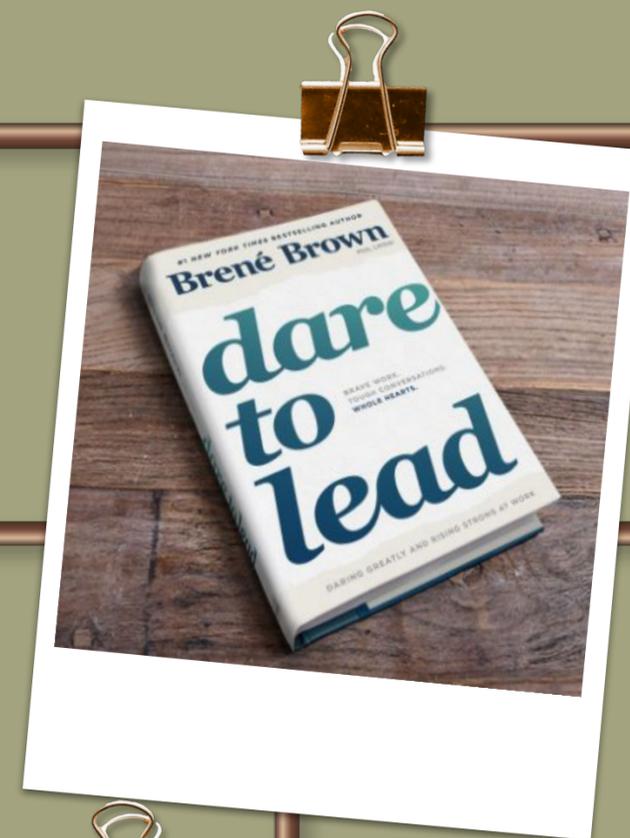




Becoming a More Effective Leader

Presented by: Jana Eastham

Frisco ISD



*Texas
Assessment
Conference
2022*



Hello!



The Assessment &
Accountability Team

Hello! I'm...

Jana Eastham

DTC

Frisco ISD

easthamj@friscoisd.org

Connections

Whoop!



Married my
HS
Sweetheart



Our 2
Grown
Children



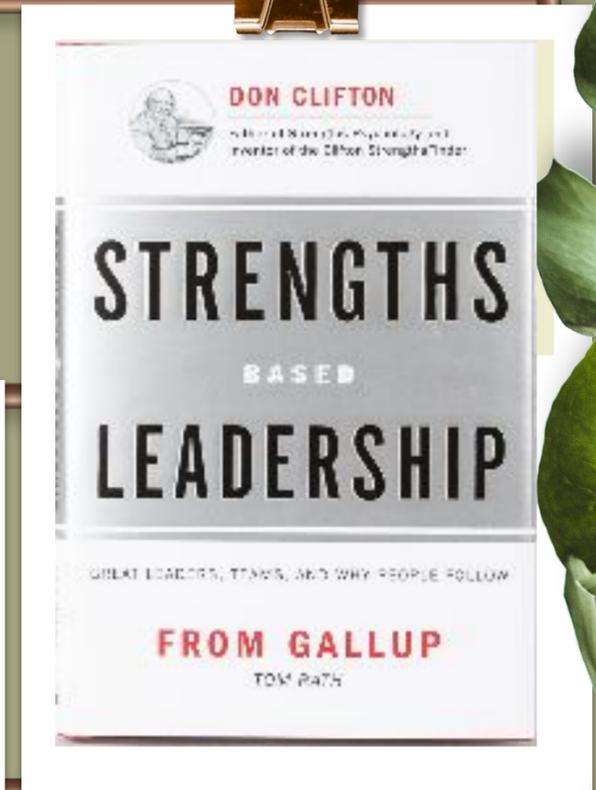
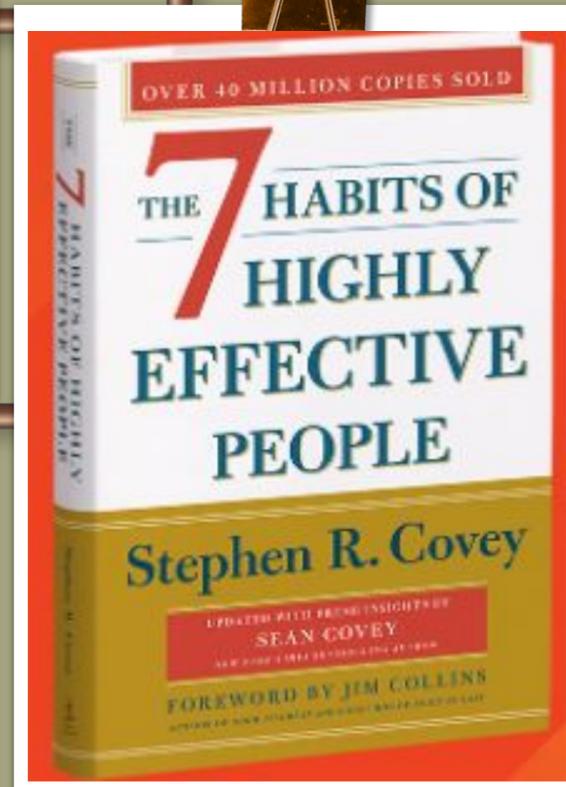
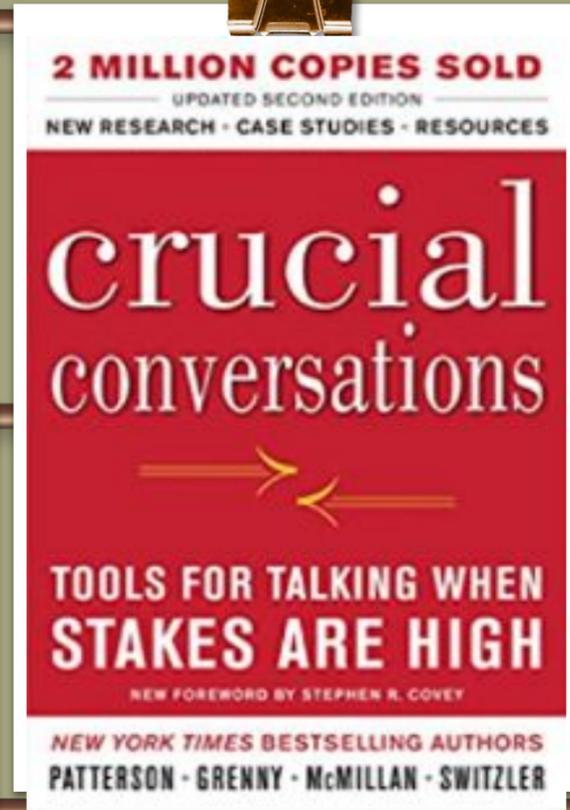
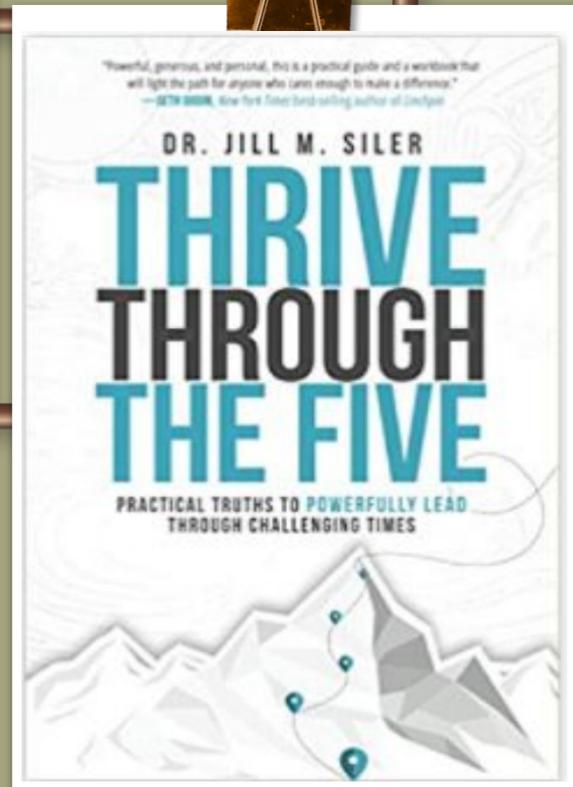
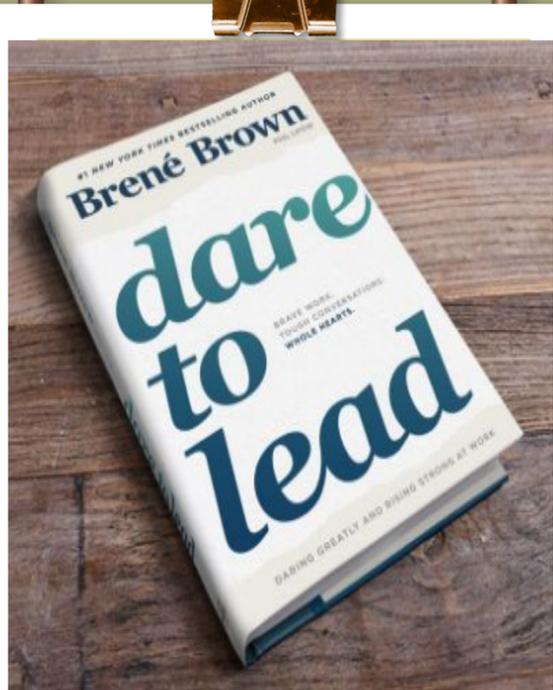
My fur
babies



