

Women's Symposium

#LiftEachOtherUp

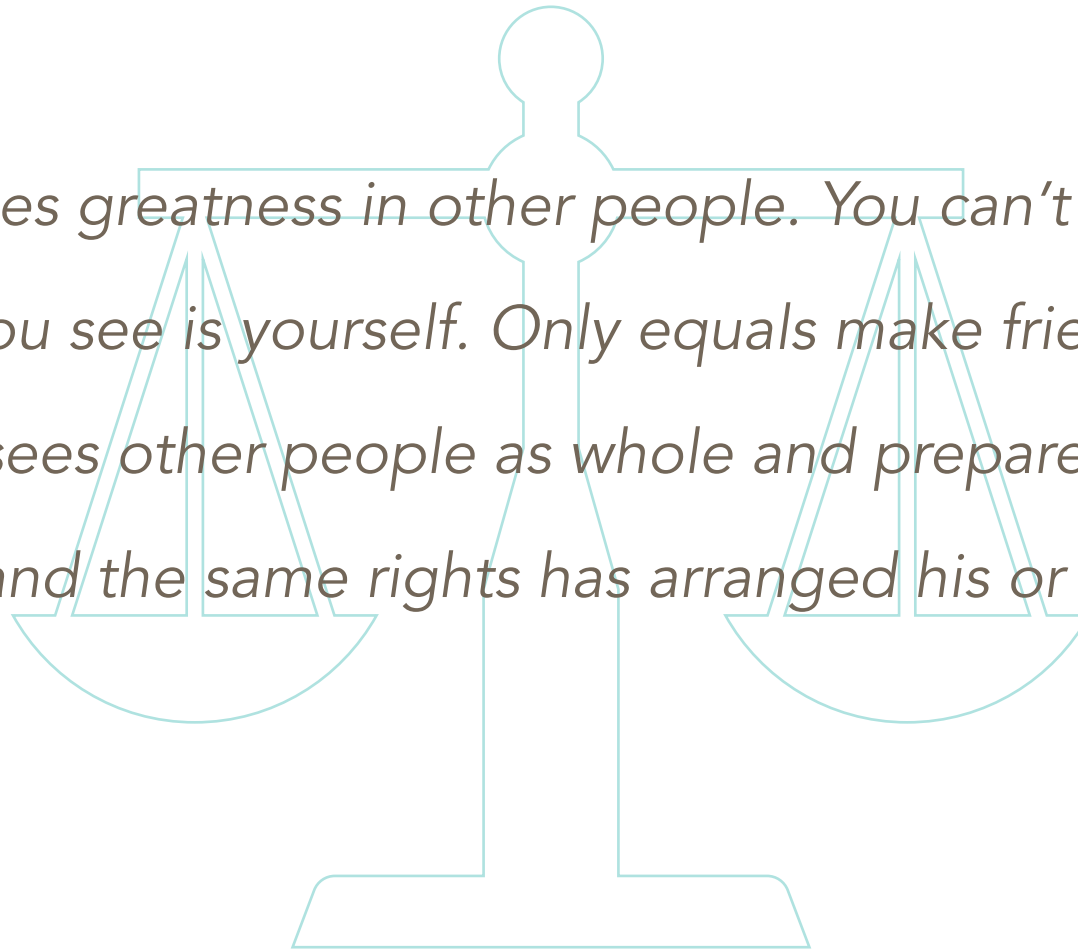
Creative Leadership

Oct. 24, Nov. 28, Dec. 12, 2022

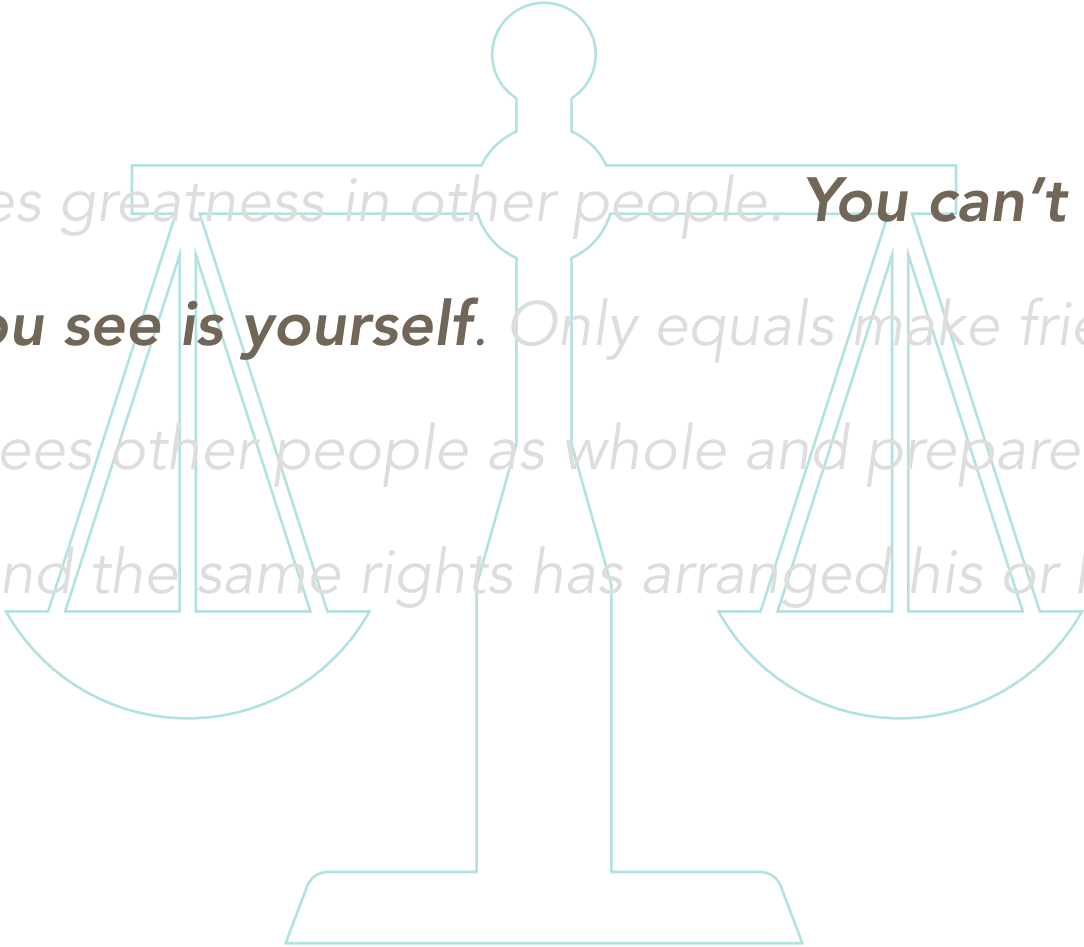
Facilitated by [@cho_liz](#)

Session 2 Objectives

"A leader sees greatness in other people. You can't be much of a leader if all you see is yourself. Only equals make friends. A man or woman who sees other people as whole and prepared and accords them respect and the same rights has arranged his or her own allies."

