PEARLS OF WISDOM FOR TODAY'S LEADERS:

Thriving in a Different World

FEFPA WINTER 2025 CONFERENCE

Our Agenda



- KEYS TO SUCCESS IN OCPS
- MODEL FOR IMPROVEMENT for leadership and personal growth
- 12 PEARLS

KEYS TO SUCCESS IN OCPS

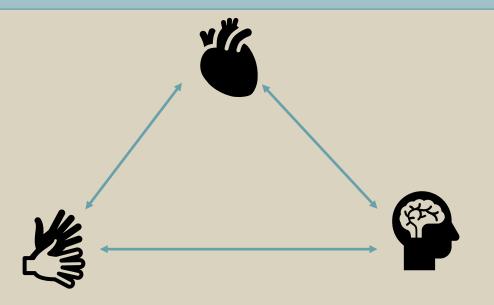
MISSION: LEADING STUDENTS TO SUCCESS

Professional board understood governance
Stellar team members
Supportive business partners and local government
Caring community
Sound Leadership model
Tenure

MODEL FOR IMPROVEMENT

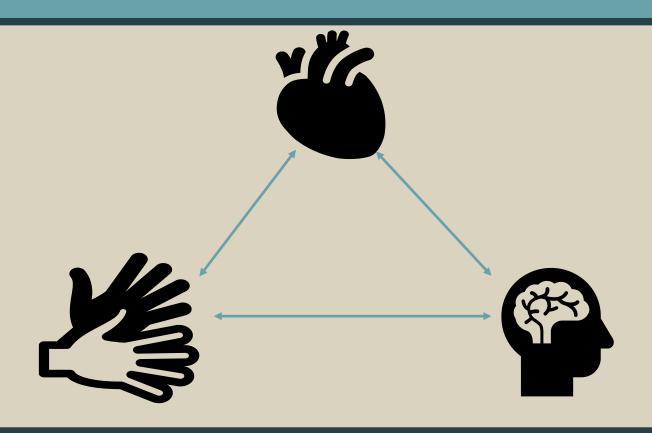
Sergiovanni's Leadership Model

Thomas Sergiovanni's Moral Leadership



Can also impact personal growth

Model for Success in



LEADERSHIP AND LIFE

EXECUTION IS CRITICAL

- 1. Research suggests _____% of organizations achieve transformation goals.
- 2. _____% of New Year's resolutions fail after 30 days.
- 3. Less than _____% of individuals achieve their resolution goals.

Build Fidelity and Achieve Success Through:

- DETAILED CONVERSATION ON GOALS
- CLEAR ASSIGNMENT OF DUTIES
- RELENTLESS ADVANCEMENT TOWARD GOALS Plan-Do-Check-Act

Heart: What is your goal/purpose?

Hand: When will you execute and evaluate your plans

Head: How will you prepare to achieve your goal/purpose?

TWELVE PEARLS

COMMIT TO LEARNING AND CONTINUOUS IMPROVEMENT

What percentage of the brain do most humans use?

Boost brain function by:

- Keep learning
- Reading good books
- Get sufficient sleep
- Exercise regularly
- Keep active socially
- Try creative activities

Facets of Lifelong Learning

- Depends on individual commitment (discipline, self-motivation)
- Diverse range of subjects, skills (personal and professional levels)
- Informal and formal (courses, travel, book clubs)
- Technology enhanced (virtual reality experiences, educational apps)

Benefits:

- Improved quality of life
- Enhanced social connections
- Cognitive health
- Career advancement
- Adaptability
- Personal growth

BELIEVE IN PEOPLE

Believing in people before they have proved themselves is the key to motivating people to reach their potential



John Maxwell

"I don't believe in good and bad people. I believe in the better parts of people." Mort Sahl



MANAGE POLITICAL WINDS

How to Keep a Workplace Happy in a Divided Political Moment Heidi Brooks

"Focusing on respectful, compassionate and curious culture is more effective than an outright ban on talking politics."

Post pandemic lines are blurred about personal vs professional behavior.

Relationships must be preserved beyond disagreements and tense discussions.

All employees should try to get along, looking to support each others' ability to work in a positive environment.

