress, distrust and breakdown.

WLB is meant to articulate the desire of all individuals to achieve & maintain a 'balance' between their paid work & their life outside work, whatever their 'life' involves, from childcare and housework to leisure or self-development.

What does WLB really mean? It is a state in which an individual manages real or potential conflict between different demands on his time & energy in a way that satisfies his needs for well being & self-fulfillment.

Technology is one of the most promising things that can help in achieving work life balance.

It is observed that many of the employees are working more hours than required without a plan. Primarily it is the responsibility of the people to plan their work. It is agreed that it may not be always possible to adhere to plan, but having a plan helps to adjust time between family and work.

Technology is one of the most promising things that can help in achieving work life balance.

Agreed it is the technology that brought the work home and it is the technology that is again will be helping us.

The permeating smart phones and the availability of real time information to take informed decisions are going to considerably reduce the stress on extended work hours.

A well-implemented work/life strategy greatly reduces both the real & perceived overwork pressures; engages people & drives individual delight; creates an employer brand and reduces health care cost (i.e. engaging employees in improving their own lifestyle behaviours & creating a healthier workplace). Therefore; WLB is a very useful concept for employees that have potential to create a win-win situation.

Role of HR in Talent Management

Talent Management (TM) is the process of developing and integrating new employee and attracting highly skilled employee to work for a company. TM is about effective recruiting, hiring & retention practices.

Talent management is the measurement and retention of the skills and inherent qualities of workforce. It becomes all the more important to survive in the era of competition to gain competitive advantage. It is the HR personnel who identify, nurture talent in the organization.

Employee engagement is the first step in talent management. Hence a HR manager should be energetic and must understand what people can do. In an organization, there is nothing more

crucial than fitting the right employee in the right position. And it is the primary responsibility of the HR manager to select, retain, develop and make people to perform better. Until and unless Innovative HR practices are introduced into the organization TM is not possible.

Some of the innovative HR practices of different organizations for effective Talent Management are .

Genpact, every year conducts an event known as "**Rewards & Recognition**" night, wherein the clients of Genpact will rate their employees and reward them which will indeed boost their morale and let their spirits high.

MAHINDRA & MAHINDRA: This organization organizes various events for Employees, wherein all the customers and

employees have a chance to meet personally and enjoy with their families.

IBM: IBM is concentrating on their employees' happiness by appointed Chief Happiness Officer who takes care of their employees. The "Chief Happiness Officer" is engaged in such activities which makes employees happy at working hours. Being positive, open, participative, learning, etc are some of the things that make employees happy.

It can be concluded that Talent Management is like a tree which is yet to grow, like a diamond which is yet to shine, like a jigsaw puzzle which is yet to solve!!! As Talent management is torch bearer to the success of any organization it is time to

hit it, not to miss it!!!!!!
Syeda Amina
Assistant Director

THE VALUE OF SELF CONFIDENCE

Some people may say that self confidence is a form of conceit, and they may be right, however, my self confidence allows me to feel relaxed no matter how difficult a task I face, so it is extremely valuable to me.

I remember my first participation in the assembly which was the task given by our principal madam. It was compulsory for all the teachers to speak daily in the assembly. First time when I went on the stage; I had butterflies in my stomach. Sensing my nervousness my

friend came to me and encouraged "If you want to do something, it costs nothing but self confidence".

"Get a hold of yourself". I said to myself silently. "You are the best. Since you were chosen to be here, it meant you must have the ability to succeed".

Strangely my nervousness vanished after I spoke to myself with such confidence.

"my self confidence allows me to feel relaxed no matter how difficult a task I face"

Then I began to speak on stage, feeling wonderful. In the beginning I felt scared for two minutes and my body shivered for sometime but

after sometime I regained confidence and spoke professionally. At the end of my speech I heard the whole school students and my colleagues applaud me. I was successful!

Without my self confidence, I could not have succeeded. My courage and

optimism are leased on this self confidence various difficulties will certainly come to terms with them, we are bound to succeed knowing that we are capable of handling any difficulty this builds our confidence and leads to success.

So, my friends; be confident! Even if you are not the best, it doesn't matter. Do your best to achieve your aims.

