

Key Take-Aways

teAm Schools Workshop: Kick-Off & Transformational Leadership September 24, 2009

Below are the key take-aways from the teAm initiative Kick-Off and Transformational Leadership workshop held on September 24, 2009.

1) During a warm-up activity teAm schools were asked to discuss and select a golden nugget (their biggest accomplishment in the initiative) for last year. Principals voiced significant progress made by their schools.

2) Transformational leaders create organizational conditions in which organizational members can develop their own leadership capabilities.

3) Transactional and Transformational Leadership

Transactional – most direct leader – leader that gets things done that have to be done to operate the business.

Transformational–this leader mentors and develops staff. They identify the talents and potential in others and help them to reach their full potential.

Transformational leaders use transactional styles at times, but work beyond that in becoming transformational leaders as well.

4) Emotional Competence (EC)

Is the product of self (ego identity), moral dispositions, and developmental history.

A learned capacity based on emotional intelligence that contributes to effective performance at work.

5) How does transformational leadership and EC fit in the ABCs from an adult perspective?

If we are setting others up to be successful than the transformation leader is the one that helps others develop.

6) Purpose of a 360 survey is to:

- See the big picture – don't focus only on the good or only on the bad things about a person. Look at the person objectively.
- Self improve in areas of strengths AND weaknesses.
- See how others perceive you vs. how you see yourself and see if there is a disconnect.

7) It is important to be comfortable to learn from our mistakes – that is the culture we want to create – growth is good! We have to fail in order for this to happen. We have to be allowed to fail.

8) Ways to Receive Feedback

- 360 degree assessment
- Develop a questionnaire
- Create a student survey
- Values In Action survey – go to www.viacharacter.org
- EQEI – Measures emotional intelligence and gives a score. Also provides a group summary. Go to www.mhs.com

Imagine... learning how to be the leader you always knew you could be.