LEAD TO EMPOWER

The following modules can be individually delivered, or a plan can be generated based on the Lead to Empower Diagnostic. We also have basic plans that are made up of an assortment of the modules below that target specific experience levels of administrators/leaders.

Discovering Authentic Leadership

Objective: Through the use of assessment and reflection, aspiring or current administrators will use evidence to support conclusions so they can identify strengths and opportunities to grow. This module will lead participants to self-assess and gather evidence to support conclusions. Three areas of strength will be identified and three areas of growth.

Discovering Visionary Leadership - Part I

Objective: Become conscious of our own bias and the inequities that exist in the system and how to be proactive in addressing them. This module will take participants through a tour of how emotional intelligence helps to assess circumstantial behaviors to provide tools to navigate in getting to the heart of an issue. In addition, the participants will take part in a process that explores bias and inequities.

Discovering Visionary Leadership - Part II

Objective: Become aware of the importance of emotional intelligence, then derive a mission that is inspiring and developed among the stakeholders. This module will explore how emotional intelligence is key in building trust and forwarding the staff mission. Participants will define equity for their organization or school.
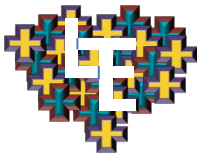
Discovering Servant Leadership

Objective: Unpack strategies to build relationships with team members and stakeholders to connect them to a common vision while deriving clear expectations. This module will take participants through an exploration of how relationship building is the foundation of trust. Participants will discover tools on how to use the vision to define clear roles and responsibilities, develop common goals, and create action plans with benchmarks maintaining a focus on what is most important for an organization.

Discovering Capacity Building Leadership

Objective: Establish a clear understanding of why assessing progress is important and determine what day-to-day measures are essential to drive decisions. This module will take participants through the exploration of how relevant data impacts organizations in reaching yearly goals. Participants will evaluate their organization goals and explore different models of measuring success.

Discovering Relevant Leadership - Part I

Objective: Develop a needs assessment process and create a 1 year, 3 year, and 5 year plan for staff training. This module will take participants through an exploration of using essential data to determine the skill deficits of their employees to determine the best plan to increase performance.

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Discovering Relevant Leadership - Part II

Objective: Develop systems to achieve the organization's vision. This module will explore the role of a leader in an organization or school who is responsible for moving everyone to reach the vision. The leader will gather current researched practices for supporting a learning environment by remaining focused on the plan, providing training for staff, and developing a feedback loop that empowers staff to take ownership of their learning.

Discovering Relevant Leadership - Part III

Objective: Maintain the focus of an organization to ensure all initiatives drive toward the vision. This module will explore the role of the leader and his/her leadership team to establish weekly, monthly, and quarterly routines to assess the impact of training programs, provide feedback, and build collaborative teams aligned to the vision. Leaders will revisit roles and responsibilities to make sure the leadership team is being provided training and the teams are being coached and empowered to drive the work forward.

Discovering Transformational Leadership - Part I

Objective: Explore how to build high performing/highly engaged teams through alignment & empowerment. This module will guide leaders through a process of reviewing tools to assess personnel potential, relationship building, and finding the core of "unproductive" staff. In addition, leaders will break down the vision and goals of the organization to see if the governance aligns to the "big buckets" and design a governance with the position of the leader within a strategic system. Finally, identify key stakeholders within the governance outside of the building and determine what regular communications need to be made to ensure an alignment of support.

Discovering Transformational Leadership - Part II

Objective: Discover the value and dynamics of both the organization and external community and establish tools to build toward a vision of collaboration. This module will help leaders assess their current culture, explore best practices with shaping culture, and discover the vast amount of value within the whole community surrounding the organization. Leaders will identify cultural barriers that limit their ability to embrace the community as a whole and develop an action plan to build culture both within the organization and connected to the community around.

Discovering Transformational Leadership - Part III

Objective: Identify strengths and talent to find opportunities to empower and build capacity of staff. This module will guide leaders to evaluate their lens on how they understand the human value of each staff member of the organization. Leaders will utilize tools to determine what kind of learning opportunities to provide to staff, how to move initiatives forward, and how to build leadership among them.

Discovering Adaptive Leadership

Objective: Reflect on personal leadership and determine how to navigate in challenging times or when crisis comes into play. This module will provide leaders time to reflect on who they strive to be: triggers, performing under pressure, and sticking to values. They will revisit authentic leadership to define how they will persevere through challenging times.