

# Leadership Development Series

Audience: District Leaders



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

## Feedback Intensive Leadership Programs for District 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. District leaders have multidisciplinary, interwoven roles.

Today's district 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 – District Leaders

Day 1	Day 2	Day 3	Day 4	Day 5
<p><b>Shaping Executive Leadership</b></p> <ul style="list-style-type: none"> <li>• Unskilled/Skilled Leaders</li> <li>• The Map/Remedies for Success</li> </ul> <p>Assessments</p> <ul style="list-style-type: none"> <li>• Identifying and Understanding Your Basic Drives</li> <li>• Type and Conflict (Conflict Management)</li> <li>• Myers-Briggs Type Indicator Assessment</li> </ul> <p><b>Personal Leadership Plan Development</b></p>	<p><b>District Transformational Leadership</b></p> <ul style="list-style-type: none"> <li>• Unskilled/Skilled Leaders</li> <li>• The Map/Remedies for Success</li> </ul> <p>Assessment</p> <ul style="list-style-type: none"> <li>• District Transformation Leadership Inventory</li> </ul> <p><b>Personal Leadership Plan Development</b></p>	<p><b>Executive Leadership and the Inner Journey</b></p> <ul style="list-style-type: none"> <li>• Unskilled/Skilled Leaders</li> <li>• The Map/Remedies for Success</li> </ul> <p>Assessment</p> <ul style="list-style-type: none"> <li>• 360 Assessment</li> </ul> <p><b>Personal Leadership Plan Development</b></p>	<p><b>Leading a High-Performing District Culture</b></p> <ul style="list-style-type: none"> <li>• Unskilled/Skilled Leaders</li> <li>• The Map/Remedies for Success</li> </ul> <p>Assessments</p> <ul style="list-style-type: none"> <li>• Leadership Style Organizational Structural Match Assessment</li> <li>• Fundamental Interpersonal Relations Orientation-Behavior (FIRO-B) Assessment</li> </ul> <p><b>Personal Leadership Plan Development</b></p>	<p><b>Systems Leadership</b></p> <ul style="list-style-type: none"> <li>• Unskilled/Skilled Leaders</li> <li>• The Map/Remedies for Success</li> <li>• Strategic Planning Module</li> </ul> <p>Assessment</p> <ul style="list-style-type: none"> <li>• 360 Feedback</li> </ul> <p><b>Personal Leadership Plan Development</b></p>

## District Leaders' Executive Leadership Development Program Module Descriptions

Framework's Leadership Development Series is designed to aid the District Leader 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)

#### Systems Leadership

Just as events in nature are systems, human endeavors are also systems. When we consider change, we tend to focus on the isolated parts rather than the whole. Then, we are often left wondering why the change is not successful or why the problem driving the change is not solved. This program module will examine the conceptual framework, body of knowledge, and systems leadership tools related to systems thinking and systems leadership. It will also consider systems leadership in the context of the roles of leaders and managers and in relationship to chaos theory. It will utilize "real life" situations to aid participants in the application of key learnings.

#### District Transformational Leadership

This program module will focus on the current research, which clearly states that central office transformation cannot be simply a restructuring strategy but must be a new approach to central office work. Based on Honig's research, the interface between district and school is the crux of central office transformation. Every position at the district office needs to sit down and figure out how their job directly impacts student achievement. The catalyst for ensuring that schools do well becomes the sole purpose for central office existence. The new central office will become an implementation partner with schools. The central office's role will be to assist in collaborating with the schools to provide intensive support and ensure quality implementation. Participants will consider how the process of continual assessment-and-response reflects the true work of principals, distinguishes between effective and ineffective leaders, and needs to be nurtured by central office mentors.



## Executive Leadership and the Inner Journey

District executives are leaders who have an unusual degree of power to project on other people his/her “shadow” or his/her “light,” to create conditions under which other people must “live and move and have their being”—conditions that can be as illuminating as “heaven” or as shadowy as “hell.” Executive leaders must take special responsibility for what’s going on inside themselves, inside their consciousness, lest the act of leadership can create more harm than good. This program module will take participants on an inner journey of “taking stock,” not only of their “gifts,” but also of their “inward realities” that impact on their districts and the people they are leading.

