

ELEVATING SEASONED AND UNSEASONED LEADERS TO FILL THE LEADERSHIP GAP

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AIS

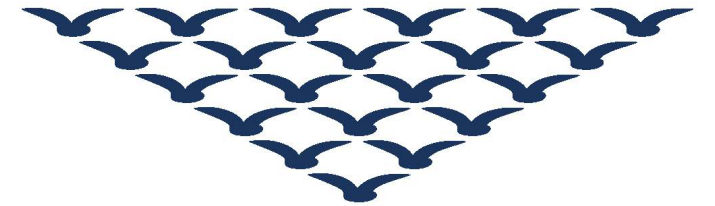


Widener
University

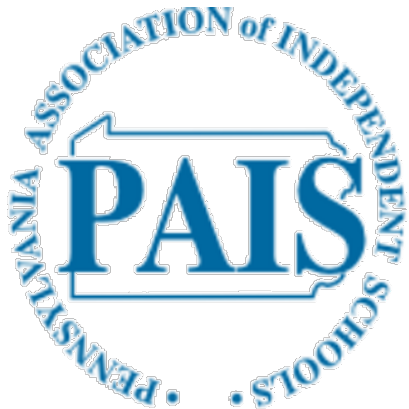
AGGIE'S JOURNEY



PennState



PAISBOA



THE INDEPENDENT SCHOOL
GROUP RETIREMENT PLAN

indyschoolretirement.org

Once, Always.



PHI SIGMA SIGMA

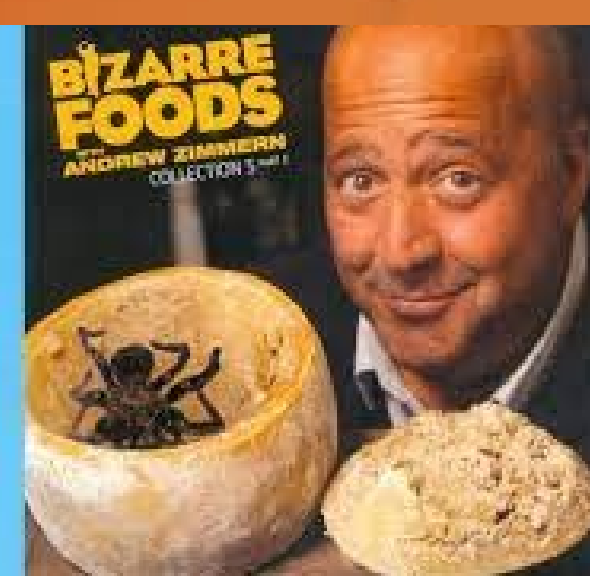
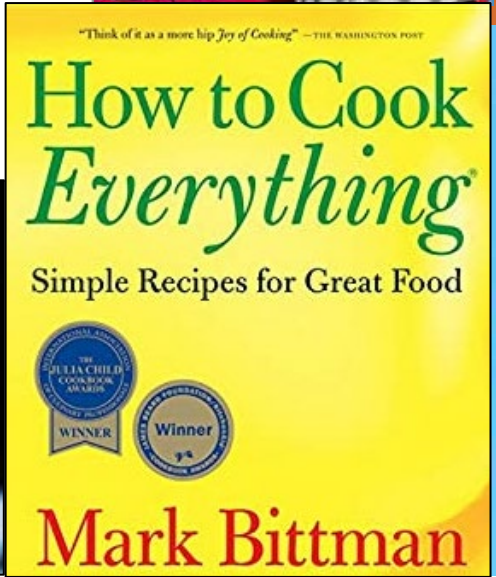
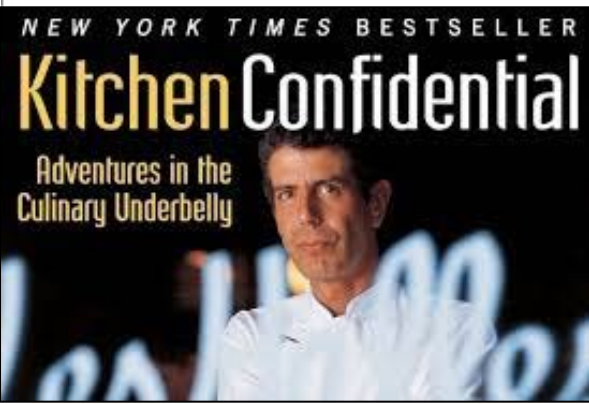
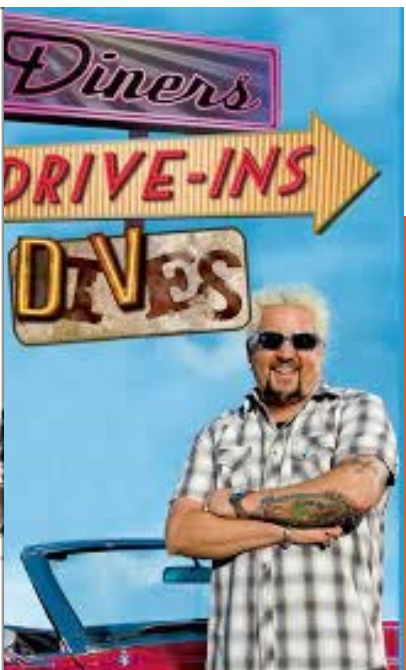
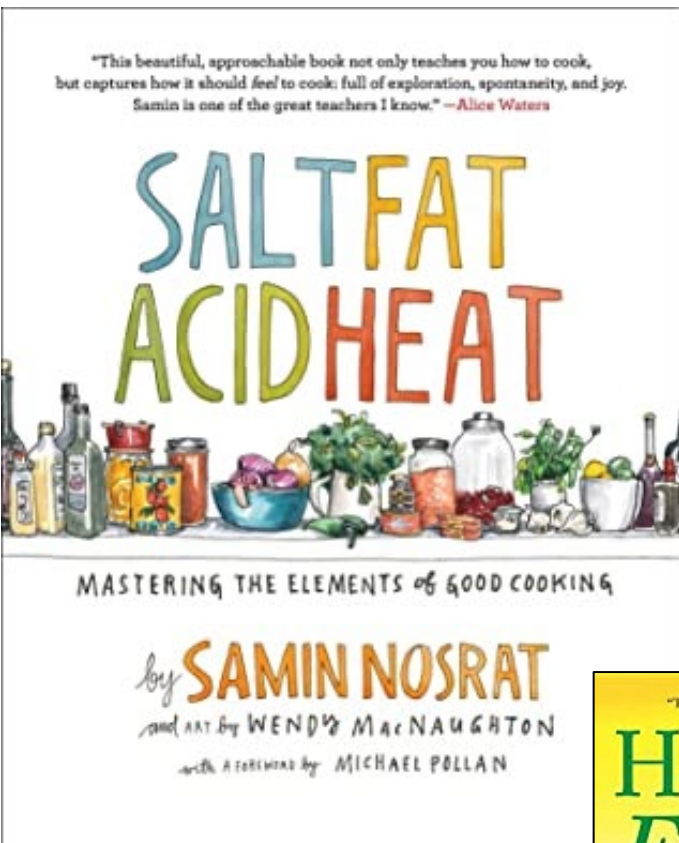


