



**TRAINING QUALITY PERSONS THROUGH**

**“PEACE at HOME, PEACE in the WORLD”**

*Mustafa Kemal ATATÜRK*

**CONVENER:**

**Hayal KÖKSAL (Ph.D.)**



## ACKNOWLEDGEMENTS

We are indebted to a great many people for helping to prepare such a collection of quality-focused papers and projects from the "11th International Convention on Students' İmece Circles (ICSQCC)," and for supporting our efforts in many different ways. As the world-famous quality experts, Prof. John Jay Bonstingl and Prof. Dr. Syed Ali, shared the significance of their importance for the word quality, I would like to send my great appreciations for three quality gurus – Deming, Ishikawa and Juran – for their pioneering work in 'Quality' Issues. All the advisors, Directors General (DGs), members of the Steering Committee of the World Council for Total Quality & Excellence in Education (WCTQEE) and the organizing committee along with the supporters helped us a lot with this extraordinary work. Their belief in our organizational talent and capability made me realize that dream in Türkiye. I am grateful to them. Being able to get the support of the Ministry of Tourism and Culture and the Ministry of National Education were great honors for us.

The tremendous success of Students' Quality Circles has encouraged Mr. Jagdish Gandhi, President of the WCTQEE and founding manager of City Montessori School (CMS) & Degree College in Lucknow, India – and his team, guided by my dearest sister, Dr. Vineeta Kamran – to continue with their efforts to institutionalize quality and excellence in education. They have become the pioneers in the training of "Quality People" in their country, and they have never been satisfied only with the success of their own school. They went on to enlighten educators around the world, and started the international convention.

They were not alone in their SQCCs Journey. The importance of "small groups of students work" was also pointed out within Mr. Bonstingl's book, *Schools of Quality*, as "Support (S-) Teams." A similar project started as "İmece Circles" in Türkiye in 2000. Through various projects and courses I localized and presented İmece Circles to schools and nearly 1,000 projects have been studied by almost 10,000 students and teachers up to now. Not only the business world but also the military schools have used similar methodologies. My technique, İmece Circles, was awarded by the World Bank in 2005. I believe that gatherings like the 11th ICSQCC in Istanbul provide professional, valuable and concise information to all participants about SQCs in various countries of the world. This publication, supported by UNESCO Türkiye, which includes all the keynote addresses, speaker presentations and Students' Streams (A, B, C, D and E), will serve as a resource book of quality improvement efforts in schools to educators worldwide. So, I would like to thank not only to the WCTQEE and its members for giving this honorary job to me as the convener, but also to the UNESCO Türkiye team, headed by Prof. Dr. Arsin Aydınuraz, the Educational issues Committee, directed by Prof. Dr. Ali Baykal, and also the general secretary Mr. Nihat Zal for making this book available for all participants and worldwide educators.

I wish to thank my President and dearest Dost, and one of the advisors of WCTQEE: Prof. John Jay Bonstingl, who introduced me to those wonderful Council members in 2003; Mr. Donald L. Dewar, the president of QCI International; Mr. Jagdish Gandhi, President of WCTQEE; Dr. Vineeta Kamran, Executive Director of WCTQEE and the founding Principal of CMS; Prof. Dr. Syed W. Ali, Advisor of WCTQEE; Mr. PC Bihari, Honorary Executive Director of WCTQEE; Prof. Dr. Dinesh Chapagain, Director General of Nepal, WCTQEE; Prof. Dr. Mary Stuart, Vice-Chancellor of Kingston University, UK, and advisor to WCTQEE; Dr. John Man, advisor to WCTQEE; Mr. Andrea Plozenke, the Germany Director General of WCTQEE; Mr. David Hutchins, the UK advisor of WCTQEE; Mr. A.M.M. Khairul Bashar, the secretary of the Bangladesh Society of TQM; Mr. Abdul Wahid Mir, Director General of Pakistan, WCTQEE.

My dearest sister Dr. Vineeta Kamran was with me from the very beginning of the event, from the preparation phase to the post-convention job, preparing the book for print. Her wonderful team was always with me. Especially, my brother Dheeraj Mehrotra was virtually with me during the morning hours through the Skype program. I am grateful to him.