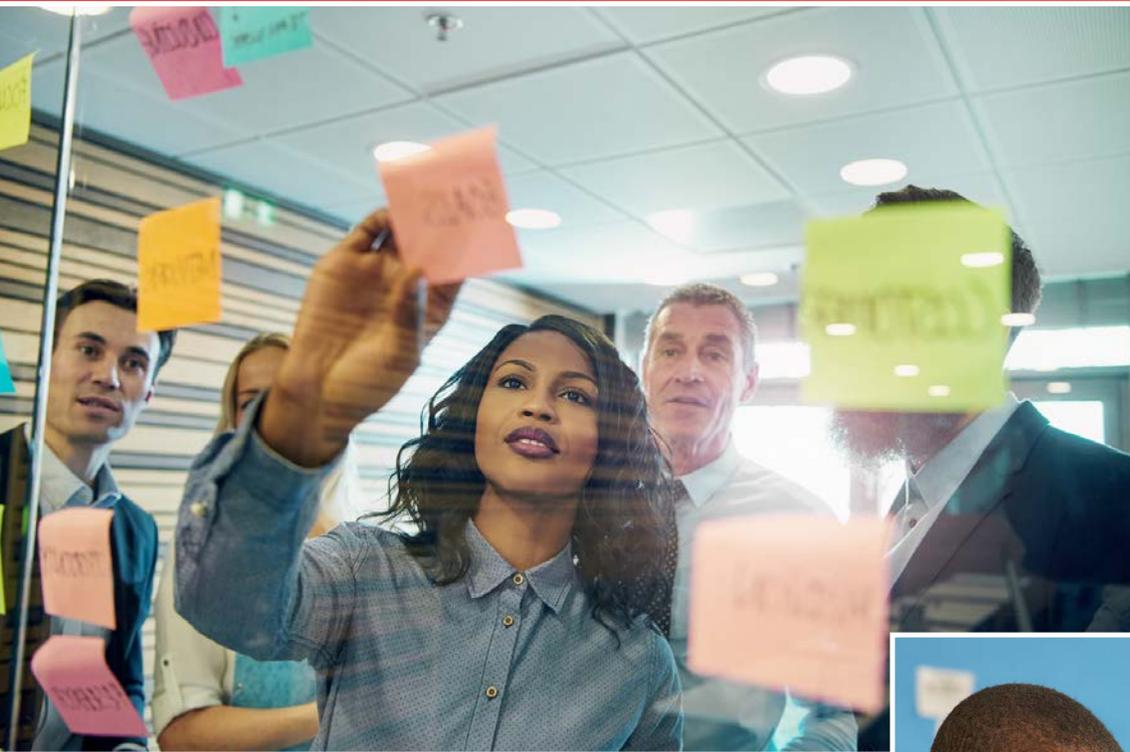
## Leading A High-Performing District Culture

Healthy high-performing district cultures impact positively on virtually everything that is measurable from teacher and student morale to test results. Reading the culture (“the way we do things around here”), assessing the culture, reinforcing the positive aspects of the culture, and eliminating the negative aspects of the culture are primary

responsibilities of the leader and his/her staff. The culture exerts a significant influence on students and staff. To be effective, leaders must fully understand the impact that culture has on the classrooms, the individual schools, and the school system. This program module helps leaders analyze, anticipate, and understand the nature of the school/district as an organization. Being able to predict, explain, and “control” organizational phenomena is crucial to successful leadership in managing change efforts, defining and inculcating more productive beliefs and values, and evoking more organizational effectiveness.

## Shaping Executive Leadership: Self-Awareness

This program module provides district leaders with 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. Participants 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 program 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.



## PRICING

Contact us at  
[info@frameworkconsulting.com](mailto:info@frameworkconsulting.com).

We offer a leadership series to  
suit your budget and schedule.

### Program Module Offerings for District Leaders Based on Potential Areas of Need (Year Two)

- LEADERSHIP AND ETHICS
- LEADERSHIP, POLITICS AND CHANGE
- LEADING IN A DIVERSE AND INCLUSIVE CULTURE
- BUILDING QUALITY ORGANIZATIONS: PAPER PLANES, INC™. (Simulation)
- LEADERSHIP COACHING FOR TRANSFORMATIONAL CHANGE  
– FOCUSED FEEDBACK
- LESSONS LEARNED FROM EXPERIENCE
- SYNCING UP WITH THE IKID: FRAMEWORK TO LEAD MEANINGFUL  
CHANGE IN A 21ST CENTURY LEARNING ENVIRONMENT
- TAKING CHARGE OF YOUR OWN DEVELOPMENT
- THE HIDDEN LEADER

Framework's Leadership Development Series for District Leaders is based on research, which pertains to the differences between highly effective leaders versus those leaders who have derailed.



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

Designed specifically for District Leaders, 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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