UNIVERSITY OF
GEORGIA

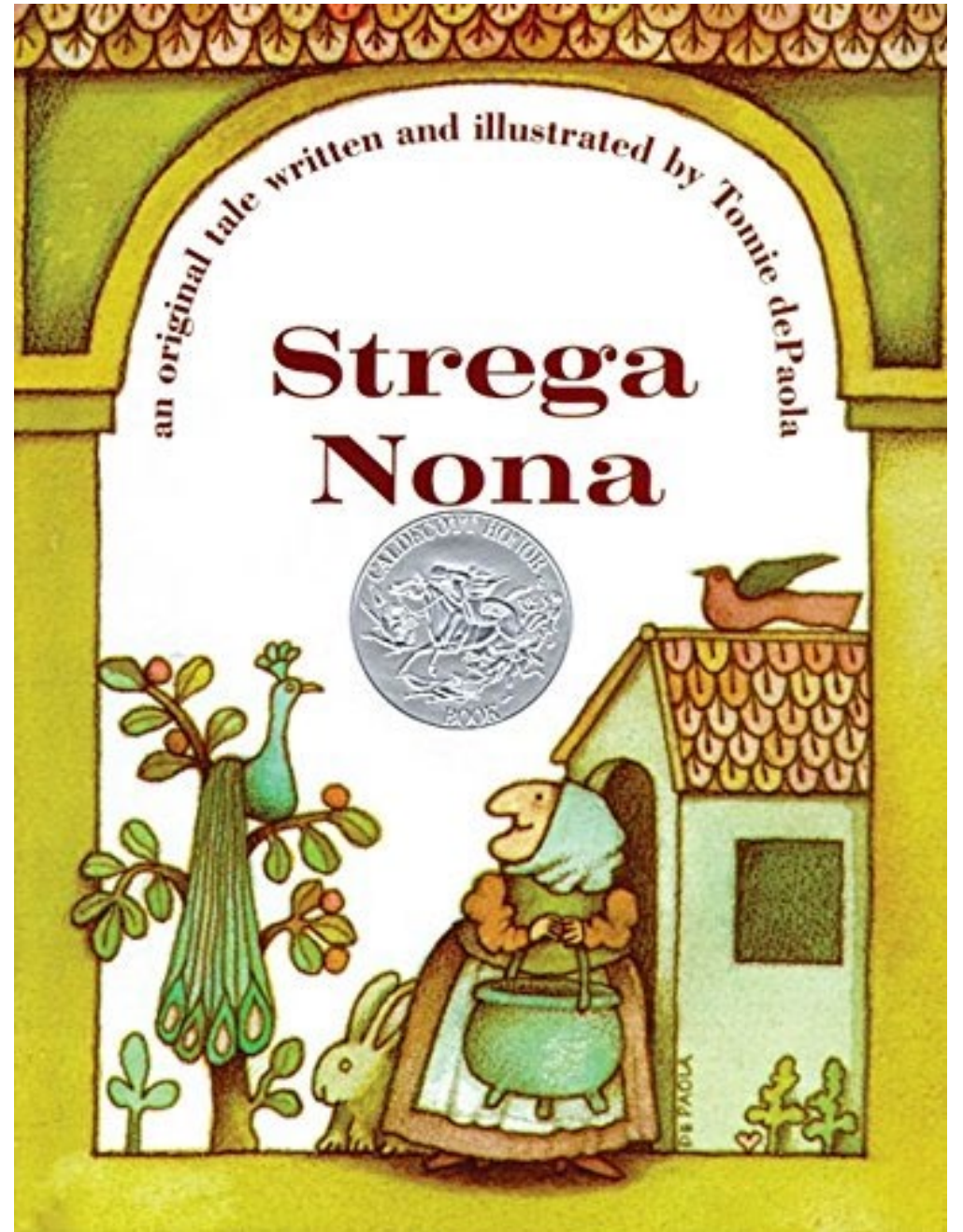


DAMIAN'S JOURNEY





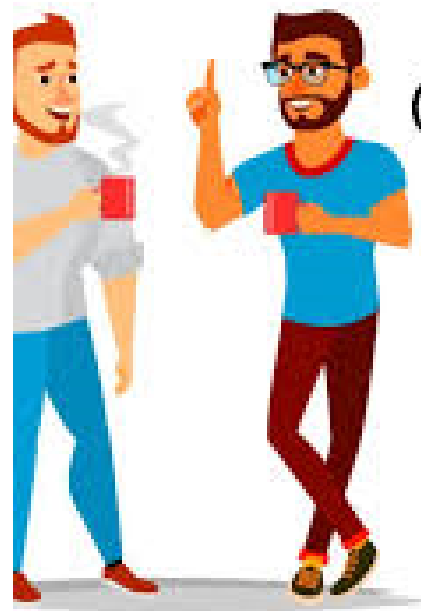
INGREDIENTE SEGRETO!