I also extend my sincere thanks to my sisters Anjanie Ali, Leslie Janoe, and her dearest mum Cheryl Graf for motivating me a lot during the Convention with their sincere help and existence. Without Mr. Paresh Kathrani, Mr. Chris Ford, Ms. Hilary Hunt, Ms. Michelle Morgan and Ms. Elena Valkova the event would not have been as interesting. I also would like to thank Mr. Paresh and the CMS Team for their invaluable support in initial editing some parts of the book.

My greatest thanks go to dearest Mr. Ryan Nash, who for days and nights worked on the chapters of the book, one-by-one editing all the pages. I know he is a very successful person in his field.

Mr. Abdullah Yıldırım made the final adaptation of the book format. I also would like to send to him my deepest thanks. I am also thankful to dearest Mr. Mustafa Yeşilli who helped me to find the Visual Art Center.

Thanks also to my dearest Turkish Dosts Prof.Dr. Ayşe Akyel, Prof.Dr. Nilüfer Eğrican Assist. Prof.Dr. Yeşim Keşli and the research Assistant Aslı Bağışlayıcı for their unique support in finding the convention venue and realizing the event in their university. I also would like to extend my thanks to the whole administrative staff of Yeditepe University for their approval of the convention on their campus and also their unique help!

I would like to thank our interpreters Assoc.Prof.Dr. Alev Bulut and her colleagues \_Ms Esra Özkaya Saltoğlu and Ms Rana Kahraman\_ for the hard work they have undertaken throughout the conference. They have played an indispensable role in the organisation interpreting for us all through the presentations and ceremonies (day and night☺). So, they have done a great job indeed transferring all the messages and materials between English and Turkish. We hope that they have also enjoyed the cheerful atmosphere of our meeting themselves just as they were working...

The "Ask Me" team directed by the Yeditepe University student, Ms Melike Balcı, and all the foreign participants felt satisfaction by them. Another student, Mr. Tayfun Bırakoğlu, and his "TB's team" created an awesome atmosphere during the animation programs. I would like to thank those wonderful young people.

My dearest colleague and Dost Prof. Dr. Ali Baykal presented a unique opportunity for me: He believed in what I have been trying to realize for the educational world, and he opened the door to obtaining the great support of UNESCO for me. Without the approval of the Educational Committee chaired by Prof. Baykal one is not able to get the opportunity of having such a rich resource.

All the Turkish and foreign speakers contributed a lot with their existence and invaluable paper presentations. I would like to thank the Vice-Minister, Mr. Salih Çelik, Prof. Dr. Ümit Davaşlıgil, Prof. Dr. Selçuk Erez, Prof. Dr. Kemal Kocabaş, Prof. Dr. Oğuz Makal, Ms. Tülay Çellek, Mr. Cengizhan Ergül, and Ms. Razan Fasheh, the leaders of TEGV, Mrs. Ayşegül Kınacı and Mrs. Yeşim Apcin for their great contributions. All the presenters of 'Stream Z' also contributed a lot with their papers to the event.

Mrs. Zeliha Dogan was always with us as the officer of the Prime Minister, Directorate General of Press and Information. My friend Mrs. Figen Atalay shared with the community everything done there as a journalist. Thanks to her. Mrs. Mr. Çağlayan Arkan, Ms Arzu Kösereisöğlü and Mrs. Şeniz Ciritçi from Microsoft Türkiye were always with me as supporters.

All the participants witnessed the worldwide beauty of the Bosphorus and its night-view as a result of the contribution of the Istanbul Metropolitan Municipality. I would like to share my deepest gratitude with you for Mrs. Tülay Erunsal.