Ayesha Zaheer (Vice Principal)
Tolichowki Girls Branch

Philosopher Teacher

Golden Words of happiness

- Be strong that nothing can disturb your peace of mind.
- Talk about health, happiness and prosperity to every person you meet.
- Make your friends feel that there is something in them.
- Think only of the best, work only for the best and expect only for the best.
- Forget the mistake of the past and press on the greater achievements of the future.
- Give so much time to improve yourself that you have no time to criticize others.
- Be too large for worry, too noble for anger, too strong for fear and too happy to permit the presence of trouble.
- Almost every successful person begins with two beliefs: the future can be better than the present and I have the power to make it so.

Tahira Tabassum (TGT)
(Zakir Nagar Branch) Delhi

Let's be Positive

If you fail never give up because F.A.I.L. means
"First Attempt in Learning".

E.N.D. means "Effort Never Dies".

If you get NO as an answer Remember

N.O. means "Next Opportunity".

So let's be positive !!!!

Samreen (TGT), (Zakir Nagar Branch) Delhi

Positive teacher – student relationship accelerates process of learning

Improving student's relationship with teachers has important positive and long lasting implication for student's academic & social development.

Those students who have positive & supportive relationships with their teachers will attain higher levels of achievements than those who have conflicted relationship, who have punishments and criticism from their teachers.

A student who feels a strong bond with her teacher, talks with her frequently, receives more constructive guidance and praise rather than criticism from her teacher.

The student is likely to trust her teacher more, show more engagement in learning, behave better in class and achieve higher levels academically.

Positive teacher – student relationships draw students into the process of learning and promote their desire to learn.

But on the other hand teacher should ensure that content material should be age appropriate, interesting and well matched to the student's skill.

Nabila Khan (Primary Incharge)

Zakir Nagar Branch (Delhi)



MY PERCEPTION CHANGED AFTER JOINING MS

I want to share my journey of MS. It is my first job. The day I joined the school my motive was completely monetary. But after joining MS Creative, I realized that teaching is a



noble job which makes students as well teachers a better Muslim.

Here I learnt that teachers not only teach but also inspire the students and bring out their best. They make every student "The Best" rather than finding the Best Student. They empower the students to take own decisions rather than following the instructions of

the teacher.

The MS teachers think beyond the book and their teaching is not limited to books only.

After witnessing all this, my motive completely changed. Now for me teaching is not a profession but a passion to achieve excellence.

Ms. Sabreenan (TGT)

Zakir Nagar, Delhi

Philosophy of Truth

- "Truth is Simple, But, The Moment YOU try to Explain it...It Becomes Difficult"
- "When you are happy you enjoy the music", but "when you are sad, you understand the lyrics".
- IN LIFE two things define you- "Your patience" when you have nothing ... & "Your attitude" when you have everything...
- Rightly said "The internet shows us how small the world is...but a missing plane shows, how big our planet is.."
- Nobody is real in this world except Mother.
- People do not like good thoughts they like good looks..

Syed Imran Ali

Computer Operator

Mehdipatnam, I.O.E Block



To develop reading habit in students, **Ruheen Kuwari** one of the innovative teachers of MS Creative School, Bhiwandi branch has come up with the concept of making **mini library** in the classroom.

She has taken an initiative of setting up a mini class library. She encourages students to bring used books from their home and contribute to the library.

The class teacher and the students of VIII B contributed books and thus made a mini library in their class.

The library has good collection of books. Besides story books, novels, dictionary; a

separate section for Deeniyat has also been made where Qur'an and other Deeniyat books are kept.

One of the students is performing the role of librarian and has been given the responsibility of maintaining login-logout record of the books.



Illustration by :
Marupaka Srinivas

Books are being issued for 2-3 days. Some parents have shown interest and even they are also being issued books from this library through their ward.

The mini library concept is getting popular among the

students and they are taking interest and gradually developing habit of reading.

Please e-mail your suggestions, feedback, articles & writeups :
zafar.iqbal@msinstitutions.com

Zoheb clears ICWA examination

Hyderabad: Zoheb Ahmed Khan passed the ICWA (Inter) examination with flying colours. He has secured all India 46th Rank in the Intermediate Examination of the Institute of Cost Accountants of India (ICWA).



Humble, humorous and handsome Zoheb is the Head of ZAIBUS ENTERPRISES, A Unit of MS Education. He is sharp at calculations and loves to play with numbers.