Here's a fun activity you can do with your team!



Generate a list of leadership characteristics.



**Characteristics
Of
A
Good
Leader**



QUALITIES OF A BAD LEADER

CAREERCLIFF.COM

- Don't take feedback
- Don't believe in growth
- Being Overly Conservative
- Permitting Negative Gossip
- Poor Communication of Strategy
- Closed-Mindedness
- Assigning Blame
- Inconsistency
- Being Too Slow to Adapt
- Micromanage
- Can't accept criticism
- Lack of Transparency
- Not Listening
- Dismiss other's ideas
- Valuing Experience Over Potential
- Ego
- Unethical
- Biased
- Working 24/7
- Lack of Empathy
- Not flexible
- No creativity and innovation



TRAITS OF A GOOD LEADERSHIP

- Self-motivated
- Humility
- Care for Others
- Self-awareness
- Emotional Intelligence
- Self-Discipline
- Passion
- Resilience
- Accountable
- Supportive
- Tech-savvy
- Integrity
- Ability to delegate
- Communication
- Self-awareness
- Gratitude
- Learning agility
- Influence
- Empathy
- Courage
- Respect
- Empathy
- Innovative
- Honesty
- Active Listening
- Self-Confidence
- Vision
- Delegation
- Decision-making
- Problem-Solving
- Fair Attitude
- Inquisitiveness
- Empower others



SPICES



Here's another fun activity you can do with your team!

Take the list of leadership characteristics and put them into your spice rack:

Example: empathy is like cardamom – a little unexpected, complex yet comforting, with an herbal warmth that enhances everything around it.

D

SPICE LIST

paprika

pepper

salt

cumin

clover

turmeric

coriander

cayenne

cinnamon

chili powder

clove

nutmeg

star anise

Posh, scary,

sporty, baby,

ginger

PROCESS

WHAT SHOULD I COOK?

SALT



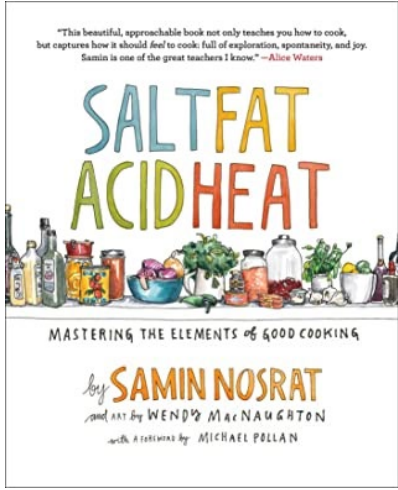
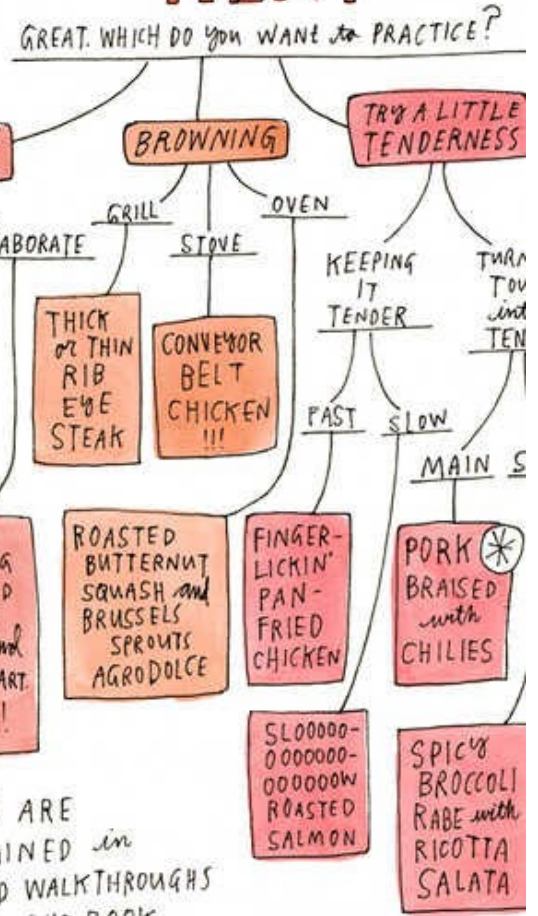
FAT



ACID



HEAT



PERFECT
↓
ANATOMY OF A GRILLED CHEESE SANDWICH



<https://www.npr.org/sections/thesalt/2017/05/30/529699099/-salt-fat-acid-heat-a-guide-to-the-elements-of-cooking>

DON'T FORGET THE EGGS!



Crème brûlée



Souffle



Meringue

Activity: The Egg Inventory



Working / Thinking / Learning Styles

The Egg – Working/Thinking/Learning Styles

- Rank each set of words below (going ACROSS, not down), assigning a 4 to the word which is most characteristic of you, a 3 to the word which next best characterizes you, a 2 to the next most characteristic word, and a 1 to the word that is least characteristic of you.
- Be sure to assign a different rank number to each of the four words in each row - no ties!

A. ___discriminating

A. ___tentative

A. ___involved

A. ___practical

B. ___receptive

B. ___relevant

B. ___analytical

B. ___impartial

C. ___feeling

C. ___watching

C. ___thinking

C. ___doing

D. ___accepting

D. ___risk-taker

D. ___evaluative

D. ___aware

E. ___intuitive

E. ___productive

E. ___logical

E. ___questioning

F. ___abstract

F. ___observing

F. ___concrete

F. ___active

G. ___pressure-oriented

G. ___reflecting

G. ___future-oriented

G. ___pragmatic

H. ___experience

H. ___observation

H. ___conceptualization

H. ___experimentation

I. ___intense

I. ___reserved

I. ___rational

I. ___responsible

FOR SCORING – add the numbers from only the columns indicated in each row.