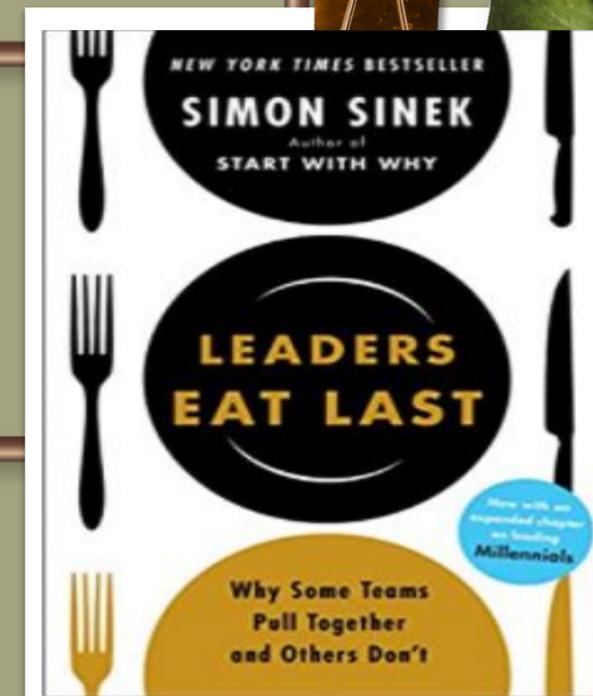
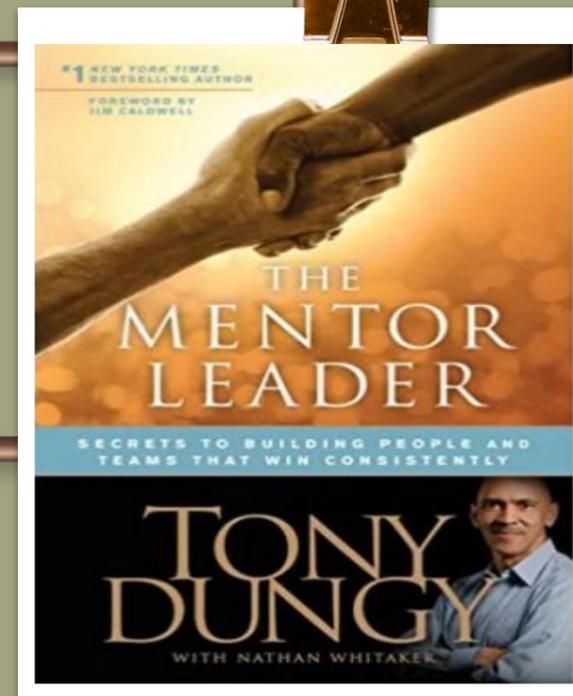
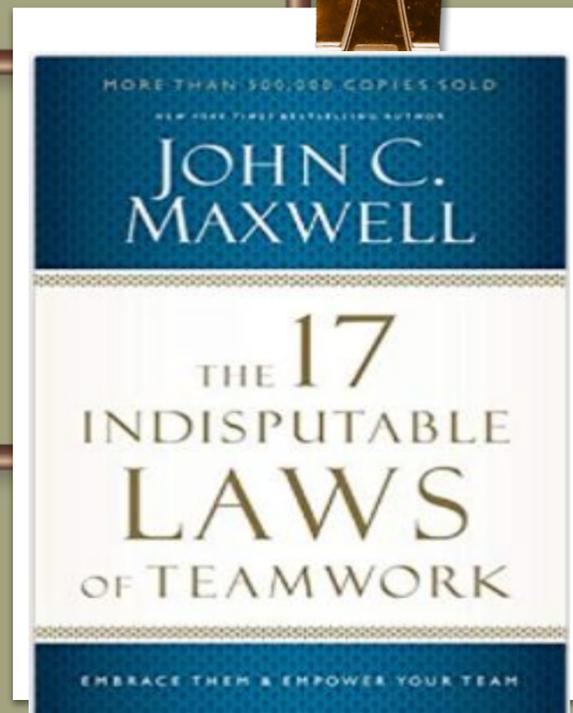
Love
traveling