I also would like to give special thanks to:

- My dearest, most understanding, helpful, hardworking, and real gentleman of a husband, Servet Köksal, for the continuous enrichment of my life. Without him, I would not be me today.
- Mrs. Lusi Adut, the general director of Oki Printing Solutions, for her invaluable contributions.
- Mr. Mehmet Gül and Ms Eda Koç were always with me for the technical assistance.
- Ms. Nilüfer Özbey and Mrs. Hatice Bal were always with me as the problem-solver sisters and judges.
- Fora Tourism owner, Mr. Kubilay Demirsöz and my dearest sister, the guide Mrs. Gülüm Obruk, for their warm attitude to our guests.
- AMBA Printing House, As Emprime Serigraphy, Can-Cem Outlet, Chamber of Istanbul Female Coiffeurs', Doğan Advertising, Erzincan Municipality, Göz Optics, Istanbul Kavram Vocational College, İETT, İDO & City Theatres Department of Istanbul Municipality, Kuru Kahveci Mehmet Effendi, Mardin Municipality, Prokon Tourism, S. Tanay Hotel Amendments, Sanset Sound Light Vision Systems, Ulusoy Traveling Company and Umur Stationery contributed as the sponsors of the event.

While we were looking for an exhibition place for the Posters and Collages of the event, Yalova University opened their Exhibition Halls to us. We are grateful to the Vice President Prof.Dr. Filiz Karaosmanoğlu for those wonderful opportunity.

Finally, I would like to thank all my colleagues and students for their support and sacrifice that made the "11. ICSQCC" a success. Last but not least, I would like to extend my gratitude to the Organizing Committee for its effective management and efficiency which contributed to the productivity of this event and the book.

23 March 2009  
Dr. Hayal KÖKSAL  
Convener & Editor

**PRESIDENT, UNESCO**  
**ARSIN AYDINURAZ**

Enormous development within the communication and information technologies over the last few decades has led to rapidly accessible sources of information. Such progress has resulted in a society of less difference between people of different ages and cultural layers. It has also eliminated, in part, political boundaries between countries.

It should be emphasized, however, that varying perceptions within a society and the implications of individual conscious minds, cause people to have to decide how the knowledge gathered via modern communication tools should be used. The term, "knowledge society," is widely used as a global goal to be reached in many internationally important programs and activities. But the term, "conscious society," has a meaning far beyond that of a knowledge society. Knowledge society can only be reached in a conscious society if the contemporary society can be provided with an education system serving quality education tools, sufficient physical infrastructure, and equity in access to education.

Quality of education is an equivalent educational problem for UNESCO. The program and budget which shapes out the two year long working schedules (technically C/5) is a document which strongly emphasizes the quality of education.

Both the devotion of Dr. Hayal Köksal and the support from different public institutions have enabled Turkey to host the "11<sup>th</sup> International Convention of Students' IMECE CIRCLES," which is one of the important activities in the global education platform. This hosting is an important contribution from Turkey to knowledge- and experience-sharing, which is one of the fundamental roles of UNESCO. The 11<sup>th</sup> International Convention of Students' IMECE CIRCLES, which took place between 26-28 August 2008 at Istanbul Yeditepe University with the contribution of 250 foreign and 150 native participants points at the importance of this activity. Another aspect of this activity is the proceedings published in this book. For these reasons, UNESCO has supported this activity both financially and morally.

My sincere gratitude go to those who have helped such an important international activity to be accomplished in our country.

Prof.Dr. Arsin AYDINURAZ  
President  
Turkish National Commission for UNESCO

**CHAIRMAN, EDUCATIONAL COMMITTEE, UNESCO  
TURKISH NATIONAL COMMISSION for UNESCO  
ALİ BAYKAL**

When we talk about education and peace in Turkey we cannot overlook Mustafa Kemal Atatürk. He has pressed his image on time as no other man has done. His teachings are the official doctrines of the state, while underground fundamentalists wish them annihilated. His portrait appears upon bank-notes and hangs in classrooms and in every official setting, while some burn his photographs. Practically all of the political parties acknowledge his revolutions and principles, the destruction of which is the sole purpose of numerous political unions, associations and partnerships. The anti-Kemalism of today has very little in common with anti-Marxist, anti-fascist, anti-liberalist movements.