+BCDEGH

=(CE)_____

+ACFGHI

=(RO)_____

+BCDEGH

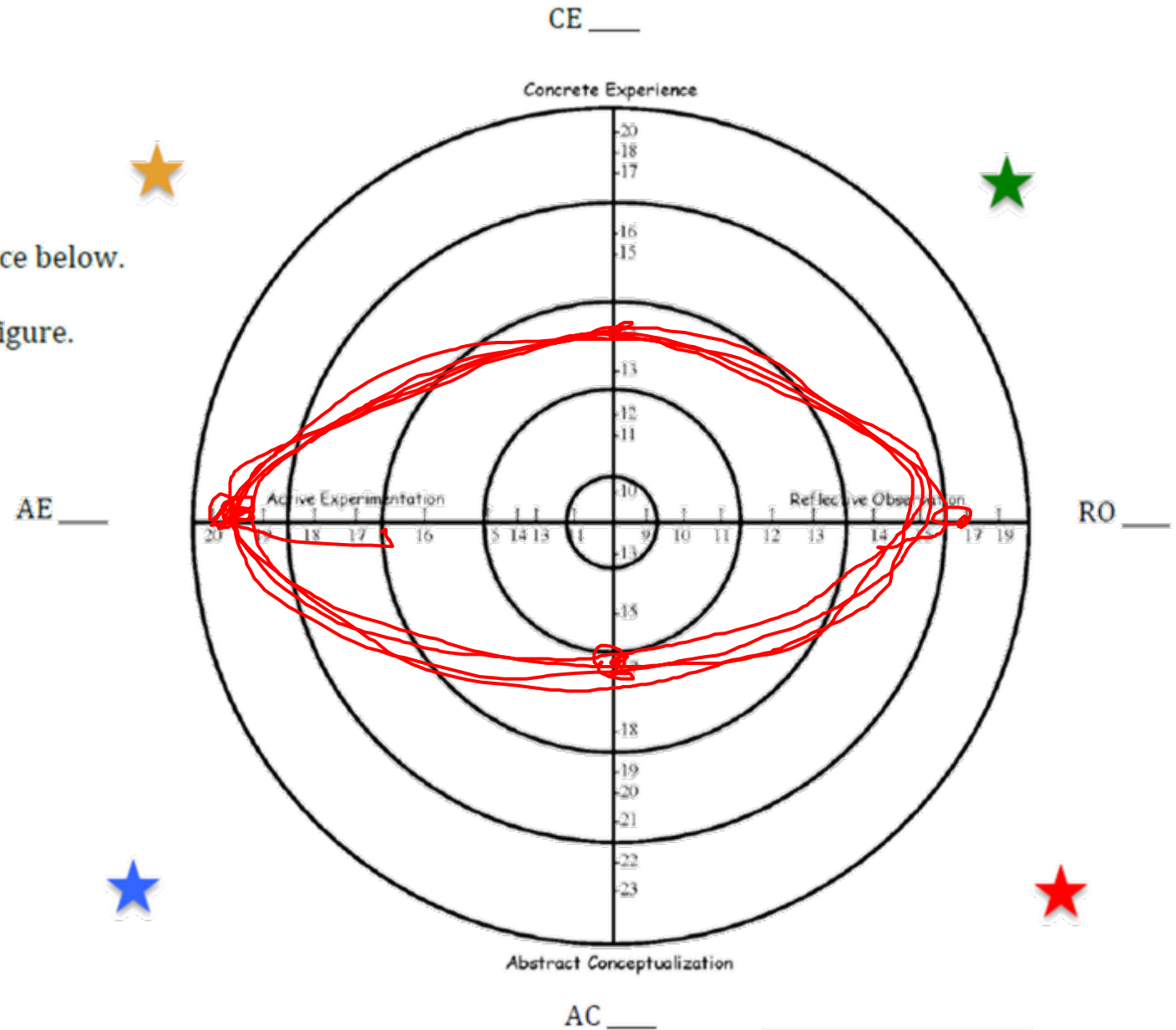
=(AC)_____

+ACFGHI

=(AE)_____

INSTRUCTIONS:

- >Transfer your scores for each quadrant to the appropriate space below.
- >Next, plot your scores for each quadrant on the bull's-eye.
- >Then connect the dots. You should have a 3-sided or 4-sided figure.



