

~~MANAGING~~ LEADING YOURSELF FIRST

**November 12, 2019
9:00-10:00**

Wonders



PRECEPTS

- A command or principle intended especially as a general rule of action
- Rules about really important things
- Words to live by

MR. BROWN'S PRECEPTS

- When given the choice between being right or being kind, choose kind.
 - Dr. Wayne W. Dyer
- Your deeds are your monuments
 - Inscription on an Egyptian tomb
- No man is an island, entire of itself.
 - John Donne

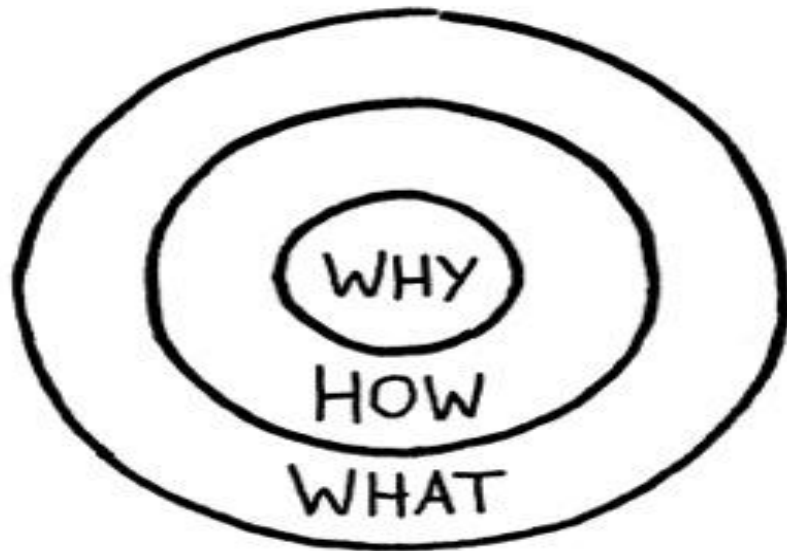
MR. BROWN'S PRECEPTS

- It is better to know some of the questions than all of the answers.
 - James Thurber
- Do all the good you can, by all the means you can, in all the ways you can, in all the places you can, to all the people you can, as long as you ever can.
 - John Wesley's Rule

WHAT WOULD YOUR
PRECEPTS BE?

SIMON SINEK

The Golden Circle



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What

Every organization on the planet knows WHAT they do. These are products they sell or the services they offer.

How

Some organizations know HOW they do it. These are the things that make them special or set them apart from their competition.

Why

Very few organizations know WHY they do what they do. WHY is not about making money. That's a result. It's a purpose, cause or belief. It's the very reason your organization exists.

#1 NEW YORK TIMES BESTSELLING AUTHOR

Brené Brown

PhD, LMSW

dare
to BRIBE WORK.
TOUGH CONVERSATIONS.
WHOLE HEARTS.
lead

READ BY THE AUTHOR • UNABRIDGED

DARING GREATLY AND BEING STRONG AT WORK

IT IS NOT THE CRITIC WHO COUNTS;

NOT THE MAN WHO POINTS OUT HOW THE STRONG MAN STUMBLES, OR WHERE THE DOER OF DEEDS COULD HAVE DONE THEM BETTER.

THE CREDIT BELONGS TO THE MAN WHO IS ACTUALLY IN THE ARENA, WHOSE FACE IS MARRED BY DUST AND SWEAT AND BLOOD; WHO STRIVES VALIANTLY...WHO AT BEST KNOWS IN THE END THE TRIUMPH OF HIGH ACHIEVEMENT, AND WHO AT THE WORST, IF HE FAILS, AT LEAST HE FAILS WHILE DARING GREATLY.

-Theodore Roosevelt

“WHAT STANDS IN
THE WAY BECOMES
THE WAY.”

-MARCUS AURELIUS



10 BEHAVIORS
AND CULTURAL
ISSUES THAT GET
IN THE WAY

1. WE AVOID TOUGH CONVERSATIONS,
INCLUDING GIVING HONEST, PRODUCTIVE
FEEDBACK.

2. RATHER THAN SPENDING A REASONABLE AMOUNT OF TIME PROACTIVELY ACKNOWLEDGING AND ADDRESSING FEARS AND FEELINGS THAT SHOW UP DURING CHANGE AND UPHEAVAL, WE SPEND AN UNREASONABLE AMOUNT OF TIME MANAGING PROBLEMATIC BEHAVIORS.

3. DIMINISHING TRUST CAUSED BY A LACK OF CONNECTION AND EMPATHY.

4. NOT ENOUGH PEOPLE ARE TAKING SMART RISKS OR CREATING BOLD IDEAS TO MEET CHANGING DEMANDS AND THE INSATIABLE NEED FOR INNOVATION.

