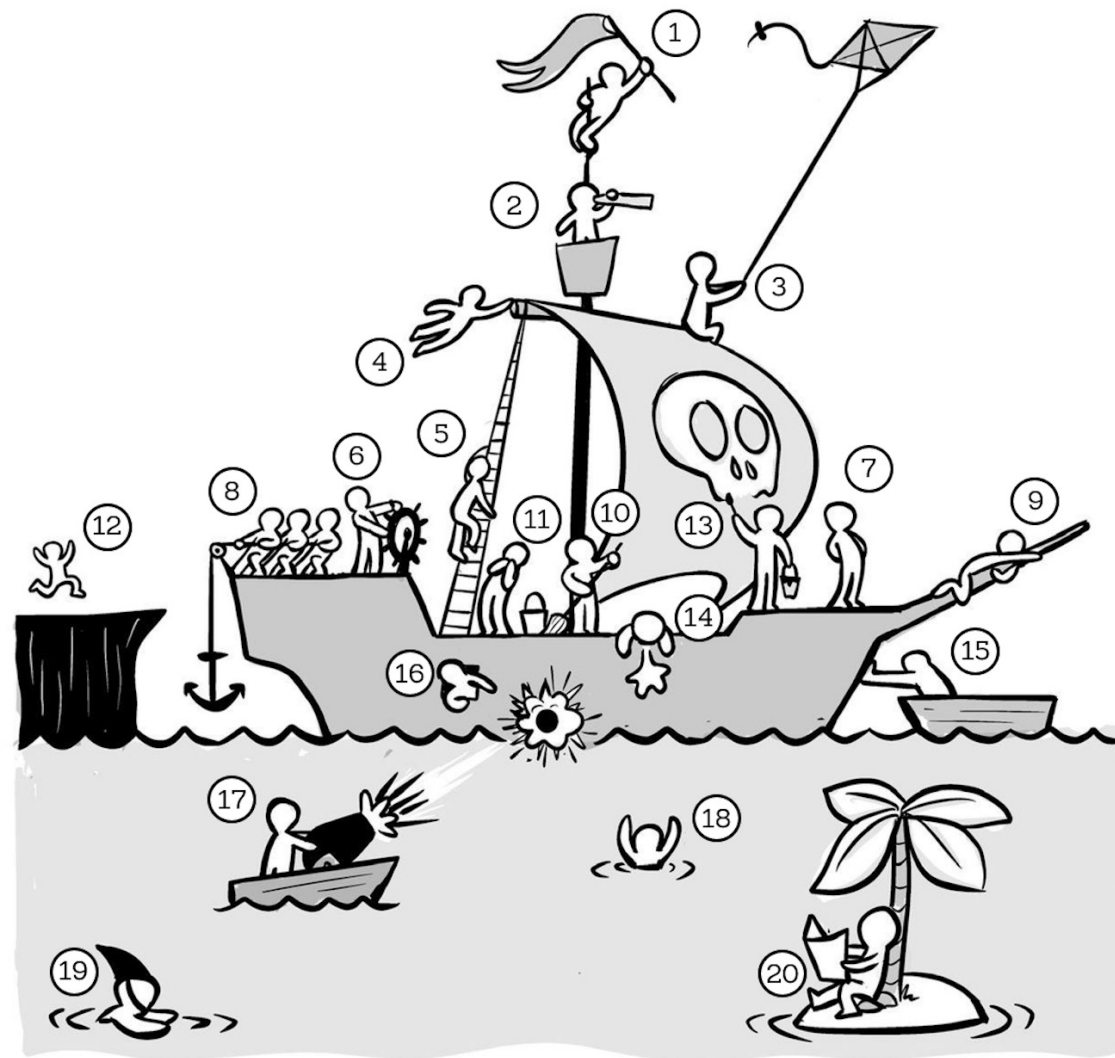


HEAR TODAY, USE TOMORROW

PROFESSOR ZACHARY WALKER



2:00



LearningLegendario.com

EXCÉLAN
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TO KNOW...

You are the experts in your specific context.

You will not walk out of here with a complete plan.

This is just a sample of the exercises we do with the ecosystem.

This takes work – time, effort, facilitation.

