



The Axioms of PRIME Leadership: Powerful Strategies for Your Leadership Journey!

The best leaders not only lead well, but also reflect on their leadership long enough to understand what causes them to do so... they can pinpoint the rationale for their actions and decisions with ease...

April 19th, 2010
Timothy Kanold - tkanold@d125.org






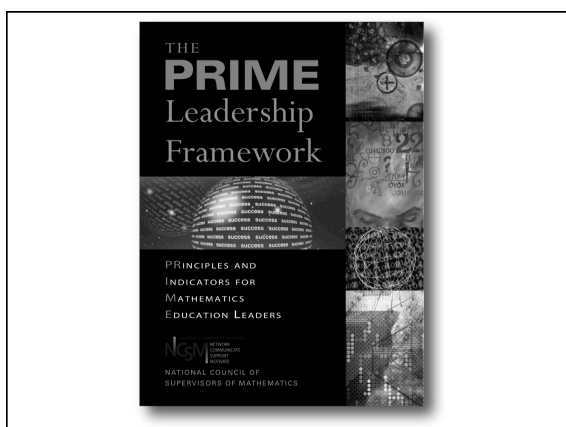
What is an Axiom?

ax-i-om [ak-see-uhm] **-noun**

- 1.a self-evident truth that requires no proof.**
- 2.a universally accepted principle or rule**
- 3.Logic, Mathematics. a proposition that is assumed without proof for the sake of studying the consequences that follow from it.**

Origin: 1475-85; <L axiōma < Gk: something worthy, equiv. to axiō-, var. s. of axiōōn to reckon worthy. Dictionary.com Unabridged Based on the Random House Dictionary. © Random House, Inc. 2010.






Vision and Strategy

1) Making the big Ask...

Discussion Question: *What is the biggest professional task you have ever been asked to do?*



4


Vision and Strategy

1) Making the big Ask...

Making big asks that are relationally intelligent:
Set the context
Be clear and succinct
Give time for a response

Note: We tend to not drift into new and challenging behaviors – we usually need to be **asked** to take it up another level!

Effective leaders are willing to make the big ask!




5

Vision and Strategy

1) Making the big Ask...
2) Never say someone's no for them...

Discussion Question: *Did you ever ask someone if they would do something to help you in your area of school leadership – and it surprised you when they said yes?*

Who are your "wish list" people for 2010-2011?



6



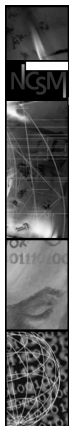
Vision and Strategy

- 1) Making the big Ask...
- 2) Never say someone's no for them...
- 3) You are always in a season...

Discussion Question:
Looking back on this school year – which word best describes the general nature of your area of school or district leadership? Growth? Transition? Apathy? Decline?



7




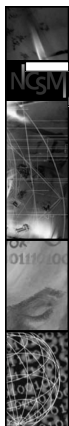
Vision and Strategy

- 1) Making the big Ask...
- 2) Never say someone's no for them...
- 3) You are always in a season...

You are always in a season - Growth, transition, re-invention, malaise, consolidation, or decline

Leaders name it... they admit the reality of it, and provide parameters to get through it!






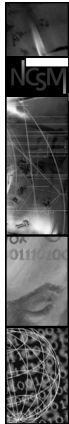
Vision and Strategy

- 1) Making the big Ask...
- 2) Never say someone's no for them...
- 3) You are always in a season...
- 4) Vision Leaks

Discussion Question: *Think about one of the major professional development initiatives you have led in the past 3 years. Is there anyone in your sphere of leadership that has failed to implement the vision of that PD&L?*




9

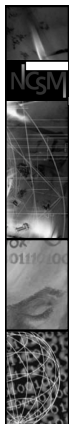


Vision and Strategy

- 1) Making the big Ask...
- 2) Never say someone's no for them...
- 3) You are always in a season...
- 4) Vision Leaks
- 5) 6 X 6 execution

Discussion question: *There are about 6 weeks left in the school year. What is the greatest contribution you can make to your school or district in the next 6 weeks? Which decisions in front of you are most essential to do **right now?***