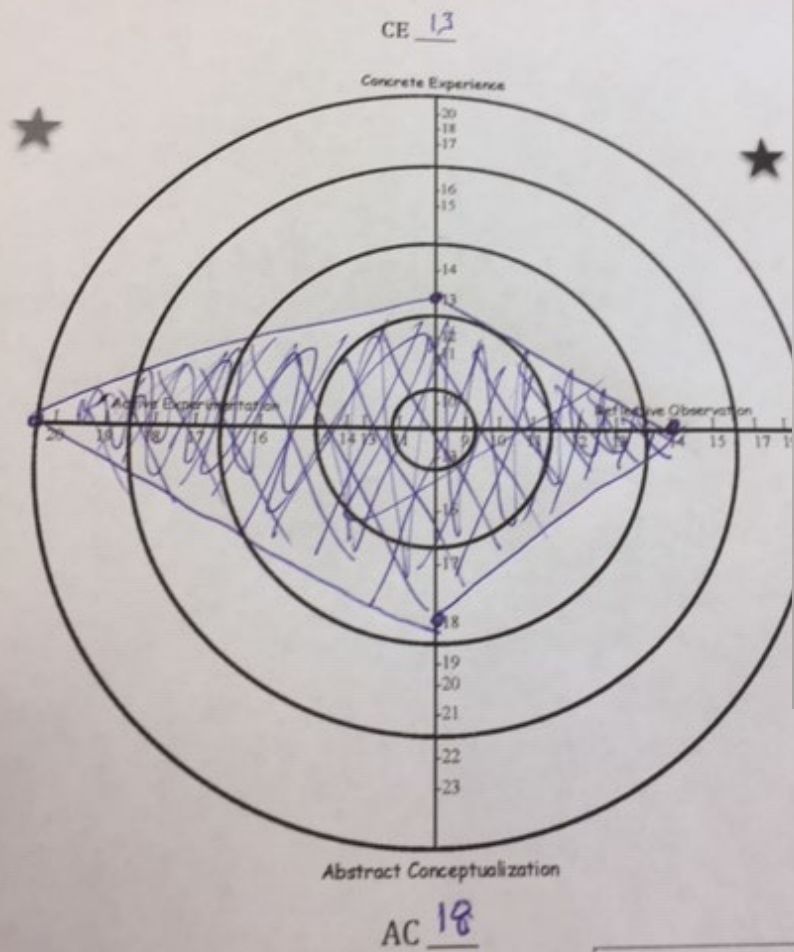
EGG ACTIVITY RESOURCES

www.misbo.com/egg

Adapted from the early work of David Kolb

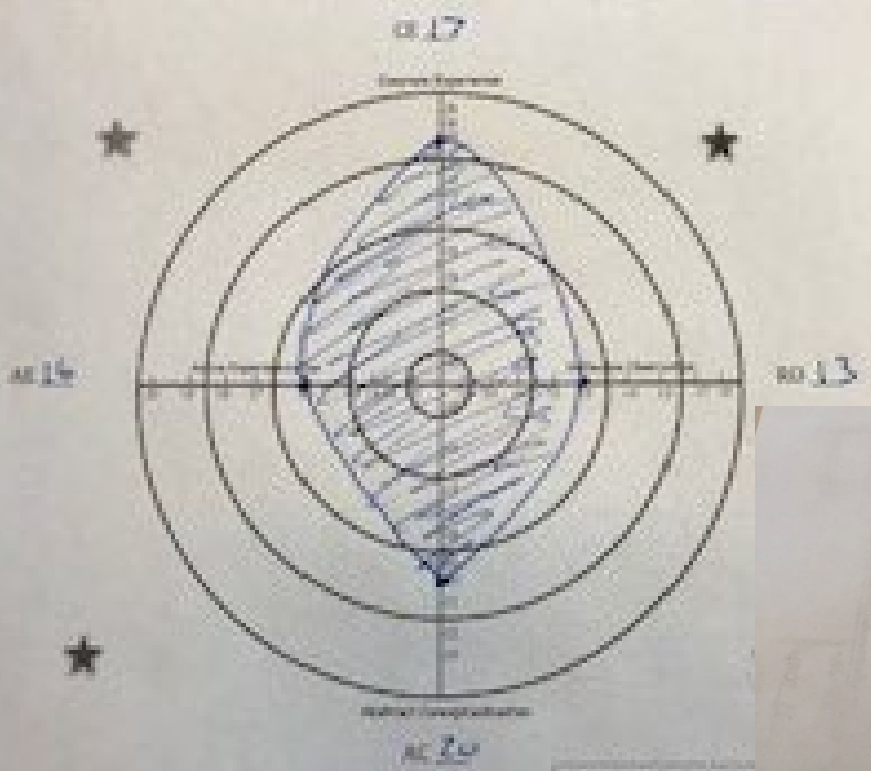
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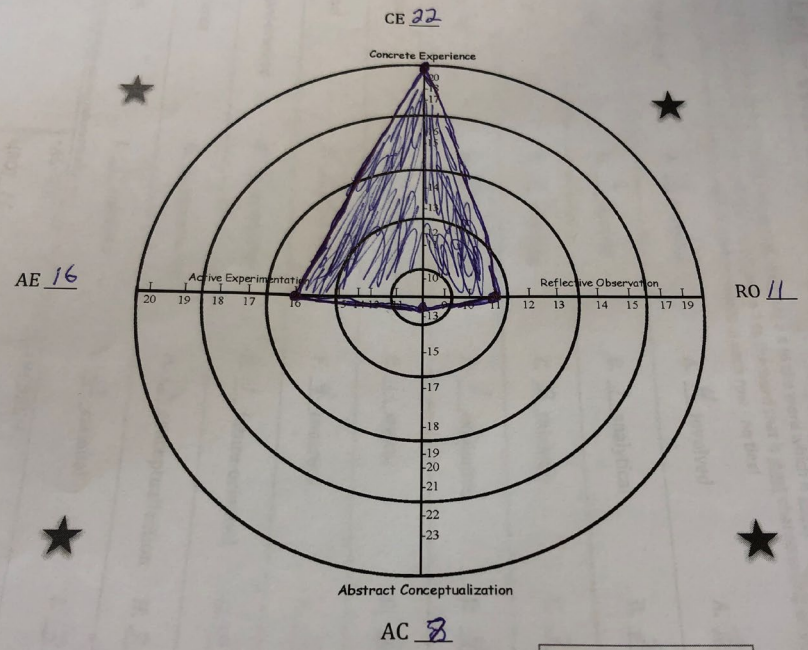


Adapted from the early work of David Kolb

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Adapted from the early work of David Kolb



Learning, Thinking, Working Styles

~David Kolb~

Helpful to:

- Understand Self
Natural instinctive strengths
In your groove
- Understand Others
Why others do what they do
Reduces blaming
- Create the best group result
Serves everyone's needs
Involves all in effort

Works for family, work, friends, church, community...