Contact me if you need support

Linked In

www.drzacharywalker.com

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THE LEADERSHIP ECOSYSTEM

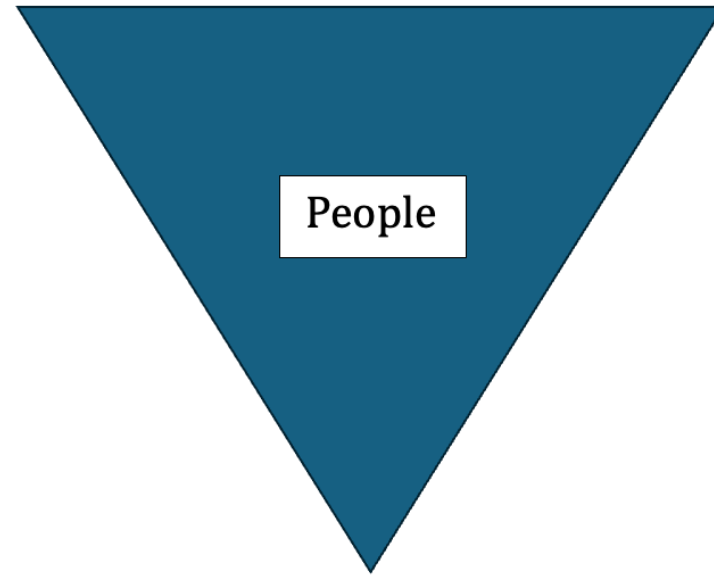
The Leadership Ecosystem

Culture

Vision

People

Systems



5 FRAMEWORKS

VISION EXERCISE

5:00

What are you capable of as a school?

(influences: urban vs rural, income levels, parent engagement, etc.)



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VISION

- ... every student goes to university
- ... every student is prepared for a job
- ... every student reads every day
- ... every student is involved in the arts
- ... we debate in every class
- ... we celebrate physical fitness
- ... every student uses AI fluently
- ... every student is a critical thinker

- ... every parent is involved
- ... we are involved with local businesses
- ... the school is a community hub
- ... we offer a parent curriculum
- ... we use evidence-informed teaching
- ... every teacher becomes a leader
- ... we focus on professional development
- ... we include every student

VISION: EXERCISE #1

5:00

This is a school where....

- 1.
- 2.
- 3.

Eventually, make it one sentence so people can repeat it and share it.

CULTURE: EXERCISE #2

5:00

VALUES → BEHAVIOURS
(SEARCH "BRENE BROWN VALUES")

VALUE

- 1.
- 2.
- 3.
- 4.
- 5.

BEHAVIOUR

- 1.
- 2.
- 3.
- 4.
- 5.

PEOPLE: EXERCISE #3

People: Leadership Team|

LEADERSHIP MATRIX

2:00

Name	Asks 3 Questions	No Texts	Leadership Team First	Talks to People	Is on Time			
	+/-	+/-	+/-	+/-	+/-			
Zachary	+	+	-	=	+			
Name								
Name								
Name								
Name								
Name								
Name								

LEADERSHIP MATRIX

2:00

Name						Gets leadership?	Wants leadership?	Capacity to lead?
						Y/N	Y/N	Y/N
Zachary						Y	Y	N
Name								
Name								
Name								
Name								
Name								
Name								

5:00

LEADERSHIP MATRIX

Name	Asks 3 Questions	No Texts	Leadership Team First	Talks to People	Is on Time	Gets leadership?	Wants leadership?	Capacity to lead?
	+/-	+/-	+/-	+/-	+/-	Y/N	Y/N	Y/N
Zachary	+	+	-	=	+	Y	Y	N
Name								
Name								
Name								
Name								
Name								
Name								

SYSTEMS: EXERCISE #4

5:00

WHAT ARE 3 TO WORK ON?

Attendance Monitoring Processes

Parking Assignments

Instructional Routines

Timetabling

Information Technology (IT)