Conflict has stormed around Mustafa Kemal Atatürk for decades, but never has it been as heartless as it is now. To some, he is a far-seeing and beloved leader, guiding the Turkish nation towards a brighter future – while, to others, he is seen as a brute, the arch-enemy of their beliefs, and a Jacobian dictator.

Those who oppose Atatürk today do not do so because, for instance, they deny the validity of his ideas about science, education, economics, and the like. Similarly, there are millions today who acknowledge Atatürk as their leader, but not because he deciphered the hidden code of democratic society. Perhaps one Kemalist in a thousand has ever read his book of three volumes, and of a thousand anti-Kemalists, not even one.

The conflict does not rage around the truth or falsity of his praxis of statism in economics, the validity of secularism in democracy, the dynamism of revolutionary progress in social life etc. These things are discussed, but not discovered. The arena in which Atatürk is fought about today is on the radio, the television, in public demonstrations, within the so-called dissertations.

I do not intend to resolve the conflict right here. I will try to reflect his vision of education and his passion for peace very briefly. To break apart ideals from conduct would contrast completely with Atatürk's nature, because his life is a legendary example of a unity of thought and action. Above all Atatürk was a revolutionary. For him education was a revolutionary force. He was also a character of freedom and independence. He had read a lot from Tevfik Fikret who was a poet rebelling against the sultanate at the end of the Ottoman Empire. Fikret describes himself as follows:

**I expect no charity from any, nor beg for limbs or wings  
In my own heaven, in my own sky, on my own I fly  
It is heavier than yoke of oppression to bow my head down  
A poet free in thought, free in wisdom, free in conscience, is I.**

After the declaration of republic Atatürk set the dictum for teachers:

**“Republic is expecting from you to bring about generations free in thought, free in wisdom, and free in conscience.”**

For him, knowledge exploited as a means of oppression, or as embroidery to show off, is worthless; but, it is invaluable as an instrument for development, for the betterment of society. Could there be any argument against the necessity of peace for a prosperous society? Mustafa Kemal was a fighter for independence, but also a man in dedication to peace. He was the commander of the combatants in Gallipoli against Anzacs. Thousands of his soldiers died before his eyes under gunfire from Anzacs. Naturally, many Anzac soldiers also shed their blood in Turkish soil. Years after, Atatürk addressed the mothers of the Anzacs buried under Turkish land:

**Those heroes that shed their blood and lost their lives... You are now lying in the soil of a friendly country. Therefore rest in peace. There is no difference between the Johnnies and Mehments to us where they lie side by side here in this country of ours... You, the mothers, who sent your sons from faraway countries, wipe away your tears; your sons are now lying in our bosom and are in peace. After having lost their lives on this land they have become our sons as well.**

Maybe you can imagine how lyrical this is in Mustafa Kemal's mother tongue. But can you imagine a monument higher, a medal brighter than this statement of reconciliation for peace?

Prof. Dr. Ali BAYKAL  
Dean, Faculty of Education, Boğaziçi University  
Chairman, Educational Committee, UNESCO

## CONVENER HAYAL KÖKSAL

Dear Colleagues,

As the Turkish Director General within the World Council for Total Quality & Excellence in Education (WCTQEE), I feel immense happiness, for Türkiye has been given the honor of hosting the “11<sup>th</sup> International Convention on Students’ Quality Control (İmece) Circles (ICSQCC’2008)” which is organized and hosted by the Turkish Centre for Schools of Quality & Quality and Peace Education Center (KALBE MER) and The Association for Continuous Improvement (Sü Ge Der).

As the Turkish representative of the International Center for Schools of Quality, I have been leading the Turkish educators, students and also parents on the way toward attaining and sustaining higher levels of quality in education. At various times throughout the collaboration (İmece) with different parties – such as the Ministry of National Education, Educational Faculties of some Turkish Universities and some contemporary Non-Governmental Organization (NGOs) – more than twenty-five thousand people (including principals, teachers, parents and students) have been trained in the principles and methods of “Total Quality in Education”. The number of Students’ İmece Circles, starting from the year 2000, has reached 1,000 which means nearly ten thousand teachers and students. In 2001, ICT Projects started and in 2003 it turned into an international Project Competition. The same year, our efforts were shared at the “6<sup>th</sup> ICSQCC in Lucknow, India” for the first time, and I was honored as the Turkish Director General within the World Council for Total Quality & Excellence in Education (WCTQEE).