Learning, Thinking, Working Styles

~David Kolb~

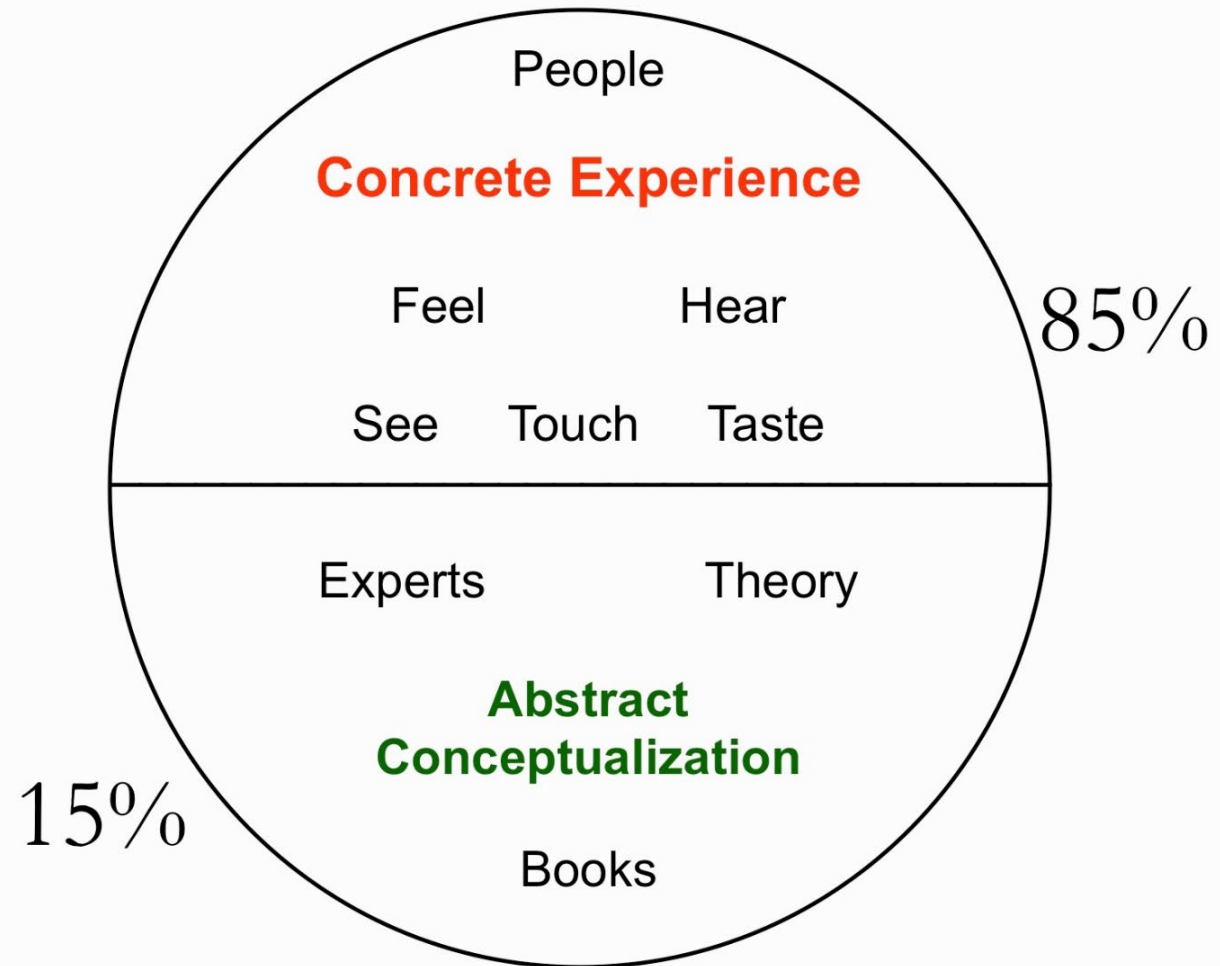
Not intended to:

- Put people in boxes
- Suggest people don't stretch
- Suggest one "style" is better than another

You don't get harmony when everyone
sings the same note!

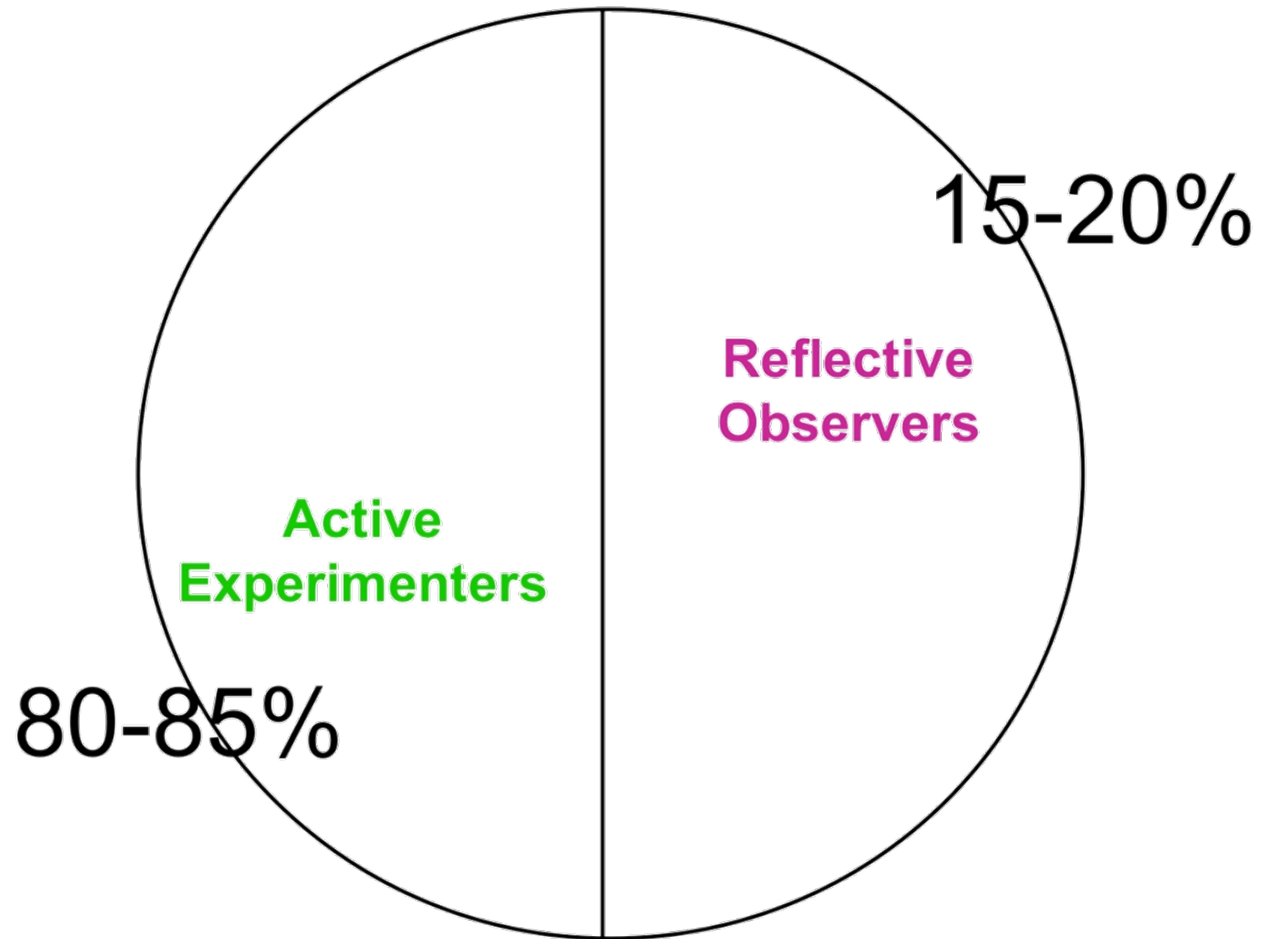


How we take in information





How we use information





The whole picture

What If?