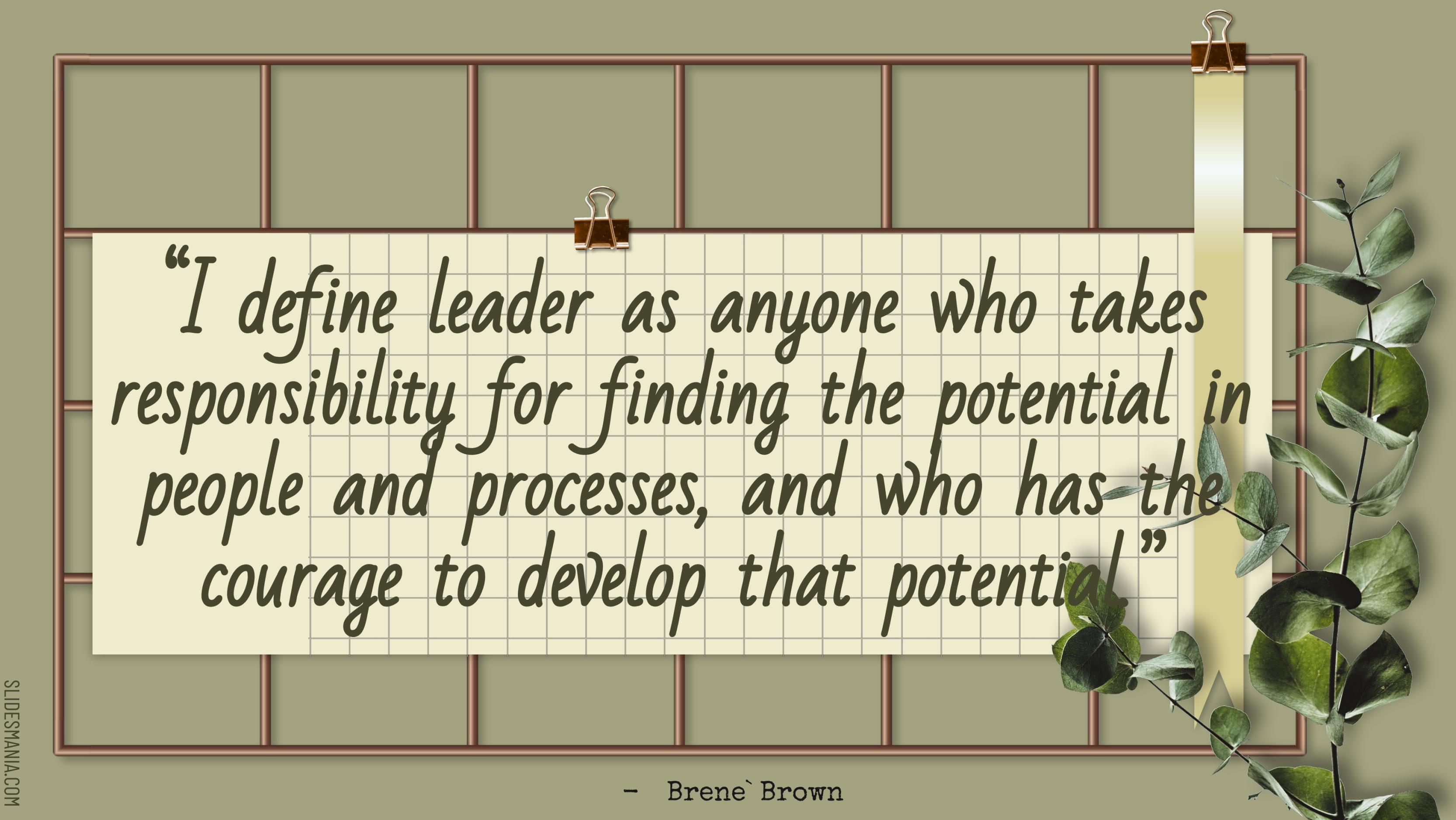


Leadership Resources



Leadership Resources



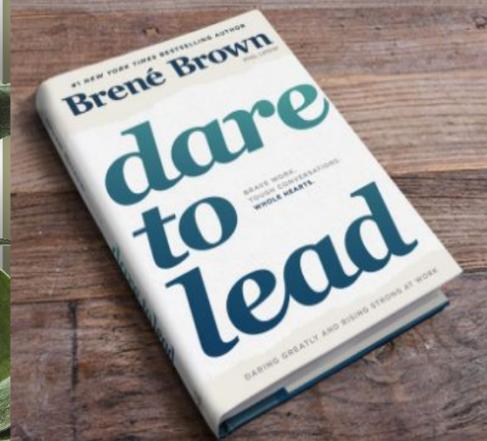


“I define leader as anyone who takes responsibility for finding the potential in people and processes, and who has the courage to develop that potential.”

– Brene` Brown

Wow!

- ❖ Build trust and connection by starting or ending meetings with a gratitude check.
- ❖ Stop and celebrate one another.
- ❖ Practice calm in the sea of anxiety.
- ❖ Transform “always knowing” into “always learning.”
- ❖ Cultivate commitment and shared purpose.
- ❖ Share stories which make you more approachable and relatable.
- ❖ Assume positive intent.



