

MADRID EDUCATIONAL LEADERSHIP PROGRAM JULY 2017

SIMON FRASER UNIVERSITY (Vancouver)

SFU

# GROWTH PLAN

## Building Community

# RELATIONSHIPS MATTER

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Here is my big question

# HOW CAN I IMPROVE POSITIVE RELATIONSHIPS AMONG STAFF?



WHY ?

WHY ARE RELATIONSHIPS

IN A TEAM SO IMPORTANT?

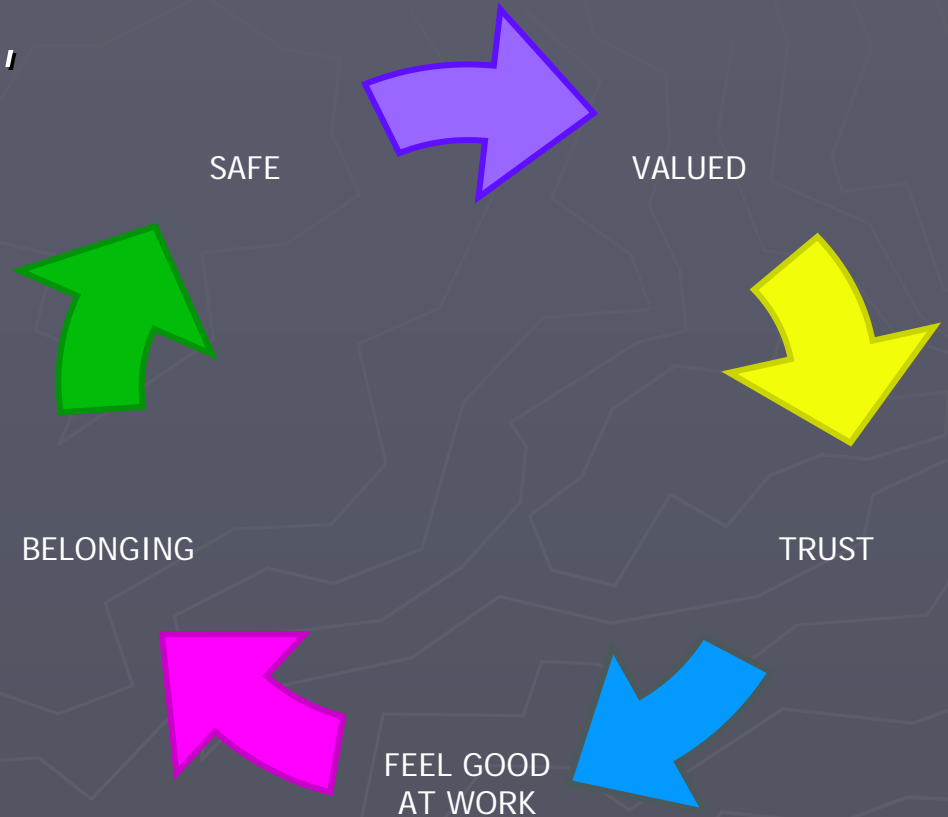
HAVE A LOOK AT THESE TWO PHOTOS ?

# RATIONALE

A community that works,  
how does it feel like?

LET'S TALK ABOUT  
FEELINGS

Ted Talks Show



Why do we always need to improve positive relationships among staff ?

When staff feel good :