ENGLISH LECTURER TAKES 12 HOUR CONTINUOUS CLASS

Hyderabad: English Lecturer of MS Junior College, Md. Abdul Majeed, conducted a marathon English class for the intermediate students at Attapur. Some news reporters also witnessed the programme which was conducted



The 12 hour continuous English Class, in which he covered all the major Grammar topics and clarified the doubts of the students, started at 9 am and ended at 9 pm with short Namaz breaks.

To run this marathon session, Md. Abdul Majeed; lecturer at Masab Tank branch, hired one computer institute at Pillar No. 85 Attapur for one day and invited students of different schools and colleges.

especially for intermediate students of state board. Around 70 students got benefitted from this programme. The programme got wide media coverage.

The management, principal and staff members appreciated Mr. Abdul Majeed for his marathon class.

They also wished he conducts many more classes of this kind for the welfare of the student community in the coming days.

The Saakshi daily reported the event in its issue.

Missing Jewels of MS Crown

We sincerely acknowledge the services of Sabitha (Aamma) and Yadaiya (Attender) of MS Junior College, Mehdipatnam as they are the jewels in the crown of MS.



They have been working with MS for more than 10 years and have served in various branches of MS as menial staff.

Report on "Empowering Young Global Citizens" workshop

Hyderabad, October: A four day workshop entitled "Empowering Young Global Citizens" was organized at the Corporate Office this month. It was conducted to prepare a pool of resource persons and facilitate them to gain valuable information on developing creativity among youth and impart the same to students.

The programme is intended to inspire students towards realization of their role as a citizen of the country, member of society and most importantly as global citizens. And thus bring about a positive change in the society.

25 faculty members from

various branches of Junior and degree colleges including corporate academic staff were selected for this workshop. The main objective of this programme is to empower and encourage youngsters in building self esteem and confidence. Acknowledge other people's experiences, think, appreciate, express and evaluate the views of others.

The programme is designed to provide the biggest platform to our youngsters for skill development, building social relations, problem solving, generating of opportunities conflict management.

This programme will inculcate attitudes of curiosity, openness and generosity towards others, among the youth. After attending this programme students will be able to critically appreciate stories, news or information from social and print media. It will also improve their knowledge and understanding of teachings and values of the Islamic traditions.

This training programme was facilitated by Rubaroo- a non-profit organization, and sponsored by the British Deputy High Commission.

MS has been contributing actively in nurturing young learners by imparting quality

education and building interpersonal skills. MS thinks that there is an urgent need to build up assertiveness in young Muslims.

The workshop is going to be a continuous process of learning and participation for the students. It will be conducted at various branches of MS across the country.

"To bring a change, we have to change".

Ms Qamar (English lecturer)
Junior College
Mehdipatnam, Girls Branch

Contd... from Pg. 8

Class Room Management.....

Vice captains 1 are average and the vice captains 2 are slow learners.

The slow learners also feel happy and try to be a vice captain 1 and captain.

This strategy motivates the students to improve the overall development in them. I change their seating arrangement every week.

There are some duties allotted to the students, which they perform every day. I make sure that all students get responsibility every day on rotational basis.

Delhi branches celebrate 25 years celebration

MS celebrated its 25 years celebration programme at Delhi on October 1st 2016. All Delhi branches staff were invited at the event. Many games were conducted for staff and a special arrangement of feast was also organised. The Management distributed gifts to all the staff of Delhi including teachers, Non-teaching and menial staff. Special prizes e.g. Scooty, refrigerators and washing machines were awarded by lucky draws.

Management and staff shared their closest moments of reaching 25 years of journey with everyone. Everybody was touched and got emotional specially when Managing Director, Mr. Abdul Lateef Khan, Director, Mr. Anwar

Ahmed shared their success stories. On behalf of the staff Ms. Rana Jameel, Principal, gave vote of thanks for organizing a special programme for staff.



A Mother is a Teacher at home, & A Teacher is a Mother at school

As a teacher, we are responsible for the profession we are in. One of our goals should be to make a difference in the lives of our students by treating them as special, safe and secured. So, just in case they are not getting enough support from home, at least the teacher in school will make a difference and provide that to them.