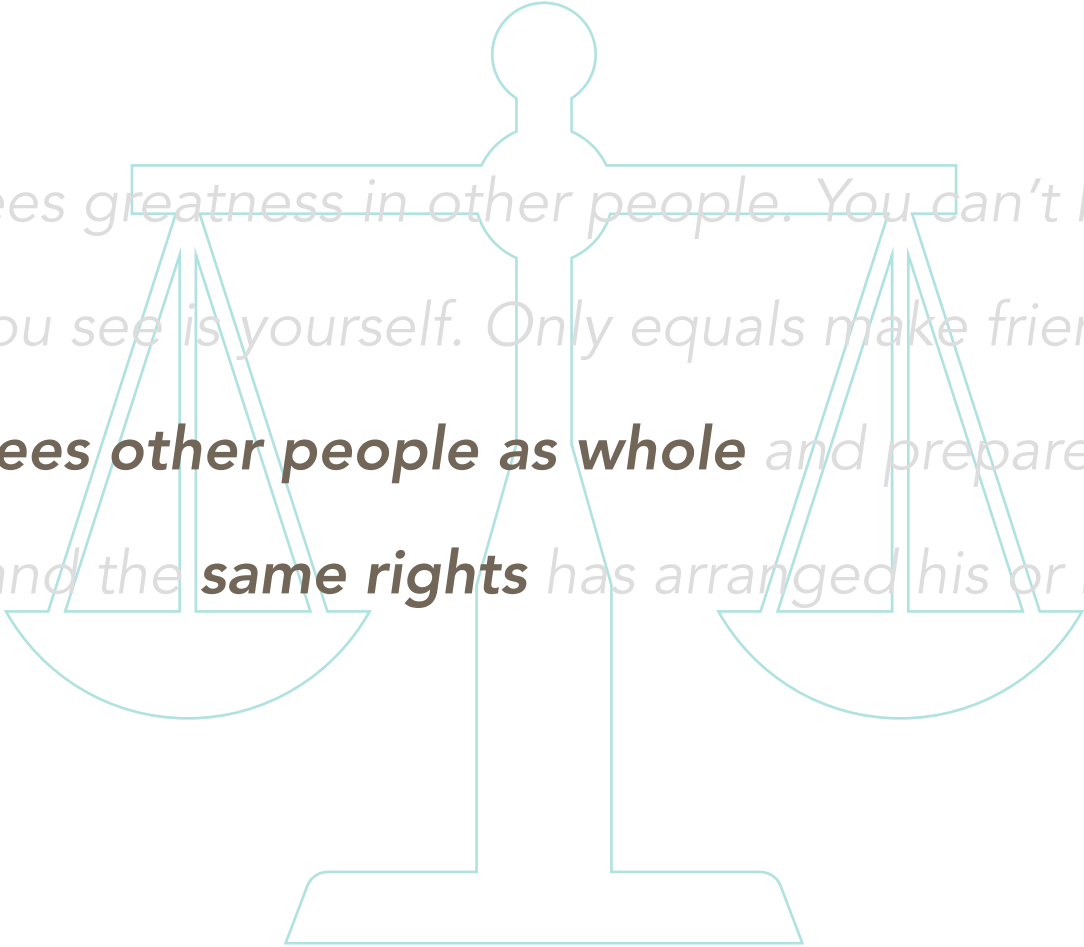


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