



**SPRINGBOARD LEADERSHIP PROGRAMME
SECOND SESSION**

**FOR
QUALITY CIRCLE MEMBERS**

**On
“LEADERSHIFT”**

22nd August 2025

Report

**Internal Quality Assurance Cell (IQAC)
Loyola College (Autonomous)
Chennai – 34**



LOYOLA COLLEGE

(AUTONOMOUS)

NUNGAMBAKKAM, CHENNAI - 600 034
TAMILNADU, INDIA

Tel : +91-44-28178200

Fax : +91-44-28175566

Email : welcome@loyolacollege.edu

Web : www.loyolacollege.edu

19th August, 2025

Announcement for Shift – I & II

Springboard Leadership Programme – Second Session

The Internal Quality Assurance Cell (IQAC) will be conducting the **Second Session of Springboard – A Leadership Programme for Quality Circle Members** on **22nd August, 2025 at 11:30 a.m. in Y.D. Hall.**

All nominated Quality Circle members from each UG and PG class are requested to attend the session without fail.


Mr. D. Francis Xavier
IQAC Coordinator

Prof. D. Francis Xavier
IQAC Coordinator
Loyola College, Chennai-34

"Let Your Light Shine"

**Internal Quality Assurance Cell (IQAC)
Loyola College**

Report on the Second Session of the Springboard Leadership Program

Date: 22 August 2025

Venue: YD Hall

Time: 11:30 AM – 1:15 PM

Total No. of Participants: 115

Title: *LeaderShift*

Resource Person: Mr. Selvarajan J. A., Head – Human Capital, Illumine-i

The Internal Quality Assurance Cell (IQAC) of Loyola College organized the second session of the Springboard Leadership Program on 22 August 2025, held at YD Hall from 11:30 AM to 1:15 PM. The session, titled **LeaderShift**, aimed to broaden the understanding of leadership among student leaders by introducing transformative concepts aligned with modern leadership challenges.

The program began with a prayer song, setting a reflective tone for the session. Following this, Mr. Karthik (I MA English Literature) delivered the welcome address, warmly greeting the dignitaries and participants, and briefly outlining the theme of the day.

Mr. Cyril (II MA English Literature) introduced the resource person, Mr. Selvarajan J. A., who is the Head of Human Capital at Illumine-i. Dr. Amala Arokia Raj, Coordinator of Loyola EduTech, felicitated the resource person with a memento before the session officially commenced.



Mr. Selvarajan began by conducting a brief interactive activity, designed to demonstrate the importance of awareness in leadership and how deceptive perceptions can be overcome through clarity. This exercise served as a foundation for his core message: **LeaderShift** refers

to the conscious transformation of one's perspectives and actions to effectively meet leadership challenges.

He explained the concept of becoming an “**Executive**”, which he described as the pinnacle of leadership development. The session introduced the **ASK model** (Attitude, Skills, Knowledge), which helps evaluate an individual's personality profile relevant to professional sectors. Mr. Selvarajan highlighted three personality types: **I-shaped** (specialized skills), **T-shaped** (broad collaborative skills), and **X-shaped** (a versatile blend of skills and emotional intelligence). He emphasized the value of cultivating an X-shaped personality to increase employability and leadership effectiveness.

One of the most insightful parts of the session was the explanation of the **x and y axes of leadership**, which illustrate the progression of leadership qualities:

- The **x-axis** consists of three stages: *Pleasing*, *Proving*, and *Partnering*. This axis represents behavioural growth necessary to ascend the leadership ladder.
- The **y-axis** charts the journey from *Capable Individual* to *Executive*, passing through stages such as *Contributing Team Member*, *Competent Manager*, and *Effective Leader*. Mr. Selvarajan stressed that at the manager level, problem-solving skills and a proactive approach are critical, while true leadership lies in vision, clarity, and the ability to empower others.

He reinforced that **applied knowledge**—not just theoretical understanding—is the true source of leadership power. The resource person also underscored that leadership is about building capacity in others, bringing clarity, and energizing teams.

Furthermore, he described the “Executive” as a leader who does not simply provide answers but challenges the assumptions behind questions, thus acting as a coach who prepares others to face future challenges. Effective leaders also anticipate problems and work proactively to prevent them.

The session concluded with a question-and-answer segment, where members of the Quality Circle raised thoughtful queries, which were answered comprehensively by Mr. Selvarajan.

Rev. Fr. Louis Arockiaraj, SJ, Principal of Loyola College, graced the occasion with his presence and shared his reflections on leadership, inspiring the participants further.

Ms. Bavadharni (II MA Sociology) delivered the formal Vote of Thanks, expressing gratitude towards the IQAC committee, Principal, and Loyola College administration for supporting

the holistic development of student leaders. She also acknowledged the efforts of the IQAC in providing student leaders with opportunities to take responsibility in organizing such events.

The session was efficiently coordinated and emceed by Ms. Bavadharni, with active involvement from the Quality Circle student members, ensuring the smooth execution of the program.



The second session of the Springboard Leadership Program concluded with a vote of thanks.

Outcome:

- This session on Springboard Leadership Program on *LeaderShift* successfully equipped student leaders with a fresh perspective on leadership transformation.
- The concepts and frameworks shared during the session will undoubtedly help participants navigate their leadership journeys with greater awareness and competence.



Prof. D. Francis Xavier

IQAC Coordinator

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IQAC Coordinator

Loyola College, Chennai-34

Dr. Dorothy Pushparani

Asst. IQAC Coordinator

Dr. Dorothy Pushparani

Assistant IQAC Coordinator

Loyola College, Chennai-34