

PANDEMIC, EDUCATION AND ME

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As of 28 March 2020, over 1.7 billion learners were out of school due to school closures in response to COVID-19. According to UNESCO monitoring, over 100 countries have implemented nationwide closures. School closures affect students, teachers, and families and have far-reaching economic and societal consequences. Schooling provides essential learning; when schools close, children and youth are deprived of opportunities for growth and development.

For a short period, the world had awakened to create innovative ways to act and react to the Pandemic (COVID-19). Education seems to be so slow in developing ideas on how to make learning easy, but due to this crisis, the world has made a way to transfer information quickly.

In China, 120 million Chinese got access to learning material through live television broadcasts. Other simpler yet no less creative solutions were implemented around the globe. In one Nigerian school, standard asynchronous online learning tools (such as reading material via Google Classroom) were augmented with synchronous face-to-face video instruction. The solution is to help pre-empt school closures. Similarly, students at one school in Lebanon began leveraging online learning, even for subjects such as physical education. Students shot and sent over their videos of athletic training and sports to their teachers as "homework," pushing students to learn new digital skills. One student's parents remarked that his son spent three hours shooting, editing, and sending the video in the correct format to his teacher. With 5G technology becoming more prevalent in countries such as China, the US, and Japan, we will see learners and solution providers genuinely embracing the 'learning anywhere, anytime' concept of digital education in various formats. Traditional in-person classroom learning will complement new learning modalities. From live broadcasts to 'educational influencers' to virtual reality experiences, knowledge could become a habit integrated into daily routines - an authentic lifestyle. This modality is the trend of today. The revolution underway is connecting the Internet on Things (IoT)- even Grid or Mobility; Internet of Data (IoD)- even Buildings or Homes; Internet of Service (IoS)- Logistics; and Internet of People (IoP)- may it be Social Web or Business Web. This revolution underway is the essence of THE FOURTH INDUSTRIAL REVOLUTION!

Quality education is an indispensable prerequisite for all kinds of human activities, Šárka Hošková-Mayerová (2016). In this pandemic crisis, the academe has the most comprehensive array of assistance, and quality education has the most significant impact. Beyond the knowledge acquired should be a passionate administration willing to undergo training to be equipped with necessary

resolution. The capacity of the managers to maximize their knowledge and skills can only be functional when applied to crises. Likewise, a crisis manager should know how to cater to concerns in the organization and the more significant impact on the outside situations that might affect the organization.

I cannot say that I am all-knowing of the global trends in changes and innovations. With my limited understanding of leadership and management, I will employ the following based on some readings I had.

Adam Brinegar, in his lecture, devised five steps to successful Change Management. ASPIRE AND ASSESS initiates the five. Assessing is the duty of the Human Resource to know who to play what.

"The true yard of a leader is to spot another potential leader ."One of the most challenging tasks of a leader is staffing. Knowing the right person for the right task will make the crisis manager handle the job efficiently. The responsibility does not solely lie in the hands of the manager. The doer of the plan or the Human Resource is equally essential as the plan and the manager's training. Employee failures in the training program or on the job after the training represent not only personal failure and frustration but wasted organizational resources. It means that consideration of careful selection will make the program more successful. Any evaluation of success should consider the program's objectives; thus, the training that the manager will give the human resources will be as necessary as the implementation.

Sometimes leaders tend to judge how the members can assist. The worst scenario is when he concludes that nothing right will happen. The phronetic leaders often fail the management because of the judgment. Both organizations and individuals deal with and manage knowledge. To make this all successful, the organization should understand the plan and discover the most suitable way of using them for specific needs. They also need to consider that the plan should benefit the entire organization regardless of the situation, Rosicka (2006).

ALIGNING and EXECUTING play a tedious part in change management. With this, training and development of human resources are necessary. Suitably trained and educated staff

can surpass even the most significant crisis. Proper training is an appropriate person can develop better ideas that will educate everyone to respond quickly to the present situation. Even though the training is comprehensive, if it is given to a passive employee, it will never equate to the purpose. Similarly, the development will never arise when a person is not motivated and affirmed that what he

is doing is correct. If a person does not devote himself to the task, no absolute development will occur. Moreover, the response of the employee will be denied. This means that education is not present.

ENGAGE and REWARD are the final steps. Change management in this pandemic situation is essential. The crisis management skill of a leader is highly required. Therefore, a manager should be multi-talented within the range of management skills to achieve change; a manager should be able to adopt cross-functional behavior and adaptable to changes within the work environment. A manager should be able to motivate and supervise others, master communication, negotiation, persuasion, and forecasting, and be enthusiastic, assertive, personally creative, and innovative. Therefore, their education and training should not miss a large spectrum of subjects.

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