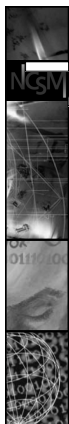
Teamwork and Communication

➤ 1) The 3 C's

Discussion question: *As you determine team assignments for 2010-2011 in your area of leadership – what are the priorities used for assigning the people who will work directly on your leadership team?*

The 3 C's - Character, Competence and Chemistry






Teamwork and Communication

➤ 1) The 3 C's

➤ 2) Speed of the leader, speed of the team

Discussion Question: *Why do you think those you lead are willing to follow you?*

Effective leaders never expect from others anything more than they are willing to deliver themselves – *your values, your integrity, your work ethic, your focus, your energy, your communication patterns, your sacrifice*




Teamwork and Communication

- 1) The 3 C's
- 2) Speed of the leader, speed of the team
- 3) Umbrella of Mercy

➤ Discussion Question: *Describe an out of the box, risk taking idea- that either you or a colleague presented to the team that was immediately shut down by many of the team members.*

– Great for brainstorming – Give grace not judgment




Teamwork and Communication

- 1) The 3 C's
- 2) Speed of the leader, speed of the team
- 3) Umbrella of Mercy
- 4) No 11th hour surprises

Discussion Question: *Share one situation this year, where you ended up being reactive to a difficult situation that you found out about at the last minute.*


Living life forward – what do you need to warn people about for 2010-2011?



Teamwork and Communication

- 1) The 3 C's
- 2) Speed of the leader, speed of the team
- 3) Umbrella of Mercy
- 4) No 11th hour surprises
- 5) Keep short accounts

Discussion Question: *Share one team situation this year where something was said or done that hurt someone else's feelings – how did you handle it?*

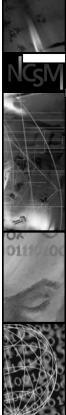


Assessment and Evaluation

1) Performance buys freedom

Discussion Question: *Think about your specific area of school leadership. How do you decide which areas to monitor closely and which areas to monitor more loosely?*

It is critical is to decide how closely you will manage and monitor those you lead...and if adult actions are trending away then you must step in quickly...




Assessment and Evaluation

1) Performance butts freedom
2) Is it sustainable?

Discussion question: *What are the criteria you use to decide whether or not pursue a new mathematics project or initiative in your area of leadership?*

1) Will it improve student achievement?
2) Can we effectively launch the idea?
3) Is it sustainable over time?

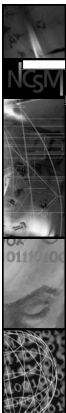


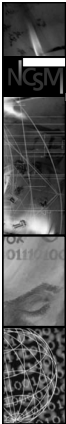
Assessment and Evaluation

1) Performance buys freedom
2) Is it sustainable?
3) Facts are your friends!

Discussion Question: *Share an example where you used data "facts" this year to celebrate a short term win...*

How do you evaluate, with consequences:
Equity, Curriculum Teaching and Learning,
Assessment and RTI^2






Assessment and Evaluation

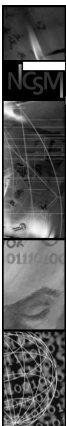
- 1) Performance buys freedom
- 2) Is it sustainable?
- 3) Facts are your friends
- 4) What life are you waiting for?

Discussion question: *Is there anyone on your staff that you need to talk to before the end of the year? What will you say?*

This is your one chance to become a great teacher – what are you waiting for?

19






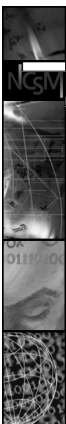
YOUR Leadership Actions Matter...

Attitudes in this world are not changed by abstractly, as it were, by reading something.... Attitudes are partly the result of working, attitudes are partly the result of action... You do not fold your hands and wait for attitude to change by itself.

Justice Felix Frankfurter on the eve of Brown Vs. the Board of Education of Topeka (1952)

20





The Axioms of PRIME Leadership: Powerful Strategies for Your Leadership Journey!

The best leaders not only lead well, but also reflect on their leadership long enough to understand what causes them to do so... the can pinpoint the rationale for their actions and decisions with ease...

April 19th, 2010
Dr. Timothy Kanold - tkanold@d125.org

21