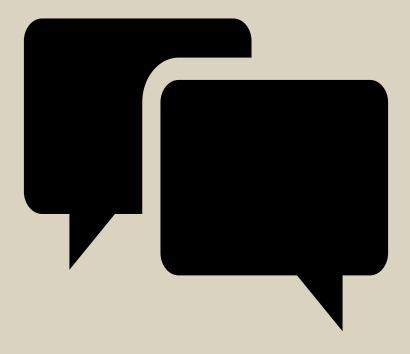
Ask all team members to help build a positive environment in order to achieve shared goals.

PRACTICE DIALOGUE AND ACTIVE LISTENING

Dialogue before Discussion/Decision

Engage in Dialogue before moving to discussion/decision making. There should be a shared understanding of the concepts prior to discussion to build consensus.

- Begin by slowing down
 - A pause in speaking shift the momentum
 - Give others time to gather their thoughts
- Control your emotions
 - Try to rely on the facts more than feelings
 - Convey respect and understanding for opposing opinions
- Focus on actively listening
 - Don't just plan what you will say next
 - Try paraphrasing what another has said
- Monitor your reactions
 - Be aware of facial expressions
 - Convey openness in your body language



Hensley and Fry: The Essential Difference

RECOGNIZE PERSONALITY TYPES

True Colors

BLUE

emotionally driven
seeks harmony in groups
enthusiastic
creative
sympathetic

GOLD

loyalty driven
respects rules and authority
responsible
organized
appreciative

ORANGE

short-term driven
welcomes change and variety
adventerous
competetive
impulsive

GREEN

logically driven
independent thinker
focused
efficient
analytical

Differentiate by colors:

- Greatest Sources of Stress
- Working Through Your Color
- Communicating with Colors



Greatest Sources of Stress:

Golds

- Last minute changes
- Unexpected situations
- No time to plan
- Others not following rules

Greens

- Wasting time with idle talk
- Making decisions without sufficient information
- Rushing to complete something to meet other's timeline

Oranges

- Failure to follow through or missed deadlines
- Bored with routine tasks
- Distractions

Blues

- Allowing personal situations to overpower work schedules
- Telling someone "no"
- Feeling overcommitted or overextended

Working Through Your Color:

Golds

- Be prepared for changes
- Know when enough is enough
- Only focus on what you can really control

Oranges

- Get organized
- Remain focused
- Follow established rules

Blues

- Stand up for beliefs or preferences
- Coach growth and development of others
- Don't try to be everything to everyone

Greens

- Smile more
- Don't procrastinate
- Stop others from infringing on your time with diplomacy

Communicating with Colors:

Golds

- Be prepared with details
- Stay focused
- Show respect
- Avoid interrupting
- Acknowledge their contributions

Greens

- Don't think of their need for information as interrogation
- Allow them time to think
- Skip idle talk
- Avoid repetition
- Give them the big picture, then details if asked

Oranges

- Remain light hearted
- Provide for flexibility and options
- Appreciate their creativity
- Allow them to multitask (move with them if necessary)
- Use sound bites of information

Blues

- Don't try to command or order
- Acknowledge their value and show appreciation
- Include them in discussion
- Be patient

RESPECTTHE POWER OF TEAMWORK

TEAMWORK

"If you want to go fast, go alone. If you want to go far, go together." —
African Proverb

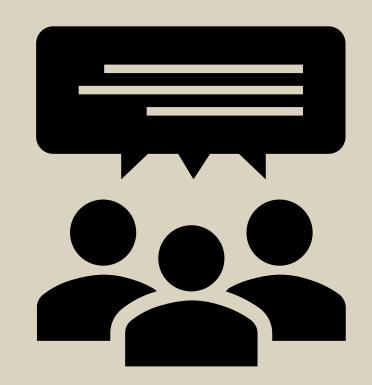
"Teamwork is the secret that makes common people achieve uncommon results." — Ifeanyi Onuoha.