Teaching Assistants Usage

Key Card Access

Absence Reporting

SEND Provision

Parent Referrals

Data Usage

Instructional Pillars

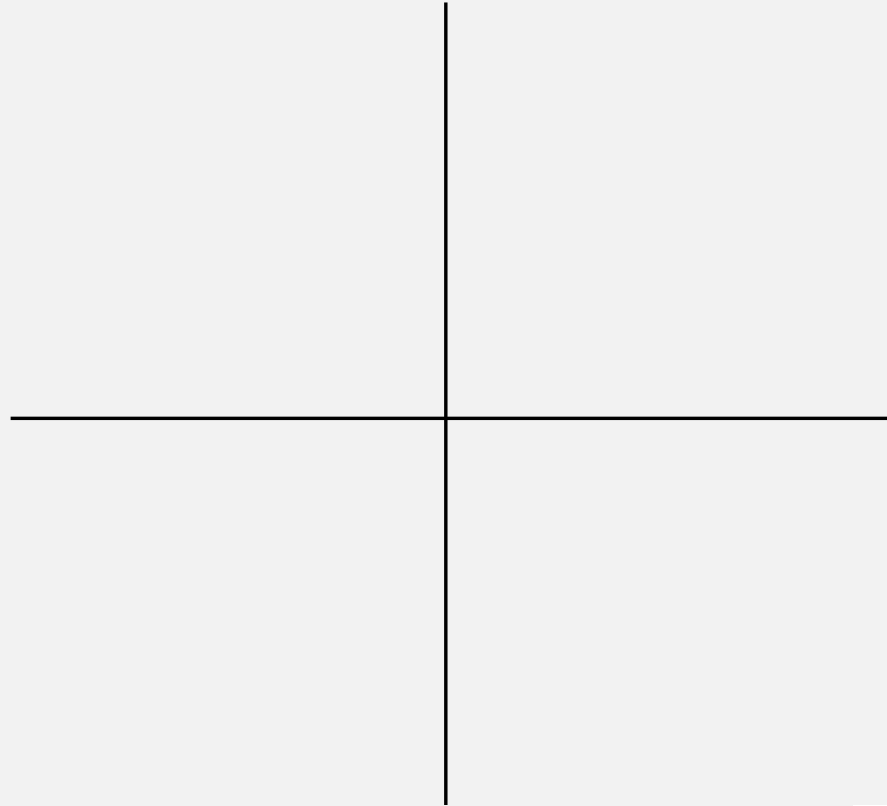
Tea Kettle

Front Gate

5:00

YOU: EXERCISE #5

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

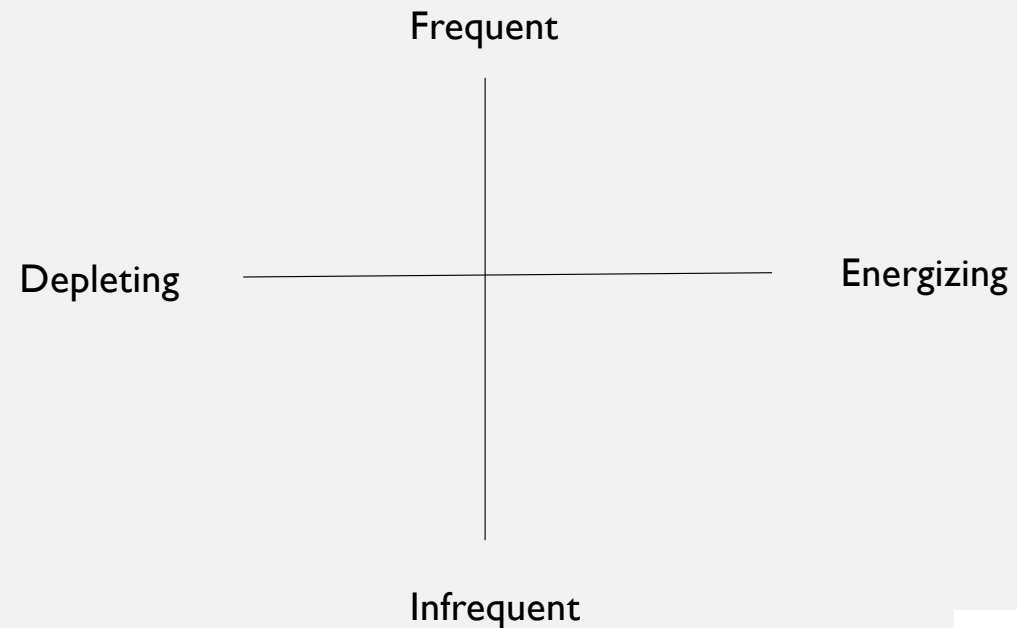


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A GOOD LIFE - WALDINGER AND SCHULZ
HARVARD STUDY OF ADULT DEVELOPMENT
(LIFESPANRESEARCH.ORG)