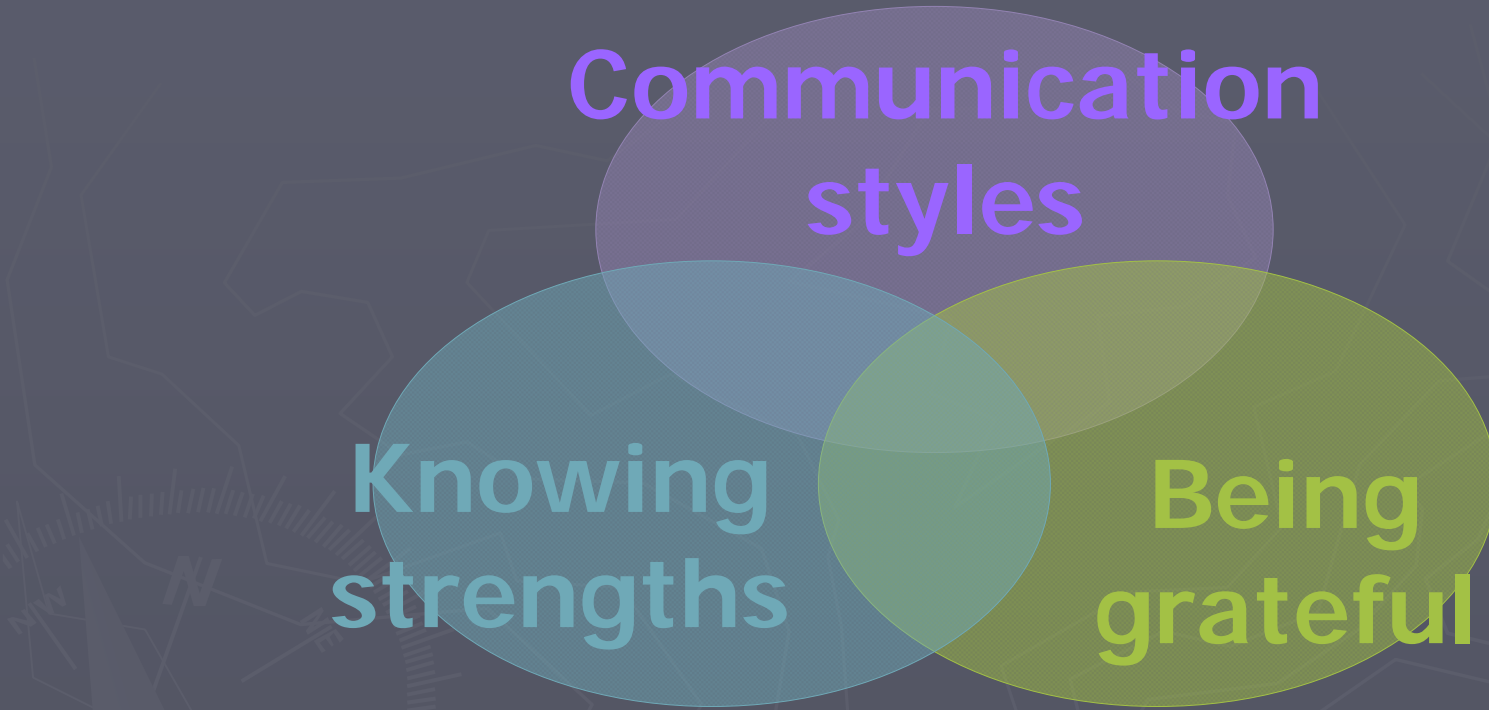
- ▶ they work better and they are more effective
- ▶ they feel more engaged and they become important members of the community.

# Inspiring ideas

Communication  
styles

Knowing  
strengths

Being  
grateful



# Communication styles

“Please, let me drop  
everything  
and work on your  
problem “

Inspired by John Tyler



**Start the day  
in a positive way**

**Be a good listener  
show respect**

**Communication  
styles**

**Re-imagine  
Conversations  
With teachers,  
staff meetings**

**Dissent**



# Communication Styles

**How are you today ?**

**walk & talk /speed dating /what if..paper toss**

**“Avoid focusing on your favourites and  
loose contact eith your enemies”  
said Bruce Beairsto**

**“When dissent is expressed, just listen. Don’t  
Solve it, defend against it, or explain anything.”  
Peter Block**

# Knowing Strengths

Observe teachers and  
give them the possibility to work on what they do best

Create professional opportunities to talk,  
share and learn.

Help teachers in any possible way

Ask teachers about the way to do things

# “Being grateful is the one thing” said Peter Dubinksy

Thank-you notes

Weekly recognition and reminders

Photo snapshot sharing

Celebrate special days

Celebrate teachers



How will you know if this works?

Ask the teachers, get them involved  
from the beginning

Will you help me now, please ?

# CLOSURE: THE WAVE

- ▶ What do you expect from your principal?
- ▶ Choose one word that describes what the most important quality your principal should possess is.
- ▶ Be ready to share this one word in a wave of responses

Kathryn Yamamoto showed us this activity.

# Acknowledgements

- ▶ This Growth Plan has been made with the information we have
- ▶ received during the program “MADRID EDUCATIONAL LEADERSHIP
- ▶ PROGRAM ( Simon Fraser University, Vancouver, July 2017)”.
  
- ▶ I want to thank you all for your inspiring ideas:

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## Books about “Leadership and Building Community” you may want to read

- ▶ 1. Community. The structure of belonging, Peter Block.
- ▶ 2. Leading from the future as it emerges, C.Otto Scharmer
- ▶ 3. Collaborating with the Enemy, Adam Kahane
- ▶ 4. Going Public, Shelley Harwayne
- ▶ 5. Living in Community, Joseph Schaeffer.
- ▶ 6. Difficult conversations: How to discuss what matters most, Douglas Stone, Bruce Patton, Sheila Hean.

### More information

- ▶ Ted talks about education.
- ▶ Edutopia.org
- ▶ Big thinkers in educational change: Sir Ken Robinson, Simon Breakspear, Michael Fullan, Peter Seng, Daniel Pink, Margaret Wheaty, Andy Margreaves, George Couros.