In order to cater to the needs of the three categories of learners like Auditory, Visual and kinesthetic the teacher could allow them to adopt learning abilities for personal

understanding of the subject.

The teacher needs to evaluate and determine which student falls under what category and accordingly

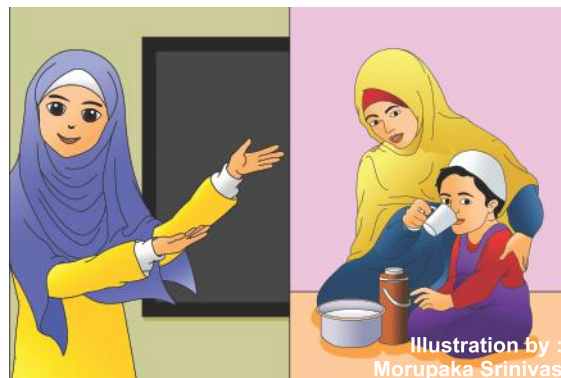


Illustration by :
Morupaka Srinivas

prepare the strategies

compatible with each child's requirement.

Give students the chance to take charge of activities even when they may not quite have all the content skills.

A good teacher is always an asset and leaves no stone unturned to know the students strengths and weakness and help them in the best possible way to achieve the set target.

Teaching is an important and rewarding work, but it can also be extremely stressful. Through mindfulness training or by focusing the thoughts on calming down in an adverse situation, the findings revealed that the subject in the study were able to increase their resilience.

We being in MS Creative are blessed to have such a caring Management who always arranges trainings for the Msonwnians.

Farhat Khan
(Primary Incharge) Mira Road

Little Angel

I Was All Alone
Tears Rolled Down
My Cheek
My Heart Was Sinking
And I Was Weeping
Then By My Bed Side,
Stood A Little Angel
With Little Fluttering
Wings
And A Pretty Magic Step
She Sat Beside Me
Held My Hands Gently
I Saw Her Twinkling Eyes
Brighter Than The
Brightest Star
With An Angelic Smile
Filled With Love And
Compassion
Soothed My Troubled
Heart
Lulled Me To Sleep
In My Deep Slumber
I Felt A Hand On My
Shoulder
It Was My Mom Who
Woke Me Up
Smiled Gently And
Wiped My Tears!!!
I Love You Mamma

Hoor Begum
(Science Teacher)
Rajendranagar Branch

SELF-MANAGEMENT

SELF-MANAGEMENT is a key skill that helps us throughout our life. It gives us a lesson that if we do not manage our self, then we are letting others have control of our life. Effective self-management skills have the power to change almost every aspect of our life. Some of these skills are:

Self Regulation- Self-regulation refers to individuals monitoring, controlling and directing aspects of their learning for themselves.

Self Confidence- To be self-confident means to like and to respect our selves and to believe in our own abilities and strengths.

Time Management- Time management is the process of

planning and exercising control over the amount of time spent on specific activities, to increase effectiveness, efficiency and productivity.

Stress Management- We

PRINCIPAL Mameen Siddiqui throws light on various aspects of self management and its importance in one's life.
(Editor)

have to learn to cope with problems because stress reduces productivity and increases pressures. It also has adverse effects on the performance of the brain, memory, and concentration.

Solving Problems- This means we are able and willing

to take a complex issue or project and break it down so that a solution can be found.

Self Motivation- Self-motivation is one of the most powerful forces that drive us to do things and to achieve success in professional and personal life.

Some of these skills are, however, difficult to learn but they are very important to learn. These skills help us in business, in the workplace, and in our personal life.

They also improve our abilities for setting goals, managing our time, developing motivation and concentration.

Mameen Siddiqui (Principal)
MS Creative School
Yamuna Vihar

In this highly competitive world if we want to get recognised we need to stay calm and most importantly be broad minded. We have to increase our professional value through Self Reflection.

Self Reflection is a careful thought about our own behaviour and beliefs. Through self reflection, we can change how we see ourselves, how we feel about certain situations and at the end how we act. By identifying and eradicating diseases of our heart, we are acting like our own Cardiologist- "Cardiologist Of Soul".

Diseases of Heart are anger, backbiting, slander, lying, riya(show off), miserliness, hatred, arrogance, ungratefulness and negativities, boasting etc...

