

PRESENTATION AND WORKSHOP TOPICS AVAILABLE FROM MISBO



FOR THE BOARD

- *Trustee Basic Training: appropriate for new trustees, trustees new to governance; for boards needing a refresher in basics of governance or for boards looking for assistance in initiating a program of study; good for board orientation and retreats.*
- *Trustee Advanced Training: for the board transforming from operational to aspirational and working in partnership with the executive leadership team towards strategic and innovative goals and assessments. A closer look at more nuanced areas and their alignment with values.*
- *Trustee Custom Training: topics of an organization's choosing usually paired with one or more elements of the basic or advanced training. Suggested topics include strategic planning, executive and board performance assessments, uses of data and dashboards to inform decision-making, fundraising activities and data, board succession and continuity, brain science and the evolving landscape of governance, sustainability and the digital reality, transformations.*

Bylaws and board policy manual review is included in all trustee workshops

STRATEGIC PLANNING

- *Strategic Planning: Due to the intense nature of this service, we generally only provide consultative assistance to one school per year to help with strategic planning and its linkage to accreditation models.*
 - *The methodology complements the way in which the school desires to study itself or helps the school determine its best path forward. Assistance includes help with design, implementation, and analysis. The heavy lift still resides with the school as we generally will not facilitate focus groups but will train others to do so and then assist with coding and analysis.*
 - *The technical assistance for accreditation can include a review of standards and indicators, serving as a resource for any questions about the accreditation process.*
 - *Strategic planning can be a lengthy endeavor and the preference is for assistance with the school to conclude within one year from the time we start. This does not always work out, but that is the initial plan.*

PAY EQUITY AUDITS AND SALARY SCALE RECONFIGURATION

- *These audits consist of an analysis of the school's pay practices and salary scale using linear regression models and a variety of statistical tests to help uncover the realities of a school's pay practices. After conversations about compensation philosophy, deliverables include a document that describes the process used, major findings and recommendations, one or more excel spread sheets with formulas that calculate suggested revisions to salaries and a method for calculating new employee salaries, benchmark group creation.*

For more information, visit
www.misbo.com/workshops

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FOR LEADERSHIP, MANAGEMENT TEAMS, PARENT GROUPS AND OTHERS

- *Working Styles and Working Culture: Becoming a high functioning team takes work. Distributed leadership provides a lens to understand silos and structures of interaction, shared beliefs, trust, understanding, performance, and group accountability. Designed for the executive leadership team, department heads, operational directors, and other groups who work together to achieve goals. This is generally a four-part workshop on the following topics: Trust, Understanding, Performance, Accountability and includes two easy-to-duplicate assessments: one on political skills and one on work and learning types.*
- *Wisdom while you walk: We were not built to sit on our keisters all day long staring at a computer screen. Our bodies were built to walk about 12 miles a day (how many steps is that, you ask? A lot more than 10,000). There is a direct relationship between your brain's neural activity and your level of physical activity. Let's learn to walk and talk: there is no magic behind it, but there is a lot of science behind why it works. We will be moving around – walking, not running or jumping – everyone can do this! It might be a good idea to bring comfortable shoes.*
- *Wellness and the Brain. Brains have the consistency of toothpaste, weigh about three pounds, and are about 5.5 inches by 6.5 inches. Your brain rewires itself all the time and so do the brains of your direct reports and all the people you work with (for real, it's true). There is not a lot of magic behind this, but there is a lot of science and you can learn and pass along techniques and practices to make your operations and your people more efficient and smarter.*
- *Diversity: Perpetuating Silos and Implicit Bias. You have heard of “check your ego at the door,” but have you heard of “check your bias at the door?” We all have preconceived notions about how things are or what people will be like. Explore a few ideas about hiring, meetings, interactions, and communicating that can help you check your own bias and hold others accountable for the same thing.*
- *Automation in the work and educational landscape – yes, the robots are taking over and skynet is already here. This workshop dives into economic theory, especially human capital theory and Baumol's cost disease, reviews AI fails (always a crowd pleaser), and examines what machine learning can do in the operation of organizations, and what it can't do.*
- *Brain Science and Pedagogy: An interactive workshop designed to kick start conversation around transformational teaching and the systems needed to support it. Appropriate for operational staff who need a primer on the current and emerging educational landscape, parent or volunteer groups interested in learning more about how learning works, or educators integrating recent discoveries into their classrooms. This workshop provides a deeper dive into the history and future of education in light of some of the most recent disruptions.*
- *Doing more with less. These economic times we are in demand that we learn to work more efficiently and with fewer resources. There are sacred cows in all sectors of industry – what do the burgers taste like from yours? This is a mostly practical look using the principles of design thinking to analyze companies that are disrupting their industries.*

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