The Five Dysfunctions of a Team

Patrick Lencioni

- 1. Absence of trust
- 2. Fear of conflict
- 3. Lack of commitment
- 4. Avoidance of accountability
- 5. Inattention to results



Fun Team building activities

- Bar trivia night
- puzzles
- Crew Row boat
- Indoor rock climbing
- Dinner at conferences
- Charity events
- Talent night
- Holiday gatherings



IGNITE A SENSE OF URGENCY

STRATEGIES TO INTENSIFY URGENCY

- Assume role of chief visionary
- Communicate the vision repeatedly and in simple terms
- Secure stakeholder input and buy-in to the strategy
- Fail quickly and advance timely
- Identify and remove obstacles
- Keep a focus on outcomes rather than just tasks
- Discuss inaction consequences
- Identify and remove causes of complacency

ACKNOWLEDGE GENERATIONS AT WORK

Five Generations Currently in the Workplace

Traditionalists - 1925-1945

Baby Boomers - 1946-1964

Generation X – 1965-1980

Millennials - 1981-2000

Generation Z – 2001-2020

Infographic by Dr. Bea Bourne, faculty in //SoB and IT, Purdue Global

Managing Generation Gaps at Work

- 1. Don't judge
- 2. Provide training sessions to unite older and younger groups
- 3. Open communication channels in preferred methods (in person and digital)
- 4. Diversify benefits
- 5. Stress that different is good

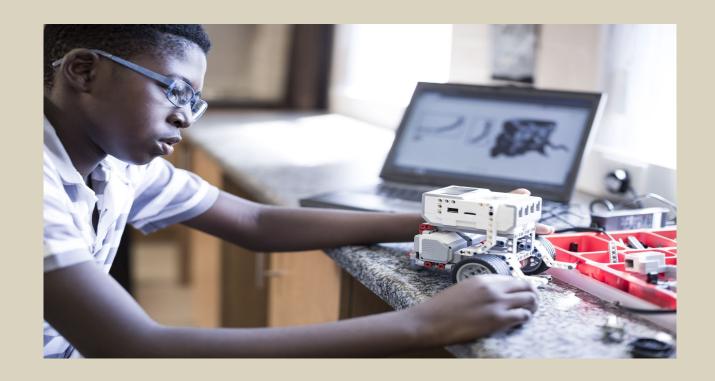
STAY AWARE OF ARTIFICIAL INTELLIGENCE

"As generative Al becomes more ubiquitous, organizations that prioritize data will have an advantage."

Ali Ghodsi, CEO of Databricks. He also believes in ten years, CEOs who don't understand data and Al won't be eligible for the top job in any industry.



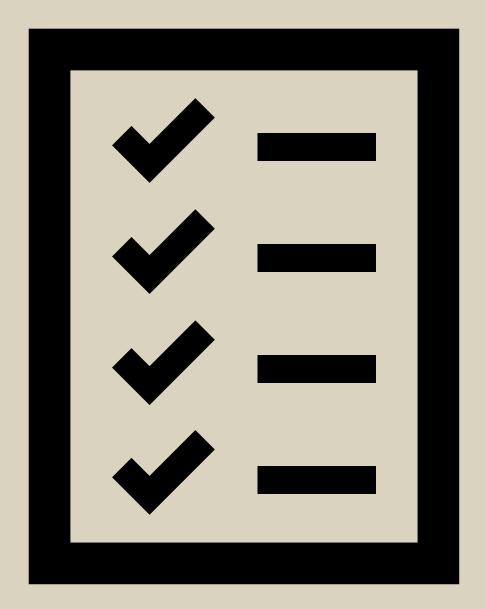
"Machine intelligence is the last invention that humanity will ever need to make." -Nick Bostrom



CULTIVATE SELF CARE

Grade yourself A-F in:

Eating
Sleeping
Exercising



Three Questions to Support Mental Health:

from Huffington Post's Am I Doing it Wrong series

- How do I really feel today?
- What do I need today?
- How can I be more gentle with myself today?



GUARD YOUR ATTITUDE

"The only thing I can change is attitude. Life is ten percent what happens to me and ninety percent how I react to it." Chuck Swindoll



LEAVE A LEGACY

Three things you want people to remember about you:

■ Family and Friends

■ Team Members



BAKER'S DOZEN

PEARLS OF WISDOM FOR TODAY'S LEADERS:

Thriving in a Different World

FEFPA WINTER 2025 CONFERENCE