

LAKE -GEauga ESC

AUGUST 9, 2019

WELCOME!

Give me an idea who is in the room?

**What is your passion? What makes you get up every day
and do this important work?**

TRANSFORMING EDUCATION FOR 20/20

Questions:

- 1. What does this look like?**
- 2. How do we do this?**
- 3. Why is this necessary?**
- 4. What are your fears and aspirations in this process?**



HOW?

1. Expect messy.
2. Learn to be uncomfortable with the tension.
3. How do you improve learning?
4. How does this impact relationships?

WHAT?

1. Challenges
2. Culture Identity
3. Increase Engagement



WHY?

1. It is important to have a culture that encourages the following:
 - a. Trust
 - b. Respect
 - c. Common Goals
 - d. Equity
 - e. Authentic Purpose
 - f. Judgment Free Zone(s)

CULTURE MATTERS!

Establishing a productive, transformative, safe, positive culture is imperative.

CULTURE Responsive Practices involve the following:

1. Bridges the mine, yours concept.
2. Helps ALL succeed.
3. Supports practices by utilizing the strengths, beliefs, and understanding of others.
4. Provides a judgment free zone.
5. Increases, builds relationships.



WHAT DOES THIS LOOK LIKE?

- Displays adaptive change, not technical change
- Shares power
- Collaborative process
- Builds on individual strengths
- Problem solving with action oriented outcomes

FRAMEWORK DEMONSTRATED BY ADULTS

EXPRESS CARE – Show me that I matter to you.

CHALLENGE GROWTH – Push me to keep getting better.

PROVIDE SUPPORT – Help me complete tasks and achieve goals.

SHARE POWER – Treat me with respect and give me a say.

EXPAND POSSIBILITIES – Connect me with people and places.



FIVE STRATEGIES

1. Assess own behavior.
2. Get to know others (interests, story telling, etc.)
3. Create a judgment free zone.
4. Adapt your practices to benefit ALL.
5. Include all cultures in your strategies.



SHARING

Describe an optimum work culture.

How do you evaluate your work culture?

What outcomes do you strive to achieve?

ADAPTIVE, SERVANT LEADERS ASK:

ASK:

How can we improve relationships?

Are ALL 100% ENGAGED?

How can we recognize and change our behaviors to get the results we want?

WILL:

Model THE EXPECTATION

INFUSE the work with MEANING

Be open to FEEDBACK

Builds RELATIONSHIPS

Is COLLABORATIVE and builds TRUST

Be someone you want to WORK with

RELATIONSHIPS MATTER!

Modeling Ways to Build Relationships / Strategies:

Displaying a Positive Attitude

Good Communicator and Listener - Encourage Reflective Practice

Ability to Problem Solve

Being Real - Telling Stories of Triumph and Tragedy

Willingness to Serve Others

Being Passionate

Positive Feedback / Sharing Success

POSITIVE RELATIONSHIPS CONTRIBUTE TO A PRODUCTIVE WORKPLACE

A ***workplace culture*** is the shared values, belief systems, attitudes and the set of assumptions that people in a workplace share.

A ***positive workplace culture*** improves teamwork, raises the morale, increases productivity and efficiency, and enhances retention of the workforce.

DESCRIPTORS OF HEALTHY WORK ENVIRONMENT MANAGING RELATIONSHIPS

Healthy:

- *Collaborative
- *Problem Solve as a Team
- *Active Listening / Value Voice
- *Value Individual Strengths
- *Engaged Employees
Employees
- *Build Trust
- *Employees Commit Toward Common Goal

Toxic:

- * Top Down Decision Making
- * Lack of Commitment
- * Blame Others
- * Name Calling / Bullying
- * Disengaged
- * Build Fear

MANAGING DIFFICULT RELATIONSHIPS

Don't..... Personalize, compete, or avoid the situation.

Focus on the problem, not the people. (Remain neutral)

Find common ground.

Create strategies with actionable outcomes.

Follow up

Key: Collaborate, Compromise, Accommodate

QUOTE (UNKNOWN AUTHOR)

“Don’t tell me what you believe; show me what you do, and I’ll tell you what you believe.”



BECOMING PART OF A “SQUAD”

Sometimes in life the *right* people come into your life and *never* leave. They are the people that celebrate you on your brightest days, but also comfort you on the darkest nights. They are the *light bringers*, and the *dream boosters*. They *elevate* you. They *challenge* you and they *believe* in you. They remind you that every night has a day and every scar can be healed. You may not see each other as often as you'd like, but when you catch up, it *lights up the whole sky*.

These people are more than just your friends - *they are your squad*. Hold onto them, protect them, and love them. *You're better together!*

-Bryan Anthony

REFLECTION

What concepts did you hear today that was reaffirming?

What did you learn or what was reaffirmed?

Name one thing to consider for your future practice.