“People don’t care how much you know until they know how much you care.” ~Theodore Roosevelt

The Heart of Daring Leadership

Vulnerability

We need to trust to be vulnerable, & we need to be vulnerable in order to build trust.

Self-awareness

Conscious knowledge of one's own character, feelings, & motives

Courage

Choose courage over comfort.



Dare to Lead
Assessment

- ❖ Rumbling with vulnerability
- ❖ Living into your values
- ❖ Braving trust
- ❖ Learning to rise

Resources

Dare to Lead Hub

- Brené Brown



Leadership is not a scientific, step-by-step act. It is an art that ebbs and flows, where we must show strength and stability in one moment and compassion and grace in the next.

— Dr. Jill M. Siler



Thrive Through the Five

Leading through

Part of leading through really difficult moments is finding a way to learn, grow, and lead through failure.

Leading in

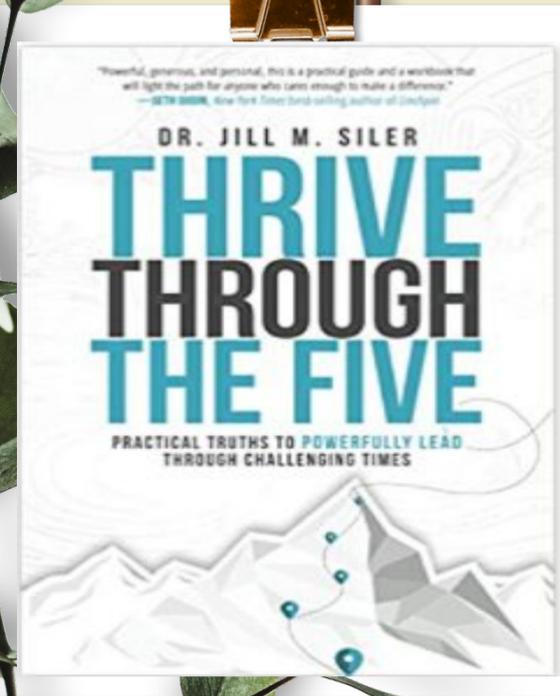
Gandhi noted that “a sign of a good leader is not how many followers you have but how many leaders you create.”

Leading out

Vision is the ability to see both the big picture and the details. As leaders we must ensure that we gather people around us who can bring the vision to life.

Wow!

- ❖ *The first key to leading through a crisis is to anchor your decisions and story in facts and data.*
- ❖ *Anytime bad news is given, it should be accompanied by the next steps you'll take to try to overcome the issue.*
- ❖ *Our job as leaders is to inspire hope through challenging times.*
- ❖ *The next time you have to walk someone through a mistake, remember that it can be done in love and dignity.*



“Many decisions do not need to be made in the moment.” ~ Dr. Jill M. Siler



The single biggest problem in communication is the illusion that it has taken place.

— George Bernard Shaw

Crucial Conversations:
A discussion between two or more people where

1

Stakes are high,

2

Opinions vary,
and

3

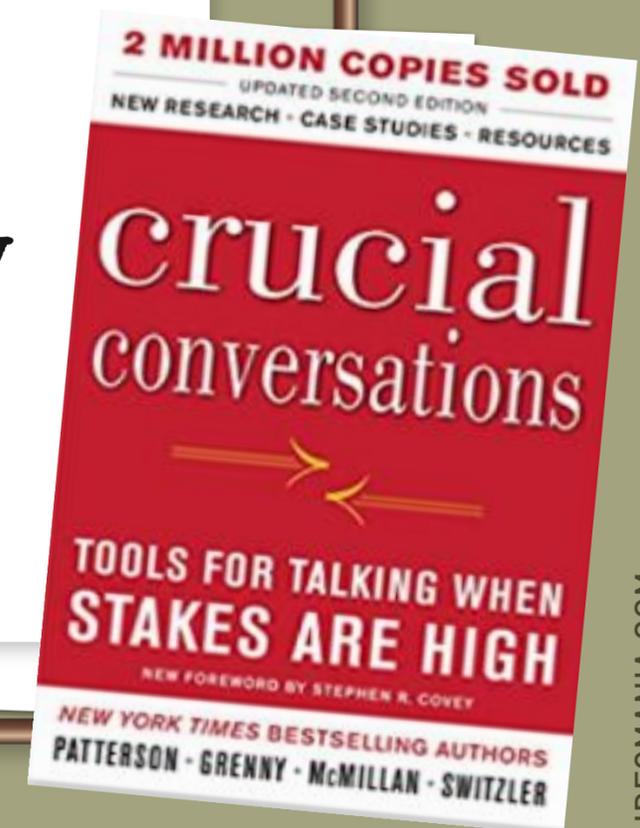
Emotions run
strong



Some Common Crucial Conversations

- ❖ Talking to a team member who isn't keeping commitments
- ❖ Talking with a parent about "opting out" of state assessments
- ❖ Giving an unfavorable performance review
- ❖ Critiquing a colleague's work
- ❖ Talking with a principal about a testing irregularity

**Ask yourself, "How can I be 100% honest
and 100 % respectful?"**



Crucial Conversations

Patterson - Grenny - McMillan - Switzler

01

Make it safe for everyone to add their meaning to the shared pool.

02

Begin high-risk discussions with the right motives.

03

Listen and find a mutual purpose.

04

Take action

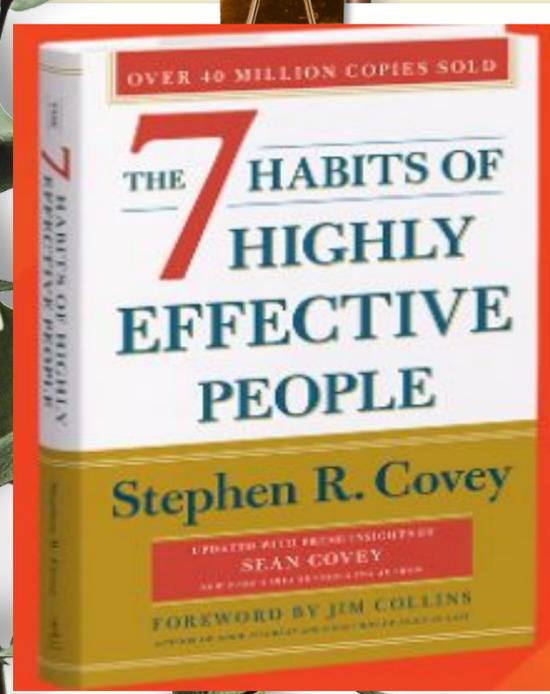


“

“To learn and not to do is really not
to learn. To know and not to do is
really not to know.”

