

Leadership Development Series

Audience: Principals



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Empowering **TEACHERS**, Engaging **STUDENTS**, Changing **LEARNING**

Feedback Intensive Leadership Programs for Educational Leaders

Executive Leadership Development

Leadership today continues to be more challenging and involving, and it requires preparation. New environmental challenges continue to emerge, and educational leaders must adapt to changing environments. Leadership calls for new ways of being in the world, not in oppositional isolation or confrontation, but in convivial cooperation which brings a world of new possibilities and opportunities. Educational leaders have multidisciplinary, interwoven roles.

Today's educational leaders must demonstrate energy and commitment. They need the ability to communicate effectively, generate human interaction and use information to transform their institutions into learning organizations. They have to inquire, evaluate information and allocate resources. They are compelled to be community sensitive and visionary requiring an understanding of the impact of technological advances, decision-making processes and methods of becoming agents of change for the new era.



Leadership development is a career long, if not a lifelong process. Effective leadership requires knowledge of oneself through individualized and group assessments. The core of any executive leadership development program should be the use of assessments for development where a variety of assessment instruments are embedded in the programs.

Sample Program Matrix – School Principal

Day 1	Day 2	Day 3	Day 4	Day 5
<p>Shaping Executive Leadership</p> <ul style="list-style-type: none"> • Unskilled/Skilled Leaders • The Map/Remedies for Success • Identifying and Understanding Your Basic Drives Assessment • Early Commandments • Powerful Learning Experiences • 360 Assessment <p>Personal Leadership Plan Development</p>	<p>Leading Change in the 21st Century</p> <ul style="list-style-type: none"> • Unskilled/Skilled Leaders • The Map/Remedies for Success • Change Preference Inventory for Educators (CPIE) Assessment <p>Personal Leadership Plan Development</p>	<p>Leading and Developing High Performing Teams</p> <ul style="list-style-type: none"> • Unskilled/Skilled Leaders • The Map/Remedies for Success • Myers-Briggs Type Indicator Assessment • Parker Team Player Survey Assessment <p>Personal Leadership Plan Development</p>	<p>Conflict Management</p> <ul style="list-style-type: none"> • Unskilled/Skilled Leaders • The Map/Remedies for Success • Conflict Management Module • Thomas-Kilman Conflict Mode Assessment <p>Personal Leadership Plan Development</p>	<p>Reading and Shaping a Healthy School Culture</p> <ul style="list-style-type: none"> • Unskilled/Skilled Leaders • The Map/Remedies for Success • Leadership Style Organizational Structural Match Assessment • Fundamental Interpersonal Relations Orientation (FIRO-B) Assessment • 360 Feedback <p>Personal Leadership Plan Development</p>

Principal Executive Leadership Development Program Module Descriptions

Framework’s Leadership Development Series is designed to aid the school Principal in developing reflective capacities to lead more effectively and will provide a variety of conceptual and technical skills to facilitate the leading and managing of the changing roles, rules, and relationships in today’s complex schools.

Core Program Modules (Year One)

LEADING AND DEVELOPING HIGH-PERFORMING TEAMS

This program module is designed to assist Principals in developing and maintaining effective school teams. Principals will be able to identify why teams fail or are ineffective, utilizing an extensively researched Team Effectiveness Leadership Model. Principals will enhance their knowledge of how to more effectively lead and develop their teams, define team responsibilities, choose competent team players, define the roles of team members, and deal with reluctant team members, build esprit de corps, and monitor team progress.

Assessments:

- Parker Team Player Survey
- MBTI

Leading Change in the 21st Century

This program module is designed to help Principals understand how people, including themselves, react to change and how they may use this knowledge and other leadership skills to lead people to make appropriate changes. It emphasizes that Principals must first understand and accept their own feelings about change before they can assist others in venturing into educational reform. Further, these modules include the “four problems” that all Principals face in leading change and how to improve the chances of successful change implementation through specific interventions to address these problems. Relevant exercises allow the Principals to react to simulated change situations and discuss their reactions with colleagues.



Assessments:

- Change Perception Indicator (CPI)



Shaping Executive Leadership

This program module provides Principals an opportunity to examine what has gone on in their lives, both personally and professionally, that has “shaped” them into the leaders that they are today. Principals will examine the components of their “learning grain” and how the shaping process helps them lead effectively and how it sometimes causes them to be less effective than they could be. This module also helps participants take advantage of past experiences through reflection on past practices, a process that has been used by successful leaders. Participants will reflect on significant events in past personal and work lives to examine how these experiences have changed and influenced their lives. Then they will explore how they can use past and future experiences, as well as other information from assessment feedback, to enhance self-understanding and formulate appropriate learning strategies and tactics for future success. This program module is based on research, which pertains to the differences between highly effective leaders versus those leaders who have derailed.

Assessments:

- Identifying and Understanding Your Basic Drives
- 360 Assessment

Reading and Shaping A Healthy School Culture

The school environment exerts a significant influence on students and staff. To be effective, Principals must fully understand the impact that environment has on the classroom, the individual school, and the school

system. Leaders must develop skills for coping with and taking advantage of environmental elements. In order to develop skills and strategies that will assist in building a healthy school culture, it is crucial to analyze, anticipate, and understand the nature of the school as an organization. Being able to predict, explain, and control organizational phenomena is crucial to leadership in managing change efforts, defining and inculcating more productive beliefs and values, and evoking more organizational effectiveness.

Assessments:

- Leadership Style Organizational Structural Match
- Fundamental Interpersonal Relations Orientation-(FIRO-B)

Conflict Management

The purpose of this program module is to assist Principals in becoming more effective when they face conflict and to be able to resolve the conflict successfully. This program module will utilize assessment results to help participants gain knowledge and understanding of procedures and practical application of conflict management. Participants will have an increased understanding of their approaches to conflict, greater self-awareness related to conflict management, how to build deeper relationships, and how to be more effective at leading their schools/districts. Activities and exercises will help participants to develop skills in identifying the degree of compatibility that might exist between the school, Principal, Assistant Principal(s), Community, Teacher, and/or Students.

Assessments:

- Thomas-Kilman Conflict Mode Assessment



FOR MORE INFORMATION,

**PLEASE CONTACT YOUR SALES
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Program Module Offerings for Principals Based on Potential Areas of Need (Year Two)

- AUTHENTIC LEADERSHIP
- FEEDBACK MATTERS
- LEADERSHIP AND CHAOS
- LEADERSHIP, POLITICS AND CHANGE
- LEADING IN A DIVERSE AND INCLUSIVE CULTURE
- LEADERSHIP COACHING FOR TRANSFORMATIONAL CHANGE –
FOCUSED FEEDBACK
- LEADING THE TRANSFORMATION FROM CLASSROOMS TO LEARNING
SPACES
- PERSONALIZED LEARNING – 21ST CENTURY TEACHING, LEARNING
AND LEADING
- TAKING CHARGE OF YOUR OWN DEVELOPMENT

Executive leadership development benefits individuals and organizations desiring to build internal leadership capacity.

Designed specifically for Principals, our feedback intensive development program will help build the competencies needed to deliver the results that matter to strengthen leadership as an organizational capability. The program embodies a vibrant learning environment where participants engage in a rigorous leadership development program that is relationally designed, growth opportunity rich and action-oriented. The direct classroom interaction will be innovatively delivered, personalized and of high quality.



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