

## Efil Profile & Services

### **EFIL stands for Education For Integrating Life, derived by spelling LIFE backwards!**

An initiative with a clear direction to provide objective life - education by designing and delivering concepts, services and product interventions that help enable evolutionary excellence.

### About us

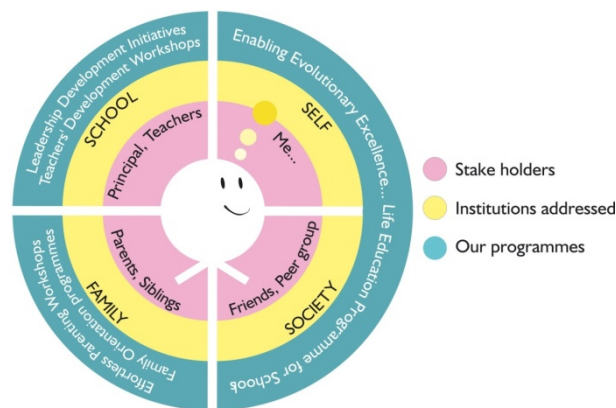
*"Better to light a candle than to curse the darkness."* – A Chinese proverb

Dr.Sampath & Dr.Kalpna founded Arpitha Associates early two decades ago. A center for human excellence that works with corporate organisations around the world. But the calling for *Efil* took birth when their workshop participants often expressed the wish to have got the intervention when they were young. This echoing need fostered *Efil's* conviction to work with younger minds and prepare them for life. Dr.Sampath, an Ashoka Fellow, has dedicated his life to develop this school of thought that addresses every individual's need to be on the exciting journey of excellence.

There was a time when schools taught more about life and subjects were an aid to enhance this understanding. But today, knowledge accumulation has eclipsed the real purpose of education and this dilution is proving costly to all concerned. With children's ability to cope with demands getting more and more challenging, some very fundamental aspects of nurturance are being questioned. Also the paradox of the past preparing the present for the future makes it vital for everyone, especially educators and parents, to understand what a child really needs than being complacent with their assumptions!

We at *Efil* believe that it is 'better to light a candle than to curse the darkness.' Our efforts become meaningful as we witness the transition from the knowledge era to the consciousness era, where it is essential for every child to develop a self-driven process to nurture an enquiring conscience, helping them make appropriate choices. Choices that enhance the quality of life itself!

*Efil's* main objective is to facilitate individual and institutional development through the use of a continuous process of clarification of 'vision', 'values' and 'learning', that contribute towards evolutionary excellence. We empower the institution by strengthening its fabric by weaving its purpose, its processes and its minds, all the while being conscious of a child centric approach. We address the decision makers, principals, teachers, students and the parent community with thoughtfully designed programmes.



## Philosophy

*"...there is such a thing as perfection...and our purpose for living is to find that perfection and show it forth....Each of us is in truth an unlimited idea of freedom. Everything that limits us we have to put aside."*

*Richard Bach, Jonathan Livingston Seagull*

Every individual or institution is born with a purpose and a process. The challenges of growth and the constantly changing world often tend to distract one from the real purpose and process. The fundamental need today is to align the two, to enable the individual and the institution to optimize the resolve to achieve their vision (which is the purpose), without having to compromise on their values (which is the process), and continue to be on the journey.

In the process of aligning the two, the usual approach taken by most development initiatives is to focus on the symptoms rather than the causes of the issue. What is seldom understood is that as long as the focus is on the symptoms, no real change is possible. We believe in working with causes to bring about deep, meaningful and lasting change.

In the context of life education, it is vital to enable a child to dream their vision, foster in them the belief to live by the values they choose to stand for and remain life-long learners to evolve into fine human beings.

Our philosophy centers around Vision, Values and Learning, which become the road map in any kind of evolution towards excellence. When these are connected appropriately with clarity, conviction, innovation, focus, farsightedness and alignment, the outcomes are: quality, value addition, leadership and evolution.

### **Our Vision:**

Education for Integrating Life to enable evolutionary excellence.

### **Values we stand for:**

- Purpose larger than self
- Openness
- Integrate learning
- Self governance
- Credibility
- Integrity
- Mutual respect

### **Our learning orientation:**

- Non prescriptive
- Essence centered
- Self driven
- Inside-out
- Context sensitive

**Our logo concept:**



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The blue knot is inspired by the Gordian knot, which is a metaphor for a complex problem having a simple solution. This element is an unending loop, symbolizing continuity. The sky blue colour is expansive and suggests seamless possibilities. The deep indigo purple signifies depth and introspection, and is also considered the colour of consciousness. The deeper colour holds the lighter colour, suggesting balance. The 'f' made to face backwards serves two purposes. One, it holds the flower knot like a stem, depicting growth and also gives a visual hint to read *Efil* as **Life**.