~ Stephen R. Covey

Wow!



- ❖ *Highly effective people are proactive.*
- ❖ *Begin with the end in mind.*
- ❖ *Leadership is not management.*
- ❖ *Leaders delegate.*

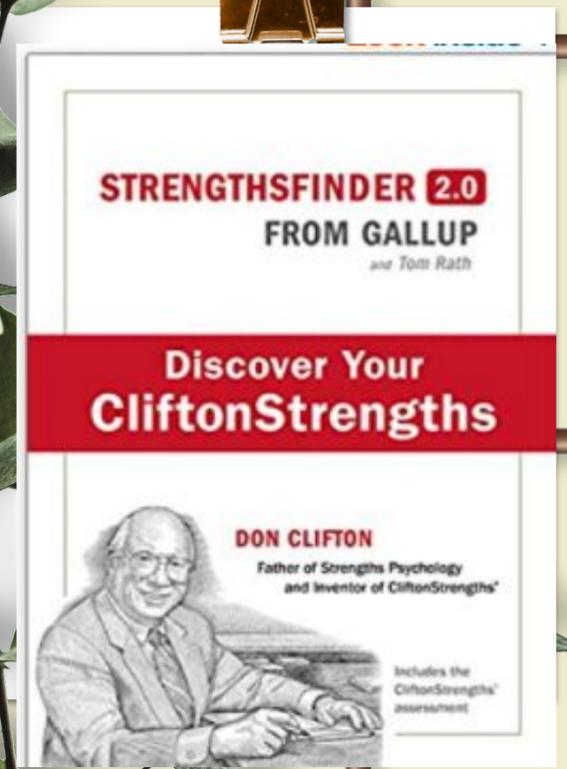


When we're able to put most of our energy into developing our natural talents, extraordinary room for growth exists.

— Tom Rath

Wow!

- ❖ Partner with someone who has more talent in the areas in which you are lacking.
- ❖ The key is for you to be aware of your potential and your limitations.
- ❖ Individuals need not be well-rounded, but teams should be.



Four Domains of Team Strength

Executing	Influencing	Relationship Building	Strategic Thinking
People with dominant Executing themes know how to make things happen.	People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.	People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.	People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic

8 Things to Know About StrengthsFinder Leadership Domains

~ Victor Seet

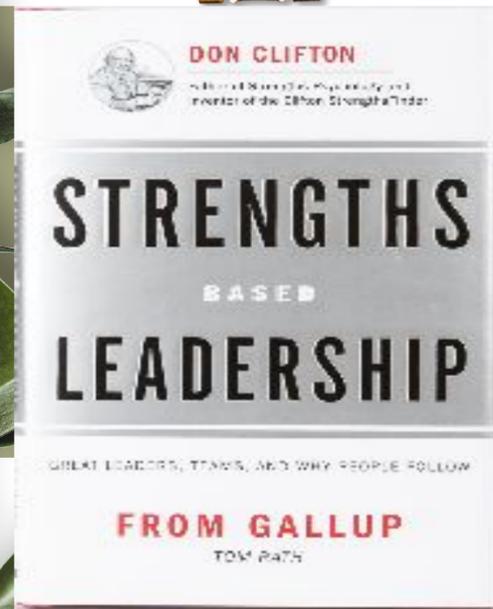
Explore Your Top 5 Strengths

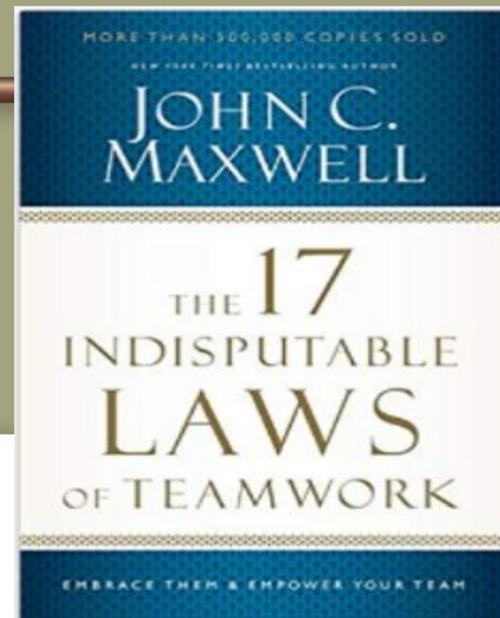
StrengthsFinder Resources

The Keys to Being a More Effective Leader

The most effective leaders:

1. Are always investing in strengths
2. Surround themselves with the right people and then maximize their team
3. Understand their followers' needs





