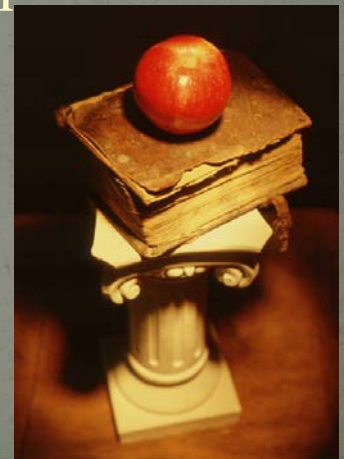


A-Prep

September 7, 2016 Interpersonal Skills
and Communication

Bell work: Please read chapter 1 “If you Don’t Feed The Teachers They Eat The Students” and complete self assessment on pages 16-18



Welcome

- Introductions
- Reflection
 - A truly successful leader is a reflective leader. How has this activity assisted you in being reflective?
- Frame of the Meeting
 - Establish Working Norms
 - Intended Outcomes
 - Review Agenda



Working Norms

- 1. Show Up
 - Actively participate
 - Present in body, mind and heart
 - Honor the situation and each other
- 2. Pay attention
 - Listen and hear each other
 - Seek first to understand, then be understood
 - Care and respect for each other
- 3. Tell the truth (without blame or judgment)
 - Be honest and true
 - Share yourself
 - QTIP – Quit taking it personally
 - Respect each other and each others gifts
 - Don't apologize for telling the truth
 - Share the truth
- 4. Be open to outcome (not attached to outcome)
 - Embrace change and help each other embrace
 - Trust each other, trust the process
 - Assume good will
- 5. Vegas rules
 - What is shared here, stays here – what is learned, leaves here

Review

Make changes if needed

Agree to norms

Learning Goals For This Evening:

- Participants will have a full understanding of the importance of having Interpersonal Skills
- Participants will reflect on their own interpersonal skills
- Participants will implement strategies to enhance their interpersonal skills.

What does it take to be a leader?



If You Don't Feed the Teachers They Eat the Students!

Read Chapter 3 and Reflect

Characteristics of a well-adjusted leader

- The ability to care and be concerned for others
- The desire to be successful
- The ability to handle stress
- A general feeling of good health
- The ability to think logically
- The ability to have fun



What WOWED You?

- 1) Share with your table partner something that “WOWED” you in chapter 3
- 2) Share with your entire table
- 3) Each table share out their favorite item or the item that may have been selected more than once.

Negative Infector General



TED Talks

- The power of being positive



Why are Interpersonal Skills So Important?

No Napolean Complex

We don't hire "BRILLIANT" jerks- google

Poor climate and culture.

A- Team "A Principal's Downfall"

People don't care how much
you know until they know
how much you care.

Theodore Roosevelt



Compass Points Protocol

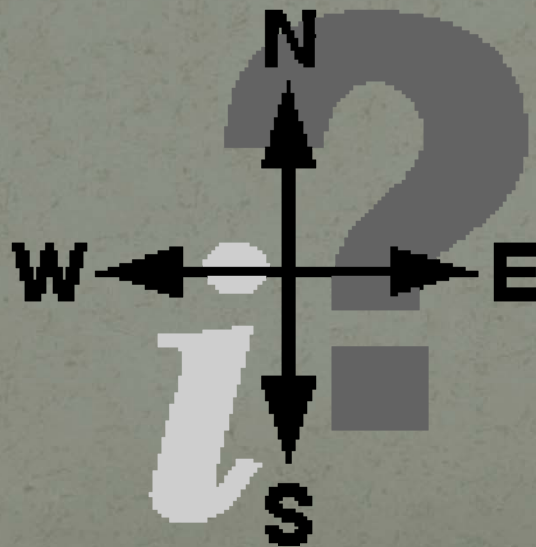
- * Learning Goal: Gain a better understanding of our leadership style and how we relate to those within our leadership teams, faculty, and support staff.

Break Time



Choose your style

*North, South,
East, or West?



Question?

* What are 4 strengths of your style?

North

- * Also called the “Warrior.”
- * Assertive, active, decisive
- * Likes to determine the course of events and to be in control of professional relationships
- * Enjoys challenges presented by difficult situations and people
- * Thinks in terms of the bottom line
- * Quick to act or make decisions; expresses urgency for others to take action
- * Perseveres, not stopped by hearing “no” - Probes and presses to get at hidden resistances
- * Likes variety, novelty, new projects
- * Comfortable being “in front”
- * Values action-oriented phrases, “Do it now!,” “I’ll do it,” “What’s the bottom line?”