## Services

**1) Eqube - Enabling Evolutionary Excellence** (Life - education programmes for students)

### **Eqube in schools**

Academic institutions, today and always have served as a valuable platform for young minds to come together and mutually evolve. The dynamic and challenging times we live in today invokes the need for education to go beyond the regular academic realms and prepare its students for **life**.

Our self-enquiry process ignites the possibility of empowering students to understand and live upto their full potential in all that they are engaged in. The programme fosters the understanding that life is a series of experiences and what we tend to learn from these stories of our life become the beliefs that we start living. Once aware of the same, one can choose to be an appropriate learner in any context. This orientation helps anchor to our life purpose and explore all possible avenues for self-growth.

Eqube addresses the five formative years of a child's growth, from the 5th to the 9th standard. Each year is designed with 15 sessions of one-hour duration each, integrated with action oriented classroom and life projects. The sessions are seamlessly integrated with the schools academic schedule and evolve with the class dynamics. Enhancing them with practical modules help internalize the learning and provides a healthy cross linkage among institutions like the family, school and the community.

### **Eqube for youth**

The Life Education programmes for college students have customized modules that suit the schedules of the institute and the course under consideration. Apart from the essentials of life education, specific modules on career guidance and presentation skills are also included to help students face the outside world with confidence.

## **2) Leadership Development for Institution Building**

*"If you and I do not think beyond what had been thought, this place will not progress."*

*From Inner Realities, by Dr. J M Sampath*

Every system should ensure that the pillars on which it is built are strong and intact. Hence it becomes essential to work with those in the position of power and enable them to gain clarity, as it is their leadership that eventually shapes the success of the institution towards its cherished mission.

This five day programme, along with a personal coaching, addresses principals, institution leaders and those in roles of leading the Institutional body in the path of excellence towards becoming a trendsetter.

Some take-aways:

- Developing the acumen towards building an evolutionary leadership style.
- Clear understanding on what it takes to excel and how to build the capacity for the same.
- Ability to address issues and challenges at causative levels and develop sustaining solutions.
- Clarity on personal vision, values and learning dimensions and its vital implication in one's life.
- Analyzing what prevents one from being all that they are capable of and drawing appropriate action plans to bridge the gaps.

## **3) Teachers' Development for Institutional Excellence**

For institutions and its students to excel, it is imperative for its faculty to be aligned to the purpose of the institution's vision.

This customized programme builds the strengths of the teachers by enabling them in making their interactions more value adding to the classroom and institutional context, building a culture of belongingness and also ensuring their personal growth.

Some take-aways:

- Better synergy and collaborative effort with higher level of integrity.
- To understand the meaning of 'values' and learn to work with causes rather than effects in order to bring about deep change.
- Clarity on one's personal vision & value orientation and understand what means to be a 'high vision – high value' teacher.
- To understand and guide children in exploring their vision and values and resolving conflicts.
- To build an experience of deeper level of trust in oneself and others in the environment.

## **4) Workshop for families**

### **Effortless Parenting**

Workshops for parents to explore their beliefs on parenting and help enrich the quality of interaction with their children.

### **Synergizing relationships**

Workshops for parents and children. A common forum brings clear understanding towards better synergy in the parent-child relationship.

Some take-aways:

- Dealing with our beliefs on parent-child relationship
- Enabling parents to understand what goes into building a relationship
- The governing principles of parenting
- 'How to talk to children such that they listen and how to listen so that they talk'

### **5) Institution framework development**

Helping institutions on how they could work on creating their vision and values and align the processes in such a way that the school would build a culture of excellence in its own administration and the performance of the school.

Some take-aways:

- Developing the acumen towards building an evolutionary leadership style.
- Phrasing / revisiting a functional vision statement for the institution.
- Articulating the values the institution wants to stand by as a step towards building processes and strategies that ensure its growth.
- Percolating the purpose of the institution through all the levels, ensuring integrated participation.

### **6) Assessment for students – a path forward**

It is important to know who each of us have become and how it impacts what we do in various dimensions of our life. The sooner we do this the better it is. Our assessment process for young people gives them an early advantage of knowing what they are good at and what they need to work on to be able to develop into well rounded individuals in life.