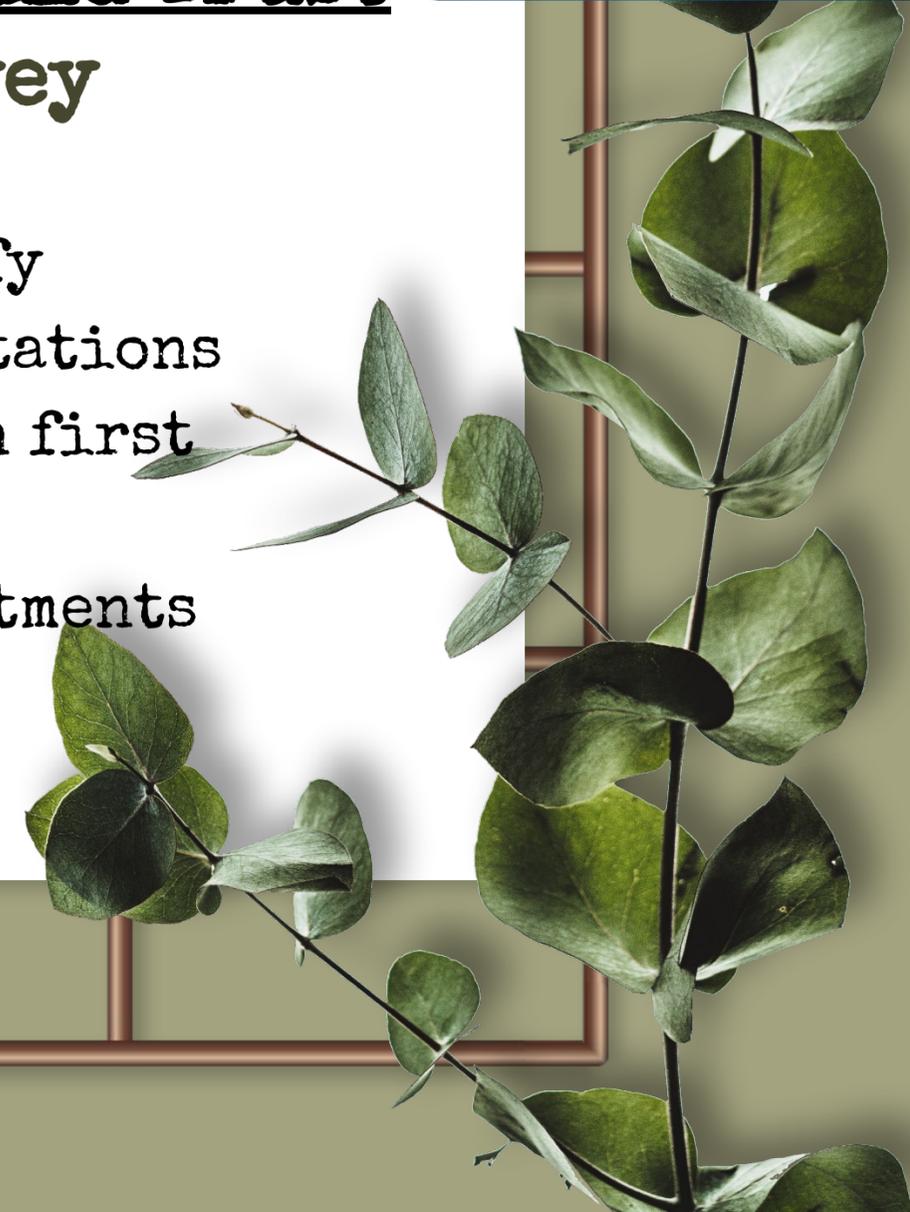
“Trust is the foundation of leadership.”

~John C. Maxwell



How the Best Leaders Build Trust By Stephen R. Covey

- ❖ Demonstrate respect
- ❖ Create transparency
- ❖ Deliver results
- ❖ Clarify expectations
- ❖ Listen first
- ❖ Keep commitments



Start, Stop, Continue Feedback

START

- Things that are not being done, but should be
- Things worth trying

STOP

- Things that are not working or helping
- Things that impede or are not practical
- Things we dislike

CONTINUE

- Things that are working well
- Things worth continuing to see if they're worthwhile

