I am dedicated to serving school leaders who are on their pathway to excellence build collaborative cultures and high performing teams!

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When I was a young man, I wanted to change the world
When I couldn’t change the world, I tried to change my nation
When I couldn’t change my nation, I tried to change my town
But I couldn’t change the town, so I tried to change my family
Now I realize that the only thing I can change is myself
If long ago I had changed myself, I could have changed my family
My family could have changed our town
Our town could have changed the nation
And then I could have indeed change the world

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Today’s Lesson

✦ What CAN I do everyday in my school to create the change and ripple effect that I want to see?

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“The school culture is an EFFECT of the leaders behaviors, action, routines and habits”

What do you want in your school?

SEE, HEAR, FEEL

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Problem #1
Everyone wants a piece of you

Problem #2
No Accountability
Problem #3
Parents don’t value the work you do

3 TRUTHS

TRUTH #1
HOPE is NOT a strategy!
TRUTH #2
Every hour spent fielding interruptions is liability!

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TRUTH #3
Every hour spent planning is money in the bank!

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HOW she did it? Ronnie Nelson
(Owner of 4 locations in Utah)

• “We’ve had our most productive year ever and SAVED thousands of dollars because we mapped out our strategies!”

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BREAK DOWN

✦ Every minute spent planning SAVES 12 minutes on average
✦ If you spend 30 minutes planning, strategizing and staging the week – you SAVE 6 HOURS!

ROUTINES

✦ Routines FUEL the future that you want

Are you in the mood?
Close your door!

✦ Focused time to work on the MIA
✦ MOST IMPORTANT ACTION

Daily door time

✦ When are you available?
"Closing my door was the BEST thing I did. Retention improved, culture is better, morale is high and I’m happier because I get work done!"

Routines for staff

- SYSTEM
- ENVIRONMENT
- HABITS

SYSTEM
- Stop trying random tactics
- You need a system
Environment

1. How do I set the place up so that staff automatically do this?

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Conversation starter

1. Tell me more about what you are doing at the stove
2. What do you predict will happen?
3. What would happen if...?
4. How might you use the ...?
5. Why did that happen like that?

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Routines

What can you do everyday that takes less than 5 minutes that would have a dramatic impact on your school culture?
Quick win

1. Close ALL distractions, put your phone down
2. Make eye contact
3. Clear your head from the chatter
4. LISTEN, Don’t FIX the problem
5. “Seek first to understand, then be understood” Steven Covey