5:00

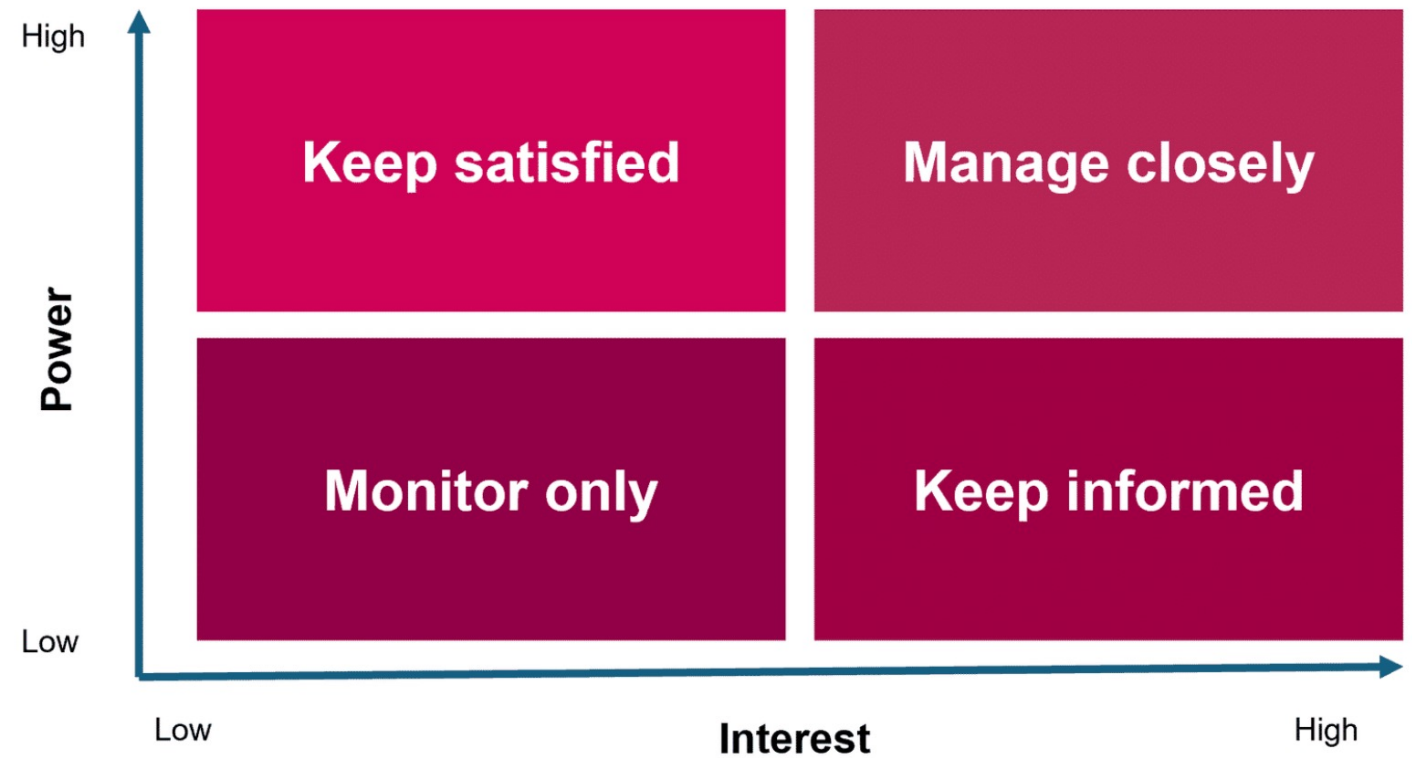
Arlie Brock -
wanted to move
away from what
made people sick to
what made people
healthy



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5 TOOLS TO CHECK OUT

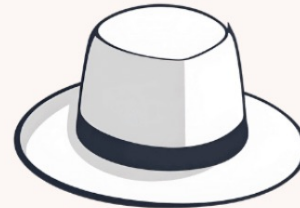
STAKEHOLDER POWER INDEX



DE BONOS HATS

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The six thinking hats



The white hat

Data, facts & information
What we know, and what
we ought to find out



The red hat

Feelings, reactions + vibes
How we feel: gut instincts
honest emotions, intuition



