

A PRIME Leaders' Legacy—A Life of Significance, Inspiration and Impact!

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Quality teaching in all classrooms necessitates skillful leadership at the community, district, school, and classroom levels . . . These leaders make certain that their colleagues have the necessary knowledge and skills and other forms of support that ensure success . These leaders read widely, participate in learning communities, attend workshops and conferences, and model career long learning by making their learning visible to others.—National Staff Development Council, 2001, p. 8

Is Inspirational Leadership Important?

- How much does it really matter if a leader is inspired or highly motivated in their life?
- Inspirational leaders have three times the impact on organization performance as the “Relational Jerks” (some studies show a 40% performance differential)
- We know this somewhat innately...from times in our own lives when someone inspired us to work in a motivated state... inspiration matters!
- Daniel Goleman and Social Intelligence

Is Inspirational Leadership Important?

- What are the “actions” of Relational Leaders?
- Listen without interrupting
- Ask for clarification before coming to judgment
- Practice empathy through deliberate inquiry
- Never betray a private conversation
- Exhibit genuine passion for the mission
- Divert private attention to the individual

Whose job is it to keep me as a leader inspired or motivated?

- Early in my career I thought it was someone else - and so I spread blame
- Defining moment - In 1986 - I promised I would never blame anyone else for my motivation - I would make sure those I lead are being led by a highly motivated leader... in an inspired state.
- So how do we do this? How do we try to lead from an inspired state?

How do I ensure that as a leader I stay inspired or motivated?

- 1) Stay crystal clear about my purpose and passion in life - it gives the power to persevere and push through when our energy wanes - my professional non-negotiables
- 2) Make sure the players on my teams are inspiring people - I must have a leadership team of inspiring people - if you want to stay motivated over the long haul - get people around you who give you a positive emotional jolt every time they walk into your office or room
- 3) The books I read - what kind of books are you reading these days?

How do I ensure that as a leader I stay inspired or motivated?

- 4) Hang out with exceptionally inspiring people - who are they in your world?
- 5) Participate in events that are exceptionally inspiring to me - what are these events for you?
- 6) Pay attention to my physical disciplines - a 20% energy gain in your work life
- 7) Pay attention to my working environment - my workspace can add or subtract from my inspirational and motivational level - what do you have that when you “See it” you are inspired?
- 8) Have an inspiring recreation outside of my work world living a Quadrant I and II life!

What is the best way to motivate and inspire those around you?

- 1) Single best way - is for you to live an inspirational life in front of them. You are a force multiplier! It is the greatest gift you can give the team you lead
- 2) Connect everyone you lead to a compelling cause - knowing WHY... the school/district /mathematics program exists - connecting everyone to a grander vision
- 3) Learn the inspiration language of those on your team and speak their language - this is difficult at best.

What is the best way to motivate and inspire those around you?

- 4) Identify and reduce every de-motivating dynamic we can...
- Frederick Herzberg - highly motivated employees will leave their jobs if the de-motivating dynamics are not addressed and resolved
- What are some de-motivating factors? Rote job reviews. Under funded programs. Meager salaries. Limited professional development and learning opportunities. Office and work space quality. Uncivil work climate
- 5) Celebrate every sign of progress toward your teams shared goals - how can we achieve them and celebrate on a frequent basis.
- 6) Be fully present in times of crisis...

What would a school look like if everyone in it were inspired?

The one factor that surfaced as the single most influential component of an effective school is the individual teachers within the school.

—Marzano, 2007, p. 1

In the “Art and Science of Teaching”

ASCD

A Professional Learning Community culture: An entire school of inspirational Adults

- The overwhelming evidence in the research regarding the impact of “high Inquiry” teams Vs. “Low Inquiry” as a primary correlate to Student achievement gains...
- *In the “Learning Leader” by Doug Reeves (ASCD)*
- *Courage - is the virtue that is needed if we are to enact anything that is significantly important to us*