West

- * Also called the “Teacher”
- * Understands what information is needed to make decisions
- * Seen as practical, dependable, and thorough in task situations
- * Provides planning and resources, is helpful to others in these ways and comes through for the team
- * Moves carefully and follows procedures and guidelines
- * Uses data analysis and logic to make decisions
- * Weighs all sides of an issue, balanced
- * Skilled at finding fatal flaws in an idea or project
- * Maximizes existing resources-gets the most out of what has been done in the past
- * Values word like “objective” and “analysis”

East

- * Also called the “Visionary”
- * Sees the big picture
- * Generative and creative thinker, able to think outside the box
- * Very idea-oriented
- * Makes decisions by looking toward the future (insight/imagination)
- * Looks for overarching themes and ideas
- * Adept at, and enjoys, problem solving
- * Likes to experiment and explore
- * Appreciates a lot of information
- * Values words like “option,” “possibility,” “imagine”

South

- * Also called the “Healer”
- * Understands how people need to receive information in order to act on it
- * Integrates other’s input when determining the direction of what’s happening
- * Value-driven regarding aspects of professional life
- * Uses professional relationships to accomplish tasks - Interaction is a primary way of getting things done
- * Supportive of colleagues and peers willing to trust others
- * Feeling-based thoughts and actions; trusts own emotions and intuition; intuition regarded as “truth”
- * Receptive to others’ ideas, builds on others ideas, team player, non-competitive
- * Able to focus on the present
- * Values words like “right” and “fair”

Question?

* What are 4 limitations of your style?

South

- * Can lose focus on goals when believes that relationships or people's needs are being compromised
- * Has difficulty refusing requests
- * Internalizes difficulty and assumes blame
- * Prone to disappointment when others see relationships as secondary to tasks
- * Difficulty confronting or handling anger (own or others'); may be manipulated by their emotions
- * Can over-compromise in order to avoid conflict
- * Immersed in the present; loses track of time; may not take action or see long-range view
- * Can become too focused on the process at the expense of accomplishing goals

East

- * Can put too much emphasis on vision at the expense of action or details
- * Can lose focus on tasks
- * Poor follow-through on projects, can develop a reputation for a lack of dependability and attention to detail
- * Not time-bound, may lose track of time
- * Tends to be highly enthusiastic early on, but then burns out over the long haul
- * May lose interest in projects that do not have a comprehensive vision
- * May become frustrated and overwhelmed when outcomes are not in concert with vision

West

- * Can be bogged down by information, continues doing analysis at the expense of moving forward
- * Can become stubborn and entrenched in a position
- * Can be indecisive, collect unnecessary data, become mired in details, “analysis paralysis”
- * May appear cold, withdrawn, with respect to others’ working styles
- * Tendency to remain on the sidelines, watchful, observing
- * Can become distanced from other people
- * May be seen as insensitive to others’ emotions
- * May be resistant to change

North

- * Can easily overlook process and comprehensive strategic planning when driven by need to act and to make decisions
- * Can get defensive, argue, may attempt to “out-expert” others
- * Can lose patience, push for decisions too early, or avoid discussions to a significant extent
- * Can be autocratic, want things done his/her way, has difficulty being a team member
- * Sees things in terms of black and white, not much tolerance for ambiguity
- * Gets impulsive, disregards practical issues
- * Not heedful of others’ feelings, may be perceived as cold
- * Has trouble relinquishing control, finds it hard to delegate; Thinks, “If I want something done right, I have to do it myself!”

More Questions?

- * What are the style(s) you have the most difficulty working with and why?
- * What would you want others to know about your style?
- * What do you value about the other styles?

Practice Scoring

- Targeted Selection Written
- Read each of the written responses
- As a group and score them on a scale of 1-5

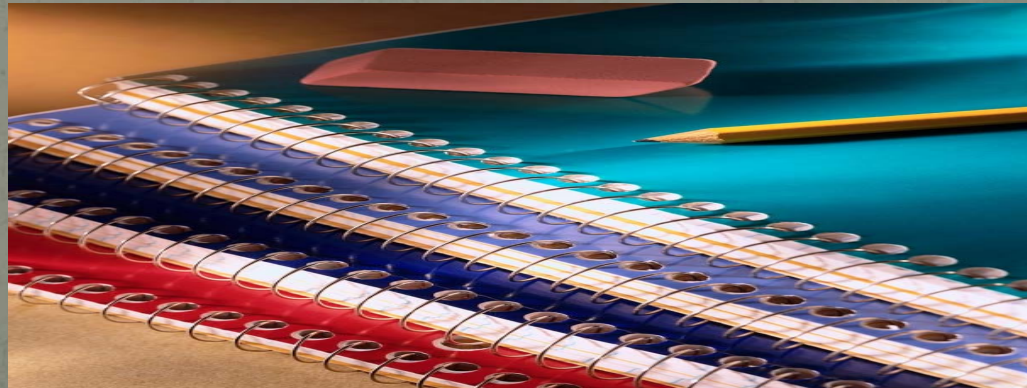
Question and Answer

- Open Discussion



Closing Moves

- Reflection
- What do you think is important about understanding how communication and interpersonal skills affect your ability to be an effective leader?
- What is an ah-ha you discovered this evening?



Reflection On Our Learning

- Time For Delta's and + 's

Leader Closing Video



Homework

Read the following books by your next session:

- Santa Claus
- If You Don't Feed The Teachers