Why?

70%

10-15%

Top-Left

Top-Right

Bottom-Left

Bottom-Right

10%

3-5%

How?

What?

Concrete Experience

What if?

Why?

- Active problem solving
- Crisis intuitive
- Adaptable
- Entrepreneurial
- Risk taker
- Enthusiastic
- Leads by energizing people
- Holds up vision
- Learns by trial & error
- Loves the big picture

- Sympathetic
- Brings harmony
- Leads by trust & participation
- Observes others
- Seeks personal meaning
- Sensitive
- Reflective
- Helpful
- Directed by feelings & emotions
- Tackles problems by first reflecting alone, then brainstorming

Active Experimentation

Reflective Observation

- Leads by personal forcefulness
- Values strategic thinking
- Practical
- Literal
- Precise
- Seeks analytical solutions to problems
- Thrives on plans & timelines
- Productive
- Steady
- Limited tolerance for fuzzy ideas

- Firm minded
- Learns by thinking through ideas
- Makes decisions impersonally
- Leads by principles & procedures
- Planner
- Uncomfortable with subjective judgments
- Driven by intellect – “What do the experts say?”
- Likes details
- Analytical

How does this work?

What?

Abstract Conceptualization

Think through the details

Finish something

If you live in this quadrant, your “workout” must include:

- Slow down when sharing ideas
- Organize
- Seek facts
- Value strategic thinking
- Listen without fixing
- Respect details
- Reflect
- Appreciate procedures

If you live in this quadrant, your “workout” must include:

- Make
- Be practical
- Try something new
- Organize
- Structure
- Think through how something works
- Plan ahead
- Deal with conflict

If you live in this quadrant, your “workout” must include:

- Respect the process
- Take time to know people
- Create
- Brainstorm ideas
- Reflect
- Listen
- Be sympathetic
- Develop trust

If you live in this quadrant, your “workout” must include:

- Welcome change
- Become comfortable with chaos
- Motivate others
- Think of people
- Risk
- Deal with conflict
- Try it before it is perfect
- Share feelings

Connect with people

Do something

SAMPLE QUESTIONS - CONVERSATION STARTERS

- Are there people in the room with eggs different from yours?
- Are there people on your team with eggs that are different from yours?
- What modifications have you made to work with other people?



