

**Pre-Conference  
Workshop One,  
Session One**

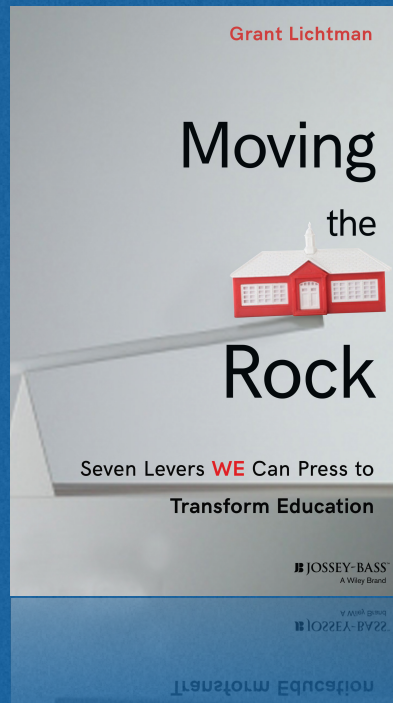
**10:00-11:00**

**“But I Don’t Have a Title”:  
Leading From Where You Are**

@GrantLichtman

[www.GrantLichtman.com](http://www.GrantLichtman.com)

What is  
inevitable  
in school  
change in  
the next  
20 years?



- Role of teachers
- Student pathways
- Virtual learning
- Artificial intelligence
- Time and calendar

**“Schools have been focused for decades on teaching. We need to re-focus on learning.”**

***Bo Adams  
Mt. Vernon Institute for Innovation***



What does  
“innovation”  
actually mean  
for schools?

**INNOVATION DOES NOT = IDEAS**

**INNOVATION DOES NOT= GOOD IDEAS**

**INNOVATION = IDEAS THAT ENHANCE VALUE FOR  
THE ORGANIZATION**

**SUCCESS= SUSTAINED VALUE**

# VALUE PROPOSITION

The difference between what you say you do and what you actually do *in the eyes of your customer.*



**Resetting perspective is the most powerful evolutionary step you and your team can make toward new normal leadership.**

**Build a “clarity of possibility”.**

*Unboundary “Radar”*

**Times of rapid evolution require  
*distributed* leadership**

**...not up to mommy or daddy to tell us it is OK**



# old school leadership archetypes

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**SURGEON:** Find one problem and fix it.



**SOLDIER:** Work really hard on stuff that needs hard work



**ACCOUNTANT:** Always solutions in the data if you look hard enough.



**PHILOSOPHER:** In teaching lies the

# The “architect-leader”

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- **Observe and listen.**
- **Create a vision for the future that meets the needs of the user.**
- **Work from a large pallet of options, not one cookbook solution.**
- **Want to build for the long-term.**
- **Create solutions that work for all members of the team—plumbers, roofers, electricians, landscapers, framers, etc—not just for their own aesthetic sense.**
- **Are willing to make changes after a first iteration, even if those changes run contrary to their initial ideas.**



The two  
absolute  
prerequisites  
for effective  
change

**WILLINGNESS TO TAKE  
RISKS**

**NETWORKED  
CONNECTIVITY**

Think of all the silos at our schools:

ACTIVITY:

BUSTING  
SILOS

- Classroom
- Subject
- Grade level
- Division
- Campus
- Teacher/admin/parent/student



# ACTIVITY: BUSTING SILOS

# How might we dramatically reduce the impact of silos in our schools?

- Idea Map



- Gather
- Share one great idea