We enable students understand their personality profile and its implications in their life. This we do by analyzing their orientations towards being an achiever, balancing one's roles effectively, becoming a leader, a good learner and a genuine person. This assessment further provides assistance in choosing a suitable career and what needs to be developed in themselves to excel in this chosen field.

### **7) Open theme workshops**

- **'Discovery' workshops**

Discovery - a unique creation by Dr. J M Sampath qualifies as a self reflection tool, thoughtfully designed using parables from multiple cultures, aiming to introduce basic human values and initiates the process of self-inquiry, which takes care of the need to learn to learn.

The one day open 'Discovery workshops' allow the group to choose a theme that they want to explore based on their group dynamics and team requirements.

The workshops are suitable for various groups such as students, professionals and family members. The diversity helps one appreciate several perspectives of life and the insightful interactions increase ones gamut of understanding.

- **Teaching ‘understanding’**

If only we can live out of understanding many of our problems could have been sorted out before even they showed up. In the race of accumulating knowledge one has lost to a great extent the ability to understand what one learns. This workshop aims to explore what goes into teaching understanding and how the same enhances the level of joy of learning.

- Understanding what prevents ones learning
- What goes into understanding what we learn
- The difference between mindless and mindful learning

## **8) Our publications**

### ***Discovery – a tool that can make you look deep within***

‘Discovery’ is a Transformative Learning Tool aimed to introduce basic human values to a person and to initiate a process of self-enquiry. The tool is presented in the form of a “snake and ladder” game with hundred stories/parables forming the backbone of the game. The eleven theme based charts are included to inquire into specific dimensions like Success, Leadership, Team Building, Communication etc. The players are taken through three levels of learning at the end of each story – Explicit, Experience Sharing and Abstract Conceptualization. This leads the player towards a belief level change that is both transformative and evolutionary in nature. This tool has been used for almost two decades now and has had a successful implementation in schools, organizations and communities – both at self and group levels.

### ***Inner Realities – Notes from the school of life***

Inner Realities is an interesting collection of personal notes, quotes and poems, drawn from the author’s personal observations and experiences of life. It is filled with profound wisdom on personal growth and values. ‘Inner Realities’ aims to understand life in the way it shows up in each of our lives with the belief that every event in our life is learning by itself. It aspires to aid people to live with awareness and lead a rich life out of understanding. A simple narration and explanation to each thought makes it all the more interesting to read.

### ***Kaleidayscope – Perennial interactive thought calendar***

A 365 day thought generator, ‘Kaleidayscope’ will be your companion through the day, motivating you to fill in the blank in the quote and create a line of thinking for yourself, which will be unique and special for you. The actual quote by the author is revealed to you the next day. The day slider should be adjusted to the color coded tripod corresponding to that particular date, which then sets the calendar for the whole year. The emo-stickers and stencil enhances interactivity with the quotes. The purpose of creating ‘Kaleidayscope’ is to enable the essence behind the inspirational sayings to stay on in our hearts and effecting a belief level transformation in our thoughts as well as deeds

### ***Life skill series – A complete self help kit***

Life Skills Series will be a series of publications aimed at enhancing the ability of an individual to cope with the demands of various life situations. The Life Skills Series focuses on skills such as self awareness, communication, interpersonal relationships, problem solving, decision-making, coping and learning. These skills, also identified by WHO for a young person’s holistic development of psycho-social competence, play a vital role in developing their ability to cope with the demands and challenges of life. These core life skills address the essential principles of life and hence have a multi-cultural approach.

## **The Team**

### **Dr J.M.Sampath Ph.D** ***Managing Director***

Sampath brings in 20 years of rich experience in value based leadership with a depth & clarity that fuel his passion to leave behind something significant for the youth & the world! He is also the managing director of Arpitha associates, a center for excellence.

### **Dr Kalpana Sampath Ph.D** ***Director***

Kalpana brings in her unique ability to nurture and the rich experience of developing educational leaders for the last 15 years. She has been a 'NIE' consultant on 'value education' for more than 48 schools in Bangalore.

### **Rita Reddy** ***Educational Counseling***

Rita brings in 25 years of educational experience as a teacher and a principal, and a passion to spread value education, which she believes is the core of every individuals development.

### **V Karthikeyan** ***Operations***

Karthikeyan brings in 8 years of training experience in the Education industry and a consultant for technology enabled resources. He has trained more than 25000 students for competitive exams.

### **Remya Dharmarajan** ***Design & Development***

Remya is a design graduate from NID with an engineering background and an edutainer by choice. She brings in creativity and passion for experience design that makes learning purposeful & enjoyable!

## **Contact us**

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