4 minutes



5 minutes



6 minutes



7 minutes



8 minutes



9 minutes

**PERFECT
Hard Boiled Eggs**



PUTTING IT TOGETHER
ADD HEAT

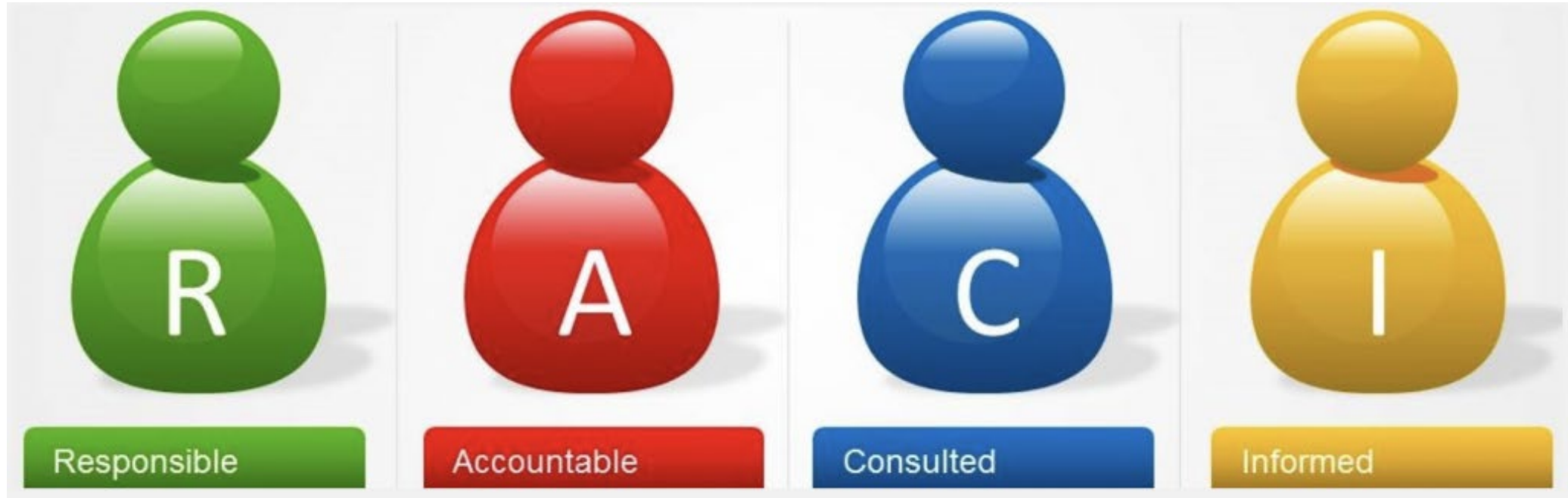


All chocolate
chip cookies
start as dough

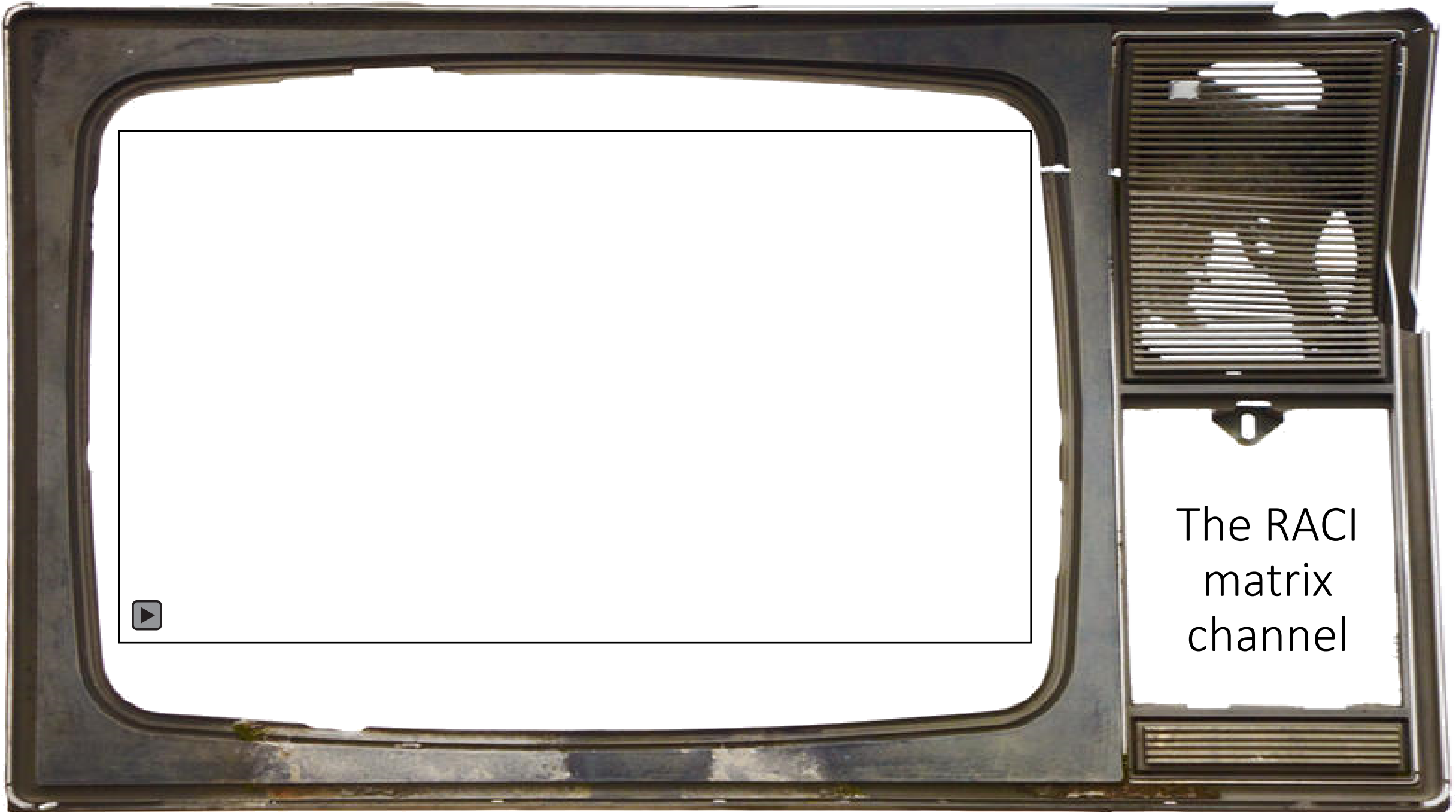
All gumbo
starts as a
roux



The RACI Matrix



<https://project-management.com/understanding-responsibility-assignment-matrix-raci-matrix/>



The RACI
matrix
channel

RACI Matrix

Task \ Role	Role 1	Role 2	Role 3	Role 4	Role 5	Role 6
Task 1	R		C			
Task 2	R		A		C	
Task 3	R	R	I	A		I
Task 4			C		R	
Task 5	A	C		I		
Task 6		I	C	C		R



Responsible

Person assigned to do the activity.

Accountable


Person makes final decisions and has the ownership.

Consulted

Person who must be consulted before a decision or action is taken.

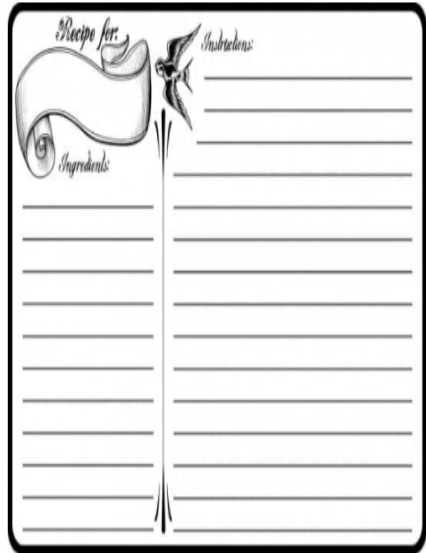
Informed

Person who must be informed when a decision or action has been taken.



Leadership skills are like anything else, they take practice and effort to do them well. There are many ingredients that go into being a great leader, like focus, commitment, energy, communication, honesty, inspiration, awareness, accountability, etc. The key to the recipe is to blend and mix those traits while following this basic, four-step process:

RECIPE FOR LEADERS



- 1. CREATE A VISION:** The vision doesn't always have to be large and over-arching, like becoming the best automaker on the planet. It could be becoming the best customer-service unit or sales team your company has ever had – even if just for that one quarter.
- 2. MOTIVE AND INSPIRE:** Why would others want to do this with you? Do they care about their work? Do they care about themselves? What is their personal/professional stake to want to do better?
- 3. MANAGE THE VISION:** Once you have sold the people around you on the idea that the effort is worthwhile, you must prove that to them, each step of the way, as you make progress. Also, show those not directly involved in the effort why what you are doing matters to them, too.
- 4. COACHING THE TEAM:** Leaders do not create followers, they create more leaders. When you build up the individual, the team takes care of itself.



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Contact us!
And resources
available at

[MISBO.com/recipes](https://www.misbo.com/recipes)