Start, Stop, Continue Feedback

START

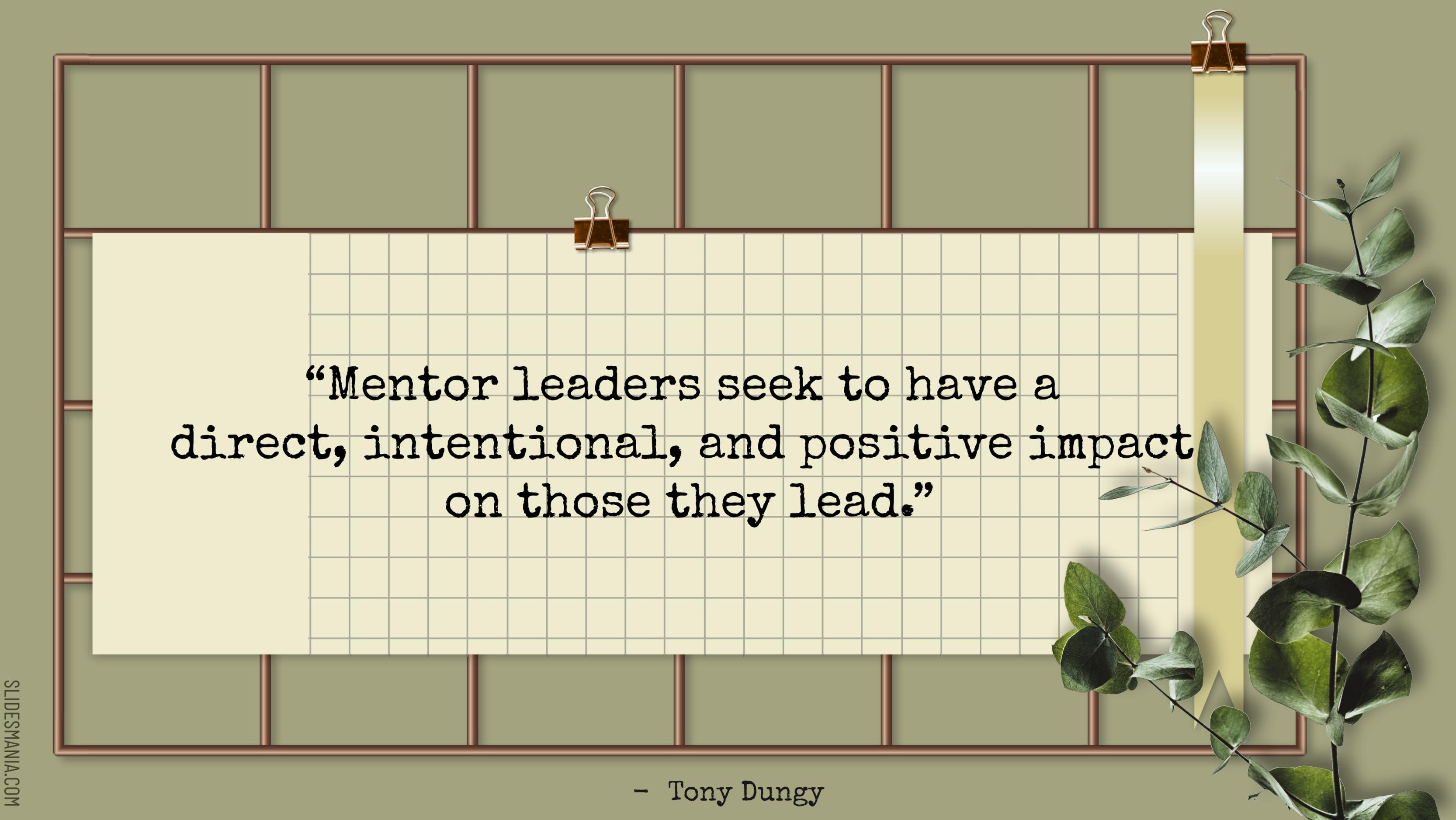
- Create weekly newsletter for CTCs

STOP

- Sending so many emails to CTCs

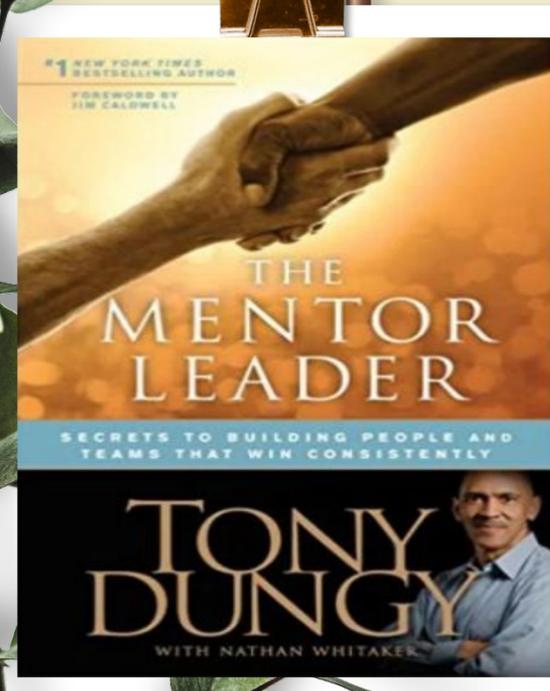
CONTINUE

- One-on-one campus visits for new CTCs
 - Bi-weekly trainings/check in zooms



“Mentor leaders seek to have a direct, intentional, and positive impact on those they lead.”

– Tony Dungy



Essential Traits of Mentor Leaders

- Mentor leadership can be taught and learned; but in order to be absorbed, **it must be practiced.**
- Mentor leadership focuses on developing the strengths of individuals.
- Those we lead will be more receptive if they believe we genuinely want them to succeed.
- The key to becoming a mentor leader is learning how to put other people first. ***What can I do to make other people better, to make them all that they were created to be?***
- Mentor leadership isn't focused on self or short-term goals. It is focused instead on the longer-term goal of bettering people's lives.

“The single most important factor that differentiates mentor leaders from other leaders is their outward focus on others.” ~ Tony Dungy

Characteristics That Matter

Trustworthiness

- Competence
- Integrity
- Security
- Authenticity

Leadership Attributes

- Demonstrate courage
- Lead by example

Relational Qualities

- Be available
- Be approachable
- Exhibit loyalty

Questions to ask yourself...

1. How are you looking for ways to directly engage with and influence other people?

2. What can you do to move from an authority-based model to an influence-based model?

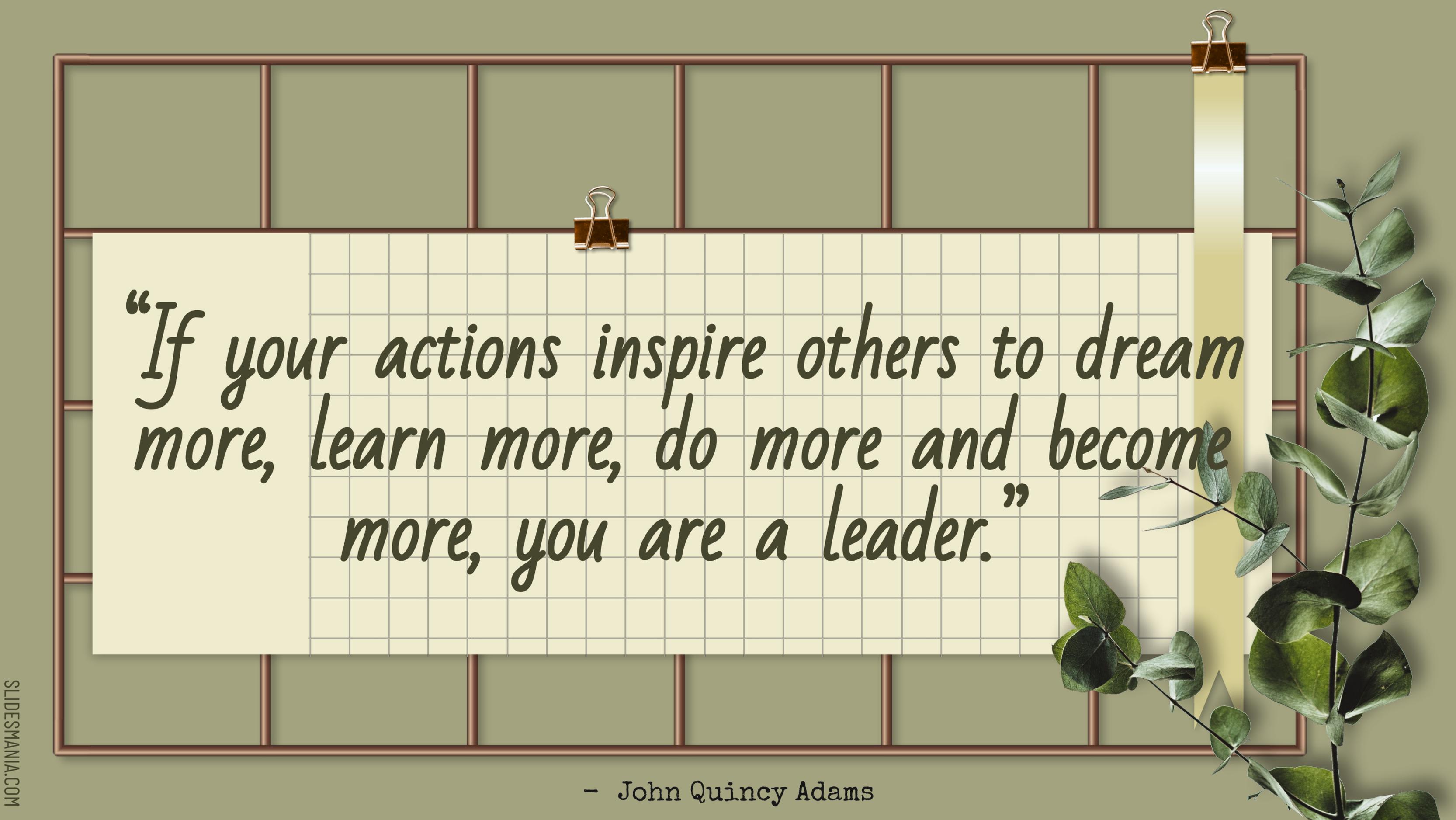
3. Are you prepared to have great success and not get any credit for it?