5. WE GET STUCK AND DEFINED BY SETBACKS,
DISAPPOINTMENTS, AND FAILURES.

6. TOO MUCH SHAME AND BLAME, NOT ENOUGH
ACCOUNTABILITY AND LEARNING.

7. PEOPLE ARE OPTING OUT OF VITAL CONVERSATIONS ABOUT DIVERSITY AND INCLUSIVITY. CHOOSING OUR OWN COMFORT OVER HARD CONVERSATIONS IS THE EPITOME OF PRIVILEGE.

8. WHEN SOMETHING GOES WRONG, WE RUSH
INTO INEFFECTIVE OR UNSUSTAINABLE
SOLUTIONS.

9. ORGANIZATIONAL VALUES ARE ASSESSED IN TERMS OF ASPIRATIONAL RATHER THAN ACTUAL BEHAVIORS THAT CAN BE TAUGHT, MEASURED, AND EVALUATED.

10. PERFECTION AND FEAR ARE KEEPING
PEOPLE FROM LEARNING AND GROWING.

EXERCISE

- In your school, district or other relevant unit, what are the three most significant barriers to courageous leadership.
- Share in small groups.
- What are the similarities and differences?

THE HEART OF DARING LEADERSHIP

YOU CAN'T GET TO COURAGE WITHOUT
RUMBLING WITH VULNERABILITY.

EMBRACE THE SUCK.

COURAGE:

A COLLECTION OF FOUR SKILLS

- RUMBLING WITH VULNERABILITY
- LIVING OUR VALUES
- BRAVING TRUST
- LEARNING TO RISE

THE HEART OF DARING LEADERSHIP

SELF-AWARENESS AND SELF-LOVE MATTER.

WHO WE ARE IS HOW WE LEAD.

COURAGE:

AN INHERENT TRAIT?

- IT'S MORE ABOUT HOW YOU BEHAVE AND SHOW UP IN DIFFICULT SITUATIONS.

THE HEART OF DARING LEADERSHIP

COURAGE IS CONTAGIOUS.

COURAGE:

CULTIVATE A CULTURE

- CREATE A CULTURE IN WHICH PEOPLE FEEL SAFE, SEEN, HEARD, AND RESPECTED.
- DARING LEADERS MUST CARE FOR AND BE CONNECTED TO THE PEOPLE THEY LEAD.

COURAGE AND FEAR

...ARE NOT MUTUALLY EXCLUSIVE. MOST OF US
FEEL BRAVE AND AFRAID AT THE SAME TIME.

RUMBLE:

- A DISCUSSION, CONVERSATION, OR MEETING DEFINED BY A COMMITMENT TO LEAN INTO VULNERABILITY, TO STAY CURIOUS AND GENEROUS, TO STICK WITH THE MESSY MIDDLE OF PROBLEM IDENTIFICATION AND SOLVING, TO TAKE A BREAK AND CIRCLE BACK WHEN NECESSARY, TO BE FEARLESS IN OWNING OUR PARTS, AND TO LISTEN WITH THE SAME PASSION WITH WHICH WE WANT TO BE HEARD.

LET'S RUMBLE:

- SHOW UP WITH AN OPEN HEART AND MIND SO WE CAN SERVE THE WORK AND EACH OTHER, NOT OUR EGOS.

DARING

GREATLY

LEADERSHIP

MANIFESTO

NOW...MANAGING YOURSELF
FIRST

VISIONING-GOAL SETTING

- Personally
 - Commit30
 - My vision
 - My monthly goals overview
 - 30-day challenge
 - More & Less
 - Today, I am thankful for...
- Professionally
 - High-leverage practices

ROUTINES

- To do lists
 - Specific
 - By topic



- Organization system
 - Folders

- Cone of silence



- Inbox zero



It Won't Be Easy

An Exceedingly Honest
(and Slightly Unprofessional)
Love Letter to Teaching



Tom Rademacher Foreword by Dave Eggers

MODIFIED FOR SCHOOL LEADERS

You wanna know what's going to happen?

Total ridiculousness.

All the time.

If you don't have *administrator* friends, get *administrator* friends, because no one else will understand or believe the stories that you will bring home.



Tweet



Clay Cook

@ClayCook_phd



School admin take care of yourselves first to be best in the service of those who you lead. Our study indicated admin tend to sleep less, drink more alcohol, & have more sedentary lives than the general population. Wellness starts at the top!

8/27/18, 9:25 AM

8 Retweets **47** Likes

SELF CARE

- Who is in your network?
- How do you turn off work?
- How do you stay healthy?

WHY I DO
WHAT I DO!