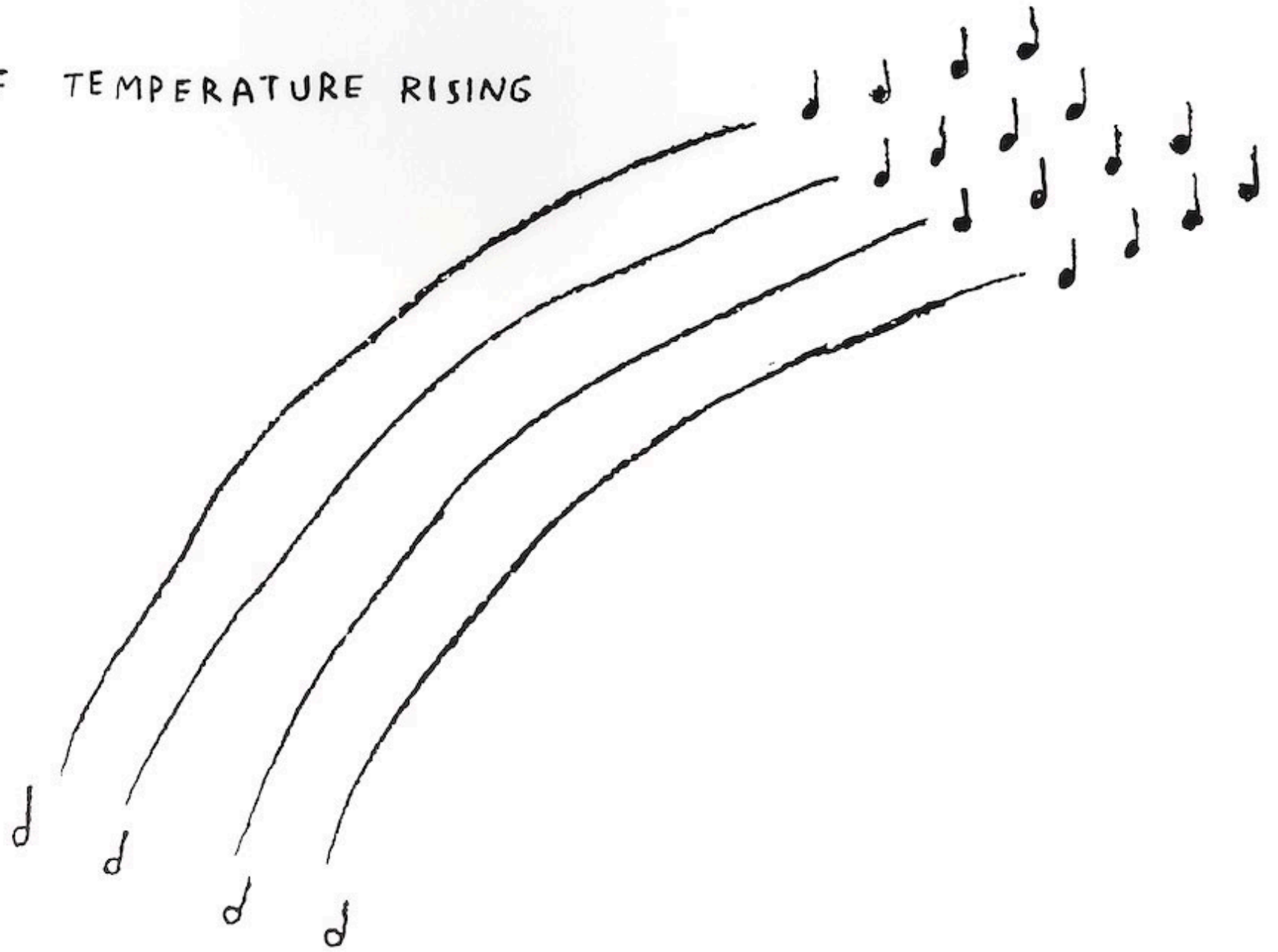
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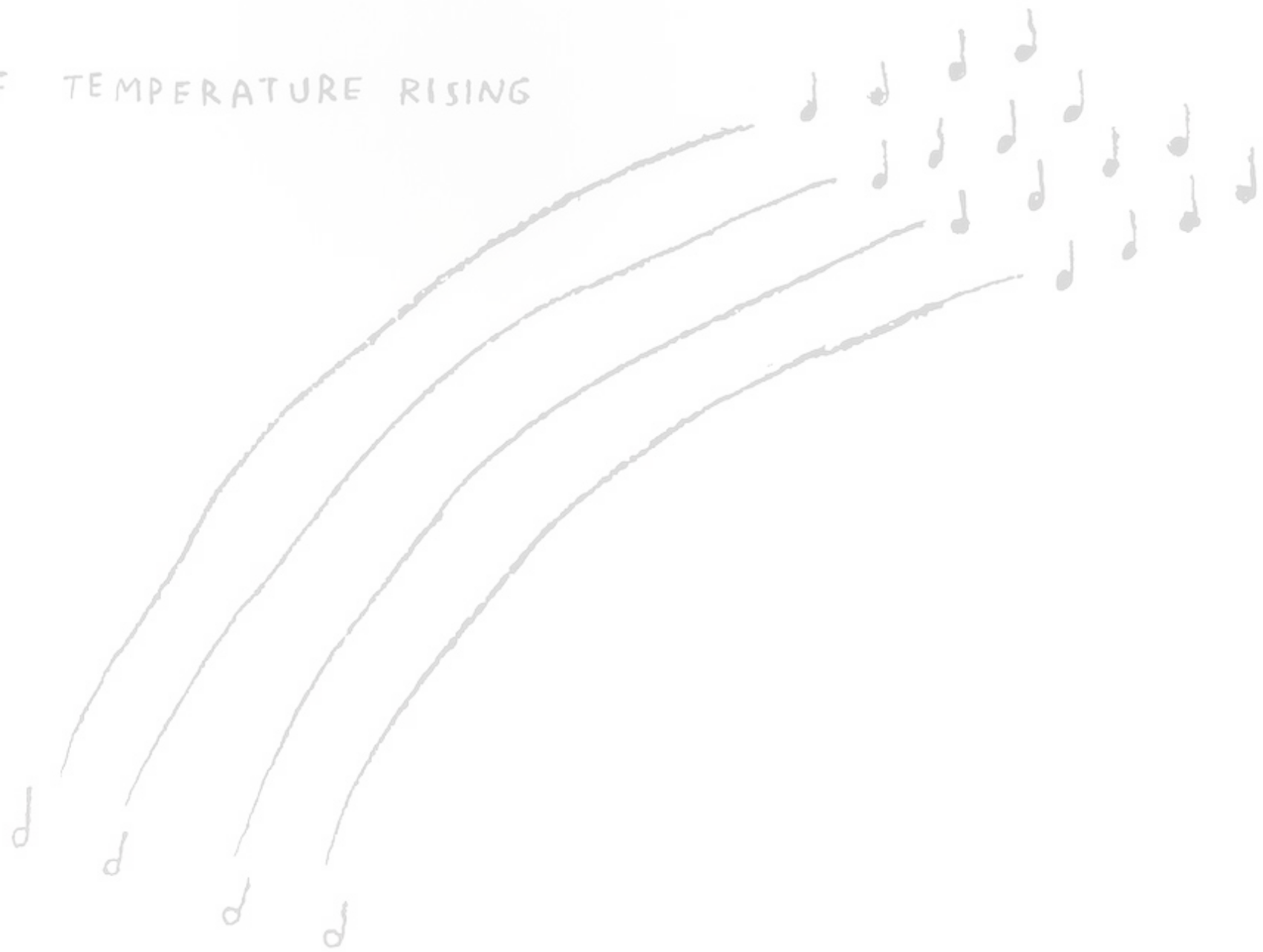