4. Are you focused on developing your “coaching tree” – building leaders who build leaders, generation after generation?

5. Do you make sure people are recognized – specifically by name – when credit is to be given?

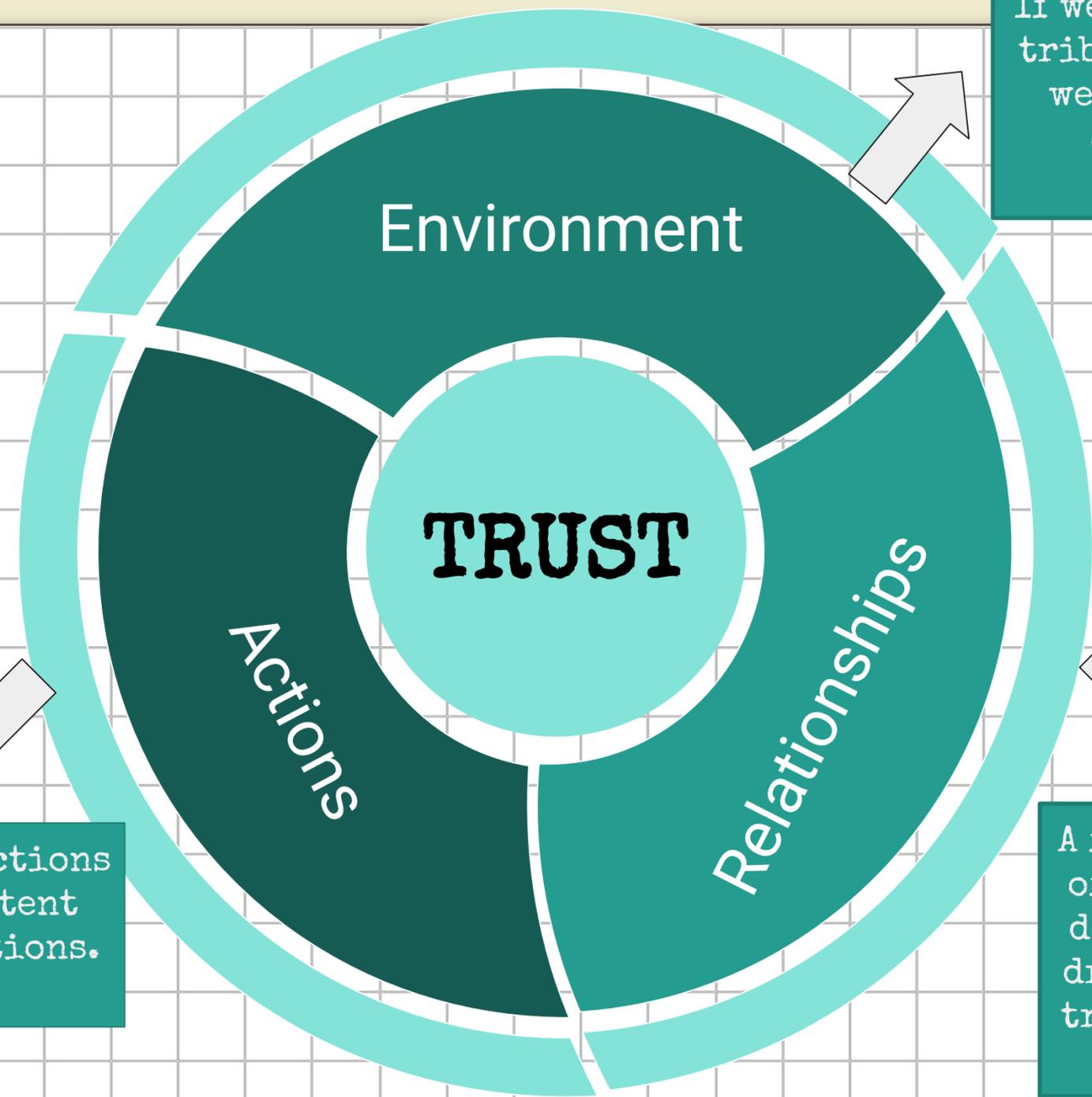
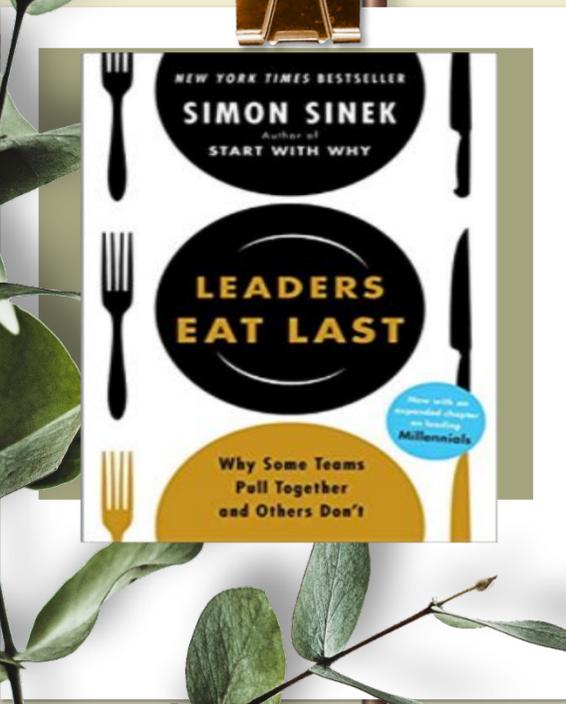
