



Leadership Development

Anywhere, Anytime

Practical Tips for School Leaders – #33

July 24, 2020

“Empowering and Taking Care of the People You Lead”

What intentional steps will you focus on as school reopens to take care of the people you lead and empower them to contribute in meaningful ways? Are there a few new methods you will deploy to connect with students, faculty and staff so everyone earns the reward of being part of the team and understand their contributions matter? Jimmy Casas in *Live Your Excellence* speaks to the importance of investing in people. He reminds us of a few simple strategies to support the growth of people.

Capacity Building – Make it a daily practice to invest in and find ways to build the capacity of people in the building or department. As you interact with people, listen to them with the purpose of getting to know their strengths, values and feelings. Are you able to invite capable faculty and staff members to facilitate certain projects or provide valuable input on tasks? Trust them, and never give up on them. If they make a mistake provide specific, actionable feedback with the intent of developing their capacity.

Impact their values and actions by outlining your expectations and communicating openly and honestly with them. When you don’t have the answer, tell them. Invite them into the conversation of problem solving leading to designing solutions.

Inspire their work and energize them through communicating your belief in their ability to create and innovate. Help them become appropriate risk takers. Celebrate an innovative mindset.

Leaders do not lead alone, invite people to provide input. What are their core beliefs and why are those important to the culture of the school or department? Remind everyone of the importance of collective efficacy to results. This fall many adults will need empathy and emotional support. How will structures in the school support the adults? Discussing a system of faculty partners could assist during times of confusion or stress by providing a person to lean on. Allowing people to express themselves and offer unique perspectives in the work environment has the potential to develop a culture of integrity and collaboration.

Share some of your responsibilities with others who are ready. Help them experience success. Create opportunities to work side by side in meaningful work. It is difficult to ask for help; leadership is complex and can be less so if others are invited to participate in important decision making with action planning for desired results.

Watch for and initiate minor changes that have the power to improve the culture. Does everyone understand the vision? Do they know the core beliefs and is everyone working according to the vision and core beliefs? Are high expectations for everyone the norm? Do you confront those who do not conform or are slacking?

Communicate using various methodology. Be visible for people to approach you and ask questions or engage you in conversation. Go out of your way to visit with all people as part of your routine. Focus on developing rich relationships which require the leader to share from the heart also.

Celebrate and show appreciation to the people in the school and department for everything they bring to the culture. What do you want your legacy to be? Model and openly share with staff your passion for the profession.

Casas, Jimmy. *Live Your Excellence. Bring Your Best Self to School Every Day.* Dave Burgess Consulting, Inc. San Diego, CA, 2020