*“A **leader** sees greatness in other people. You can’t be much of a leader if all you see is yourself. Only equals make friends. A man or woman **who sees other people as whole** and prepared and accords them **respect** and the **same rights** has arranged his or her own allies.”*

THE SOUND OF TEMPERATURE RISING



THE SOUND OF TEMPERATURE RISING



Norms

Be present.

Listen to understand.

Speak to be helpful.

Norms

Be present *and grateful*.

Listen to understand.

Speak *and act* to be helpful.

Keep confidentiality.

HOMework SHARE:

I thought it was a good idea to...

I realized that it wasn't a good idea when...

If I could go back to that moment, I would now...

Week 2 Objectives

THIS WEEK PARTICIPANTS WILL:

- Define Leadership
- Understand their own values
- Identify ways to measure success

Leadership

Authoritative

Delegative

Transactional

Participative

Transformational

Leadership



A leader who is imposing, runs a one-person show; lacks efficiency and allows disagreements leading to poor motivation and low morale; lacks creativity and empathy and is [difficult to trust]; wastes others' time

Leadership



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Leadership



A leader who sets definitive outcomes, expectations; includes team members while taking responsibility for the final decision; delegates initiatives; sets clear goals and [celebrates] accomplishments; inspires with a vision; encourages, and empowers

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Relationships are core to your job. If you think that you can [fulfill your responsibilities as a manager] *without* strong relationships, you are kidding yourself. I'm not saying that unchecked power, control, or authority can't work. They work especially well in a baboon troop or a totalitarian regime. But if you're reading [*Radical Candor*], that's not what you're shooting for.

Leadership

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Relationships are core to your job.



Leadership

Open yourself up for feedback and model a reflective practice by adjusting your approaches, direction, adjustments and also standing up for what you know from experience. Recognizing I need help and asking for it and not seeing it as a failure. Asking for critical feedback from those outside my inner circle in order to push myself and grow areas of my practice that might be blind spots for me. I feel safe to be vulnerable with my family because I know they will accept me no matter what. The safety of our relationship allows for vulnerability. Plus it is important to model it for my children so they can learn and grow. Acknowledging I'm not an expert to someone who is calling me that I make an effort to demonstrate my vulnerability at all times. I think it's an important characteristic to being a leader and to encourage risk-taking and building trust with my team and school constituents. I went to a yoga workshop on trembling yesterday. Definitely outside my comfort zone but well worth it. It's called TRE for anyone interested. I think being vulnerable is being open, walls down, honest, authentic - giving yourself permission to make mistakes and learning from them, being open to feedback. Asking my boss for information/ knowledge he assumed I had. I'm new to my school, competency is important to me but I was struggling and didn't know what I didn't know. I had to be vulnerable when my husband had stage 3 cancer. I needed help, b/c I couldn't do everything on my own. I needed help, trust, support. Taking on a new leadership role - visible and vulnerable When going against the tide-in terms of decision making or proposing a change. In Gandhi's word-"Be the Change that you want to be." I think I am vulnerable when I resist the urge to respond to an interaction with a solution and choose to pause and ask a question first. Stating I have made a colossal mistake and then apologising. To be vulnerable means to share my personal story with other teachers and my students. The last time I was vulnerable was last night when I participated in a Poetry Slam together with my students and members in the community. I have really embraced acknowledging in front of the whole staff when things are hard or when I've messed up. In our staff meeting last week, I was honest and vulnerable, sharing that I had made a mistake in our calendar. Sharing some personal health struggles In speaking with a colleague to share an experience around a struggle. To be able to be your authentic self. To feel safe to be honest to share your opinions and ask questions. Sharing my personal struggles at this moment. I'm vulnerable in coaching conversations with colleagues when I reveal areas I'm working on, goals for myself and times I learned, took risks Vulnerability is staying in the messy middle when trying to communicate with my father as he navigates recovering from a broken hip at he age of 86.