After identifying, we have to jot down the diseases and try to eradicate one at a time. The

result will not be overnight as we are tackling diseases connected to soul not to the body. It takes a month for any habit to be changed, so keep a deadline of 30 days. By the end of the month we have almost purified our Soul. Confucius (Philosopher) said, we may learn wisdom by three methods. First, by reflection, which is the noblest, second by imitation, which is easiest, and third by experience, which is the most bitter." We need to keep our intention pure. Ultimately by becoming self aware, we learn to be at peace and we become self content. These positive vibes eventually reflect in the environment. If we all MS family becomes self aware, we will not be less than a Diamond which can Enlighten the community.

Safeera Anjum (Chemistry Lecturer)
M S Degree College Tolichowki.

Child is meant to learn, not to earn

Childhood plays an important role in one's life because this is the only stage which unfolds the abilities and skills hidden in the child and paves the way for development to the extent. It is also the stage which shapes the future of an individual if he or she gets the proper guidance, direction and healthy

environment from its family.

Childhood is the stage to play, to grow, to learn which will incarnate healthier physical, mental and social development of the child.

It is well said that is one wants to know the nation he should see it in its children. Children are not only the

future of any nation but also strength in reserve for nation.

They are the crops which feed the future. If they are healthy and active educated and informed, disciplined and trained the future of nation is well insured.

But unfortunately million of children at this particular stage

of their life are neglected and exploited both by their family and society in this country. The participation of children in economic activities within and outside the family at this tender age is disastrous. ... consequence of this is negligence on the whole.

Anjum P Pathan.
Bhiwandi (Maharashtra)

Challenges before a working mother

Most important challenges faced by a working mother are as follows:



- Child care short coming
- Lack of flexibility at work
- High cost for working mothers
- Limited mobility
- Missing important milestones
- Stress loads are high for working mother
- Sick children
- Health issues
- Giving quality child care. Issues related to society
- Lack of affordable quality child care.
- Education given to child in this competitive world
- Religious education
- Upbringing as a deendar child
- Expectation of family

Indian society doesn't look very favorably upon working mother usually senior members of the family and community doesn't appreciate that women go to work leaving their child in nanny's care.

Syeda Nazia Nikhath
MS Junior College
Girls Block, Mehdipatnam

Letter to the Editor :



Assalamu Alaikum wa
Rehmatullahi wa Barkatu

In this piece of article I would like to share my thought of what change MS brought in me. The first change is reflected in this letter itself where in instead of respected', I learned to write 'Assalamu Alaikum.'

Now I am glad that I got the opportunity to show my God – gifted talent in the MS Family. I am thankful that my seniors thought me suitable to be a part of this esteemed institute.

Being a fresher, I never ever felt lonely or insecure at any point of time. The good Akhlaaq of teachers, which is the sole aim of MS, made me very comfortable to work in a new environment.

MS institute is quite

different from other institutes, as the needs and requirement are totally fulfilled by the institute at every point of time which makes teaching easy as well as interesting.

It's a good saying that we should think twice before we speak once. Asking my doubts to my seniors, I also experienced that the administration and management is quite co-operative and I personally appreciate their sole aim, which is to develop 'Islamic Qualities' in the life of students.

May Allah help me develop all the Islamic preaching and values in my students under the roof of education, which is the sole aim of my MS family.

Shaikh Aafreen

Self Image

Self image is an opinion or idea about us regarding especially of appearance (dress) or abilities (inner qualities). And this can be negative or positive.

The inner qualities make a person great, personally and professionally. Now a days, society looks for outer appearance only and not at all for inner qualities, because life has become more materialistic than spiritual.

The spiritual qualities like truthfulness, right conduct, honest earning, working with dedication and devotion to serve the Almighty, using humble language, loving all etc; are missing today. This quality gives a self image to live a happy and healthy life and become role model to the family, organization and society.

If we take care about outer look it gives only good looks but not good qualities. It is our hands to make our life fruitful in both the worlds (Deen and Duniya). Self image helps to solve many issues at work, family and social problems and also helps to show students that we are real role models.

G.Mahender
Computer Science Faculty
MS Degree College, Asif Nagar

STAFF WELFARE

Staff Welfare is an all-encompassing term covering a wide range of facilities that are essential for the well being of employees.

