



## Executive Summary

The study of GenDerations Mentoring was performed in June/July 2018 by Dr. Sadhana Natu, Ass. Professor and Head of the Psychology Department at Modern College, Ganeshkhind, Savitribai Phule Pune University and her team. She is a M.A., B.Ed, NET-JRF and PhD with 27 years of experience in scientific research. The GenDerations program had been conducted with 121 students in KHS Kalmadi School, Ganeshnagar in two academic years and 76 students in Vikhe Patil Memorial School in Pune in one academic year. The following are direct quotes:

“A comprehensive mission for schools is to educate students to be knowledgeable, responsible, socially skilled, healthy, caring, and contributing citizens. The GenDerations program has successfully incorporated most of the principles of Emotional Intelligence without making it the only criterion of the program, ... (it has been) **filling in these gaps in the psycho social needs of adolescents.**”

**Students:** Practically ALL “students interviewed recommended the program to others in their school. Their **academic grades have gone up all thanks to the program.** While listening skills have improved, (students) learnt not to give advice and their interpersonal relationships with parents, teachers and peers have improved “considerably”. “The skills that I have learnt, I will use them forever.”

**Parents:** ALL “parents interviewed recommended the program to other parents. **They thought the fees are reasonable. Parents have understood the intangible plus points** of the program from a long term perspective and are not grudging the loss of 90 minutes of academics each week. They feel the gains far outweigh missing the periods and are confident that their wards are able to get help and make up.”



**“The program has succeeded** ... in helping the students to work on their self, interpersonal relationships, conflicts, articulate them, do problem solving on their own, achieve some amount of academic gains and a sense of a collective, largely missing in schools and personal spaces, these days. Both mentors and mentees recommended the program to others.”

**Counsellors:** “The Counsellors at both schools were able to differentiate between their job and the program without thinking of it as a turf war! In fact making them the key anchors of the program that bridge the GenDerations team and the students is a very good step. Behavioural changes in the students: they have become considerate, help others to express, behaviour with parents has improved, and they have found a safe space. **The emotional development is tremendous and they can name those emotions.** Insight has increased and jealousy and competitiveness has reduced. Trust and problem solving has increased. **Significant changes such as accepting self and others have happened.** Some students have learnt to open up while others have learnt to support those who are opening up.”

“Programs that aim at adolescents acquiring emotional management skills are few and far between. Through the relationships (fostered), adolescents develop a stronger sense of belonging to their schools and society. (Hamm and Faircloth, 2005) All these studies highlight the ‘need for structure’ in the lives of adolescents, which is **taken on board by the GenDerations program in an organic manner.**

The high prevalence of drug abuse, delinquency, youth violence, and other youth problems creates a need to identify and disseminate effective prevention strategies in the form of school based programs. **GenDerations delivers! Peer mentors and mentees were the cornerstone of the study and their responses were exhilarating and enlightening!**”



Experiential learning is a part of the Peer Mentor Training programs as well as the Truth Telling Circles. It **includes innovative and useful techniques** such as ‘working on the rope, conveyor belt and car wash’. These exercises help the participants to learn about team building, self- growth and many other aspects of personality and emotional development.

**The program also emphasizes data collection and evidence based practices such as: attendance records of TTCs, pre post matrices in both the schools, pre post questionnaires for parents and students and testimonials.**

Finally, the work that GenDerations has been doing in Pune schools since the last two years is **praise worthy, relevant and the need of the hour**. The education system is in dire need for a well thought out and impact making program for ‘emotional management of school going adolescents’. **GenDerations delivers!** The program is innovative, inclusive and democratic. It has far reaching impact on the participants, gives them a safe harbour in the school environs and **invaluable life skills with long-lasting effects**. Clearly **all the stakeholders** (students, teachers, parents, school administration and counsellors) benefit from the experiential learning provided by GenDerations.

GenDerations definitely needs to expand to more schools, more kinds of schools, more students, all kinds of students and bring a wholesome mix of adult mentors under its umbrella.