Leadership

Open yourself up for feedback and **model a reflective practice** by adjusting your approaches, direction, adjustments and also standing up for what you know from experience. **Recognizing I need help** and asking for it and not seeing it as a failure. **Asking for critical feedback from those outside my inner circle** in order to push myself and grow areas of my practice that might be blind spots for me. I feel safe to be vulnerable with **my family** because I know **they will accept me no matter what**. The safety of our relationship allows for vulnerability. Plus it is important to **model it for my children so they can learn and grow**. **Acknowledging I'm not an expert** to someone who is calling me that I make an effort to demonstrate my vulnerability at all times. I think it's an important characteristic to being a leader and to **encourage risk-taking** and **building trust** with my team and school constituents. I went to a **yoga** workshop on **trembling** yesterday. Definitely **outside my comfort zone** but well worth it. It's called TRE for anyone interested. I think being **vulnerable is being open, walls down, honest, authentic - giving yourself permission to make mistakes and learning from them, being open to feedback**. Asking my boss for information/ knowledge he assumed I had. I'm new to my school, **competency is important to me but I was struggling and didn't know what I didn't know**. I had to be vulnerable when my husband had stage 3 cancer. **I needed help**, b/c I couldn't do everything on my own. I needed **help, trust, support**. Taking on a new leadership role - visible and vulnerable When **going against the tide**-in terms of decision making or proposing a change. In Gandhi's word-**"Be the Change that you want to be."** I think I am vulnerable when I **resist the urge to respond to an interaction with a solution and choose to pause and ask a question first**. Stating I have made **a colossal mistake and then apologising**. To be vulnerable means to **share my personal story with other teachers and my students**. The last time I was vulnerable was last night when I participated in a **Poetry Slam** together with my students and members in the community. I have really embraced **acknowledging** in front of the whole staff **when things are hard** or **when I've messed up**. In our staff meeting last week, I was honest and vulnerable, sharing that I had made a mistake in our calendar. **Sharing some personal health struggles** In speaking with a colleague to **share an experience around a struggle**. To be able to be your authentic self. To feel safe to be honest to share your opinions and ask questions. Sharing my personal struggles at this moment. I'm vulnerable in **coaching conversations** with colleagues when I reveal areas I'm working on, goals for myself and times I learned, took risks Vulnerability is **staying in the messy** middle when **trying to communicate with my father** as he navigates recovering from a broken hip at he age of 86.

Leadership

A Found Poem entitled, "Vulnerability is..."

*Recognizing I need help
Asking for critical feedback from those outside my inner circle*

*trembling outside my comfort zone
being open, walls down, honest, authentic - giving yourself
permission to make mistakes and learning from them
being open to feedback*

*struggling
didn't know what I didn't know
I needed help, help
trust, support.*

*going against the tide
resist the urge to respond to an interaction with a solution
and choose to pause and ask a question first.*

*acknowledging when things are hard or when I've messed up
Sharing personal struggles
share an experience around a struggle.
"Be the Change that you want to be"*

*coaching conversations
staying in the messy*

*Open[ing] yourself up for feedback
model[ing] a reflective practice*

*model it for my children so they can learn and grow.
encourage risk-taking
building trust
Acknowledging I'm not an expert*

*a colossal mistake
apologising
shar[ing] my personal story with other teachers and my
students*

*yoga
Poetry Slam
my family*

REC

Vulnerability is...



#393. How to Give Back without Ruining Everything | Kim Scott

Short link: bit.ly/KimScott

Let's revisit:
What are your two core
values?