Being a responsible management, MS provides their staff a good working environment at the workplace so that they perform their work more efficiently.

MS carries various welfare works for securing, preserving and increasing the efficiency of employees.

Providing them a wide range of facilities, that is essential for the well being of employees.

These also include friendly working environment where the employees are treated with respect.

Mrs. Ghousia Shamshad
H.O.D Commerce
Mehdipatnam Branch

QUOTES

- If you want to succeed, you have to remove dirt from your mind.
- As we are Muslims, we have the responsibility on whole ummah.
- Being Muslim is never being self, it is always about society.
- Tarbiyat is what differentiates us from other creations.
- The non existence of Tarbiyat makes a human being worse than an animal.

Hafiz. M. Inamulla Khan
Academic Incharge
MS Rahmani School
Mallepally

"BLACK BOX THINKING" - Book Review

Dr. Md. Zafar Iqbal
Academic Planner (CARD)

Do we fail in our judgments? Are our decisions ever challenged by objective data? Do we ever get access to the evidence that shows where we might be going wrong?

After having an honest introspection of these questions, if our answers are No, then it is an alarming situation. It shows that we are almost certainly not learning. We are at the saturation point and we have closed all the doors of our learning. We are leading towards intellectual stagnation. We are like a golfer playing in the dark.

Discussing on how to improve our judgments and decision making, the author Matthew Syed propounded the above concept in his book "BLACK BOX THINKING". He says that instead of shying away from criticism and inconvenient evidence, we should embrace them. He comes up with idea that judgment improves when it is given a chance to learn from mistakes.

Citing his research based ideas he suggested that once we have this new mindset, we can start to create systems that harness the power of adaptively in our lives

He suggests that we should acknowledge our mistakes and also appreciate our students and colleagues who admit their errors. He opines that mistakes give us opportunities to learn and increase our learning abilities.

BLACK BOX THINKING is an eye opening book. Using diverse literature on failure the author made an attempt to offer a new perspective of failure. He tells us that failure is not as bad as we consider it. Citing various case studies, he tries to prove that failure gives us the opportunity to learn and thus progress on the path of success. He says when we see

failure in a new light, success becomes a new and exhilarating concept.

This book tries to inculcate a mindset that regards adverse events not as threats but as learning opportunities. The author says that when our professionalism is threatened, we are liable to put up defenses and have a deep instinct to find scapegoats. We

compared growth mindset with fixed mindset.

He presented the contrast of the two most safety critical industries in the world today: healthcare and aviation with following facts analysis.

In 1912 eight out of fourteen US army Pilots died in an air crash: more than half. In the subsequent years, learning from the mistakes, the number

that 120,000 patients die each year. The 2013 report put the figure to 400,000 per year, which is quite high compared to previous year.

The aviation industry made rapid progress by learning from the error. The progressive attitude to failures turns out to be a cornerstone of success for the aviation industry.

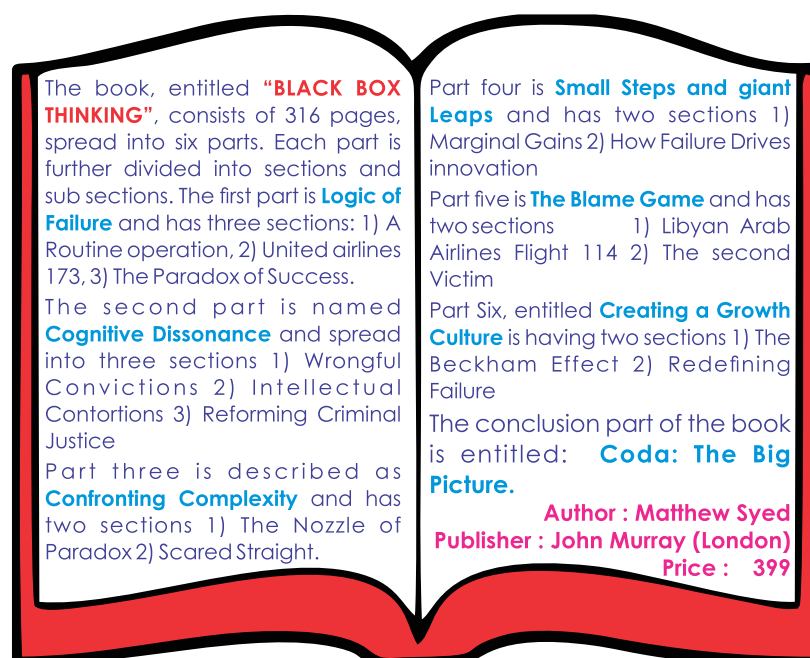
He said the reason behind the progress in the aviation sector is that it learns from failure, instead of denying failure, or spinning it.