In 2004, all the projects of İmece Circles took place within my book, İmece Circles for the Unity in the Schools and at the classrooms. In 2005, my “İmece Circles Project for the Turkish Schools” was awarded by the World Bank within the “2005’ Creative Ideas Competition for the Improvement of Turkey”. My project took place among the first best 22 projects out of 739.

Now, not only in Türkiye, but in many countries of the world, the Turkish word “İMECE” has become known to represent a good model of Students’ Quality Control Circles. We localized the concept to the Turkish culture and internalized it as a continuity of Atatürk’s principles based upon the “Active Learning” philosophy of “Village Institutions”. That’s why, “İmece Circle” is so important for us. It is a sign of the revolutionary spirit. It is a sign of being sons and daughters of the great leader Atatürk – a sign of lateral thinking, friendly collaboration, timeliness, brave problem-solving, contemporary and scientific leadership for the youth, and sharing boldly and technologically. The “İmece Circles” method is also used within my University courses in order to teach it to the future teachers.

The 10<sup>th</sup> Convention was organized by City Montessori School & Degree College, Lucknow in collaboration with Quality Circle Forum of India and QCI International, USA in Lucknow, India. It was a great success. We hope that the 11th Convention will also serve as a beacon of Quality in the world. We hope that it will host the “Students’ İmece (Quality Control) Circles” of many countries, and have the honor of welcoming World Quality Experts & Director Generals of WCTQEE.

The event took place on the 26-28th of August, 2008, on Yeditepe University’s Kayışdağı Campus in Istanbul. All the circles who participated in the convention demonstrated their “problem-solving-based” projects as case studies, skits/dramas, debates, collage and poster competitions, or as various Streams. Teachers and principals shared their unique experiences as paper presentations, and world-wide experts conducted interactive workshops on various fields and topics concerning the education of the future “Total Quality Persons (TQPs)”. Experts and students mingled, and learned from one another. Bringing “theory and practice together” is the key to unlocking our educational problems. With this convention, I believe a new blank page opened before the educational world. İmece, i.e., collaboration will bring peace and happiness to us all. A cultural dance activity from each participating country also tied all the nations together at the Grand Finale. This was, as easily seen, a good example of İMECE, which is the essence of the Anatolian Culture. The same philosophy can also be seen within the “Village Institutions” created by Atatürk and his experts toward the end of 1930s as the “Educational Monument” of the Enlightenment Period of Atatürk. These institutions were created in order to bring the Turkish villagers up to the level of contemporary civilizations; however, they lived only for a very short time. If I were you, I would try to learn more about these schools because their graduates were the real TQPs of my country for a long time. I hope with this event that we have created a great interest in your minds and in your hearts towards these schools. We felt it a great honor to have hosted you in Istanbul.

I would like to share the poem I wrote for the “İmece Circle” approach with you. I hope you like it:

## **IMECE CIRCLE\***

*Its first syllable is to be human,  
Maximal satisfaction of the expected, and its result,  
Everyone hand-in-hand,  
Covering all; from the beloved to the sullen.  
Effective input in the one hand, “love” in the heart and “real leadership” in front.*

*Continuous “belief and trust from the heart” is necessary,  
Illusions unwelcome no place for “untruth.”  
Rarely, though, but there is slight, “Sweet Competition.”  
Creation, production and progress – the objectives.  
Learn what “İmece” really is, the “Collective spirit,”  
Elucidating the way to the “Total Quality Individual.”*

---

With my best regards on the way of attaining love and peace, and training TQPs.

Dr. Hayal KÖKSAL  
Convener, ICSQCC'08

*\* Written by Hayal Köksal, 7 August 2008, Istanbul,  
by Esra Özkaya Saltoğlu & Edited by Ryan Nash; March 2009*

*Translated*