The blue hat

Manages the process
Listens, directs attention,
integrates, moves forward



The green hat

Creativity & surprise
Alternatives, reframing, out-of-
the-box ideas, what-ifs



The yellow hat

Sunshine & positivity
Optimism, possibilities,
upsides, potential



The black hat

Caution & skepticism
Dangers, threats, risks,
drawbacks, worst-case
scenarios

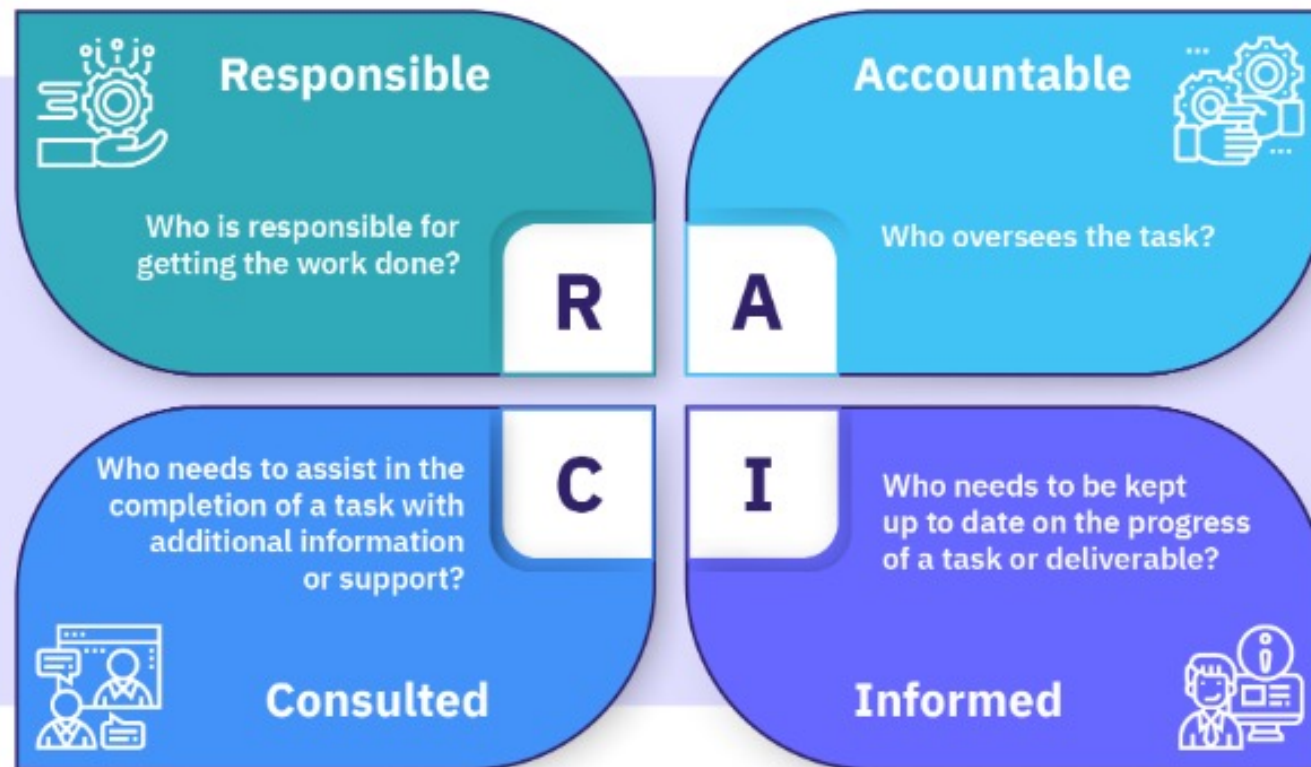
A concept by
Edward de Bono, 1985.

BiteSize Learning

RACI

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What is a RACI Matrix?



AFTER ACTION REVIEW



What Went
Well...



Even Better
If...



Learnings...



Actions...

SBI REVIEW

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SITUATION

ABOUT THE CONTEXT

- Describe the situation.
 - Be specific. The goal is for the receiver to be clear about the time, place, and circumstances.
-



BEHAVIOR

ABOUT THE FEEDBACK RECIPIENT

- Describe the observable behavior. Keep it simple and descriptive.
 - Here's what I saw and / or heard — what a video recording would capture.
 - Avoid judgment. Do not talk about what you assume the other was thinking, or the motivation for the behavior.
-



IMPACT

ABOUT THE FEEDBACK GIVER, OTHERS, OR COLLECTIVE RESULTS

- Impact on you — what you thought and / or felt.
- Impact on others — how others reacted. Keep it factual.
- Impact on the results of the team, project, and / or organization.

5 SUGGESTION SLIDES

MEERKAT LEADERSHIP

Lead your time, do not manage it

Use structured availability

Put the work in the diary, not just the meetings

No Whats App Chat Groups



MEETINGS

30 DAY ANT MEETINGS



90 DAY MEERKAT MEETINGS



DECISIONS

Get to 3 options

Rule of 5

Juggling Balls – rubber vs glass

Remember the 10% Rule



Making Decisions

Looks like....?

Sounds like....?



Feels like....?

AS WE CLOSE...

YOUR TOOLBOX

TOOLBOX



TOOLBOX



WE HAVE NOT COVERED...

Ways of Working with your Senior Team
Stakeholder Identification and Engagement
Communication Plans
Implementation Strategies
Evaluation Strategies and Follow-Up

ZACHARY WALKER ESHA RESOURCES



Workshop reflection survey round 4 - Hear Today, Use Tomorrow: Strategies and Frameworks for Leading

Go to
www.menti.com

Enter the code

6195 4565



Or use QR code



THANK YOU!
PLEASE BE IN TOUCH!

Professor Zachary Walker
www.dr.zacharywalker.com