Values



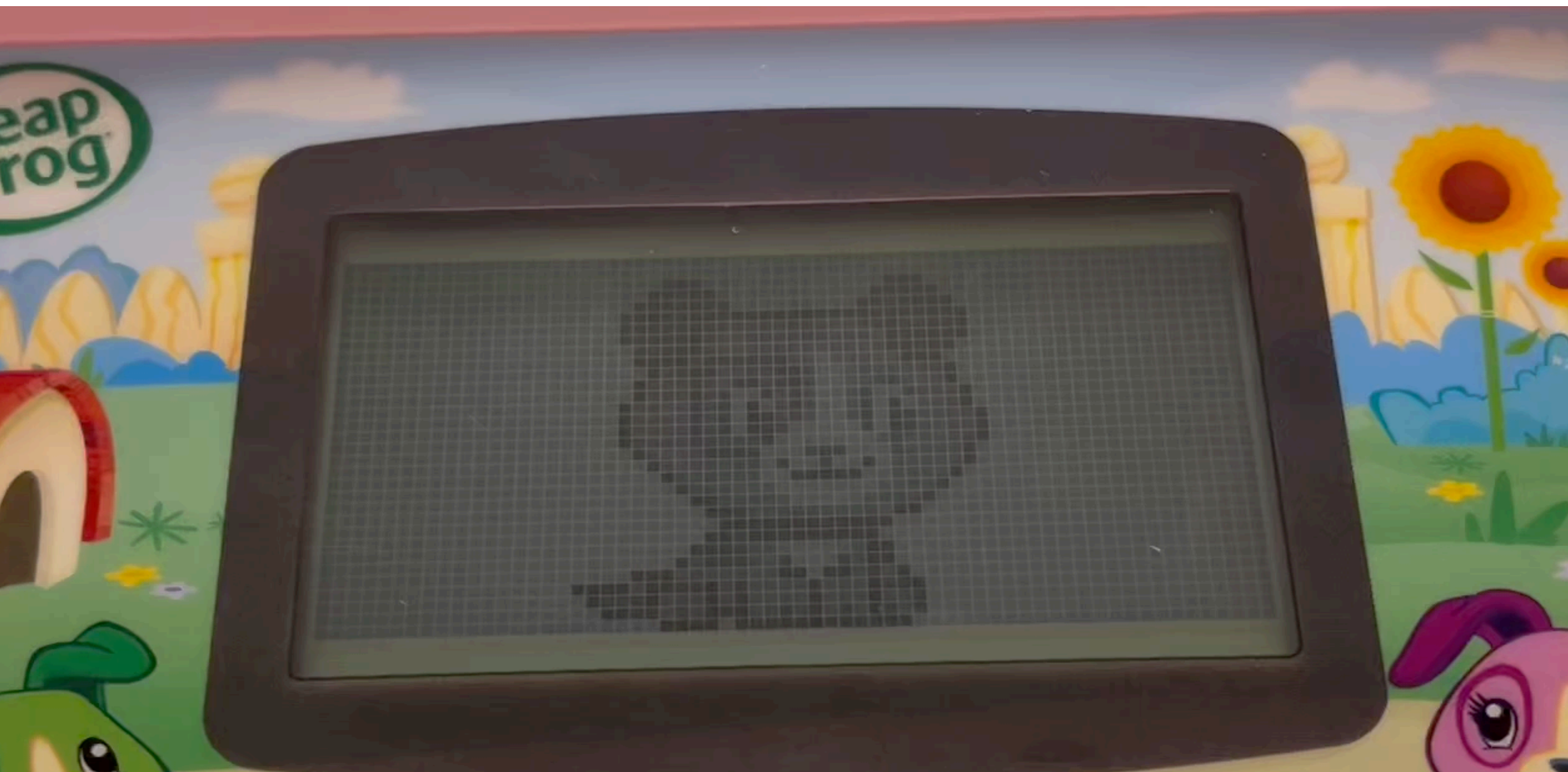
For a relationship to be healthy, both people must be willing and able to say no and hear no. Without that negation, without that occasional rejection, boundaries break down and one person's problems and values come to dominate the other's. Conflict is not only normal, then; it is *absolutely necessary* for the maintenance of a healthy relationship. [...] Rejection of what does not align with our most important values [liberates us], with our chosen metrics, rejection of the constant pursuit of breadth without depth.



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Success Criteria



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1. Schedule
2. Scope
3. Budget
4. Team Satisfaction
5. Customer Satisfaction
6. Quality of Work

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1. Schedule

2. Scope

3. Budget

4. Team Satisfaction

5. Customer Satisfaction

6. Quality of Work

1. Schedule

2. Scope

3. *Time*

4. Team [*of educators*] Satisfaction

5. *Student* Satisfaction

6. Quality of Work



Wrap Up

Checking in: Have we...

- Defined Leadership?
- Understood our own values?
- Identified ways to measure success?

Wrap Up

Comments Q&A

What is a flower?
What is a butterfly?
What is an apple?

HOMEWORK:
What is a *creative*?