The book also tells that big innovation and success are the results of thousands of failure and drawbacks. Citing renowned footballer Beckham, Formula One, Google, Hollywood film maker etc, the author of the book preached that admitting the mistakes and learning from them made these achievements possible.

The book also mentioned "Failure Week" where failure is celebrated and the role models talk about how they had failed, and what they had learnt from their mistakes.

This book is recommended if you wish to develop the black box style of thinking in you.

Note: If you have read any book that you think is useful for the MSownins then please share its review with us. We would be glad to publish the same in this column. **(Editor)**



cover up mistakes, not only to protect ourselves from others, but to protect us from ourselves. This whole process destroys the vital information we need in order to learn.

The author, giving examples of successful industries and persons, forcefully says success can only happen when we admit our mistakes, learn from them, and create a climate where it is, in a certain sense, 'safe' to fail.

The book starts with an incident in the operation theatre wherein a young lady goes into coma during a minor operation and ultimately died.

Comparing health care vis-a-vis aviation industries, the author made the detailed analysis of both these sectors and how the aviation sector managed to minimize the accidents by learning from their own mistakes. On the other hand mixed mindset in health care enhanced the preventable deaths. He also

of fatalities have gone down.

Today the things are very different. In 2013 IATA report said, there were 36.4 million commercial flights worldwide carrying more than 3 billion passengers. Only 210 people died. For every one million flights there were 0.41 accidents- a rate of one accident per 2.4 million flights.

In 2014 the accident rate per million fell to a historic low of 0.23- the rate was one accident for every 8.3 million take offs.

All this happened because the aviation sector has the most robust procedures to learn from, error. In healthcare, however, the things very different and just the opposite

In 1999 the American Institute of Medicine reported that between 44,000 and 98,000 American patients die each year as a result of preventable medical errors.

The figure went up in the later study which reported

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Expansion of MS Management Hierarchy

Hyderabad: The management elevated four more persons to the post of directors in the last few months. They are Abdul Qader, Syed Uvais, Syeda Amina and Mohammed Mukeem Akhter.

One thing is common among these newly inducted directors. They all have MBA background.

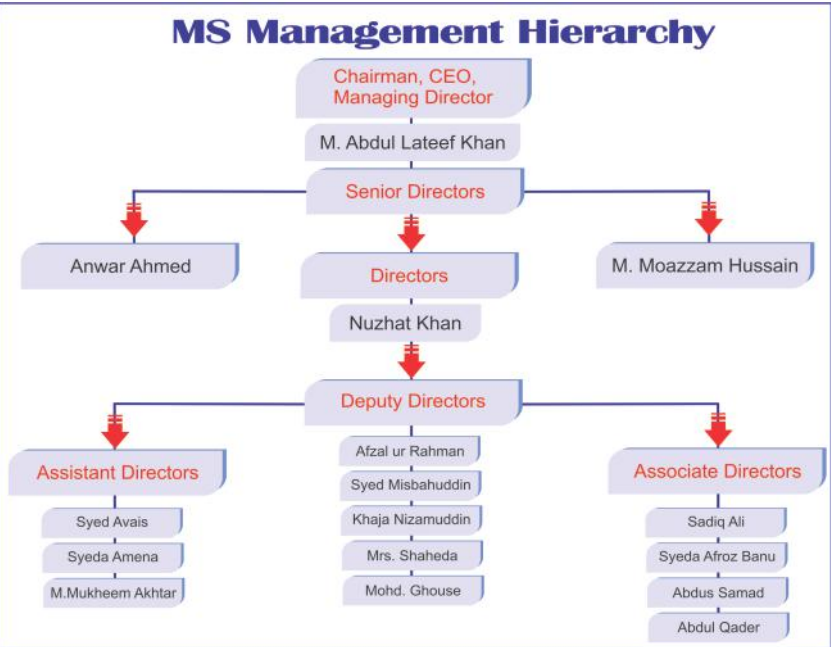
Mr. Abdul Qader, a pass out of Nagpur Business School (IMT) and also a Haifz, was made Associate Director. He is looking after Operations Excellence.

Syed Uvais who has been promoted as assistant director

has been assigned the Secunderabad zone.

Syeda Amina, the luckiest lady, was promoted to the position of Assistant Director three months after joining the organization. She is looking after academic affairs of colleges and coordinating with Junior and Degree colleges.

Mr. Mukeem Akhter, the Hyderabad born British citizen, was elevated to the position of Assistant Director. He is working on policies, guidelines and rules and regulations. He joined MS as a policy maker and quality controller.



Maharashtra Branch converts classes into British Island

Bhiwandi : The Bhiwandi Branch of MS Creative School has developed a unique idea to inculcate English speaking skill in the students. They have come up with the concept of "British island Evaluation /Appreciation chart".

This innovative idea is the brain child of Parveen Ansari, the English teacher of Bhiwandi Branch. "She came up with the idea to improve the spoken English skill of the students" and thus developed the British island and Appreciation chart concept.

The concept is chart based and has an aero plane and an island, known as British island. These charts are displayed in the classes. As for example the chart in grade VI A has an Airport. Those

students who speak fluent English their pictures are always in a private plane. Those who try to speak are in common plane and those who don't speak are stuck at the airport.

Likewise the chart in Grade VIII B has an Island. Those who speak are on the island and those who don't have to be in the ocean. This chart concept is flexible. The moment one starts speaking English his/ her pictures appears on the chart.

"Alhamdulillah, this concept is working great. Students are taking it very sincerely; because they all want to be in the plane or on the island. Nobody wants to be in the ocean, reports Rafi Mulla Ansari, zonal team member.

Class Room Management for the teacher

As a class teacher I regularly do the following things which I feel is very important for the maintenance of class room.

My strategy is to make the list of students under the following categories and display them in the classroom.

1. Excellent handwriting.
2. Good behavior
3. Speaking always in English.
4. 100% attendance every month, Being toppers.
5. Activities done by them on the wall.

DUTY CHART	
Duty No.	Duty name
Duty 1	Class monitor
Duty 2	Class diary
Duty 3	During short break+lunch+salah
Duty 4	Class room neatness
Duty 5	Students speak English

How do you find this newsletter?

Dear MSonwians,

The fourth issue of MS Family is in your hand. All efforts have been made to make it interesting and worth reading. This newsletter is still in evolution stage and it needs more improvement.

I welcome you all to put forward your suggestions to make it more effective and meaningful. Please remember this publication is a tool of communication through which we can share and learn. We are on the path of learning. We learn from our errors and mistakes. How do you find this newsletter? Please enlighten us with your critical feedback.

I take this opportunity to share with you that we are publishing two types of newsletters: one is MS World and the other is MS Family. The former is brought out for students, parents community and staff as well. The latter is published exclusively for staff members; both teaching and non-teaching staff. Both these newsletters are published on alternate months.

Previously the circulation of MS World (of which 5 issues have been published) was confined only to school students. But last month the management decided to expand its reach. Now it will be distributed to students of both junior and degree colleges. We, therefore, humbly request you to encourage your students to contribute their write-ups for the MS World. Be it a, poem, creative writings, reports on institution events, reports of student's achievements, field trip reports etc. The MS World is exclusively for the student's community but we have also allocated some space for the teaching community wherein they can also contribute their write-ups. But these write-ups should be student centric and cater to the interest of the student's community.

Both these newsletters are the tool of communication, I am sure that without your support it would not be possible for us to bring out these publications. I earnestly solicit your support in my endeavour of improvement.

Looking forward to your generous inputs.

Yours sincerely,
Editor

zafar.iqbal@msinstitutions.com

I also display winner students' essays, drawings in the class room, who did very well in the competitions.

Apart from these, I planned the seating arrangement of my students in such a way that three students sit on each bench. The students of each

bench is designated as captain, vice captain 1 and vice captain 2. The captains are the students who are the best in studies.

Sameera Rubina
(HOD Social Studies) Malakpet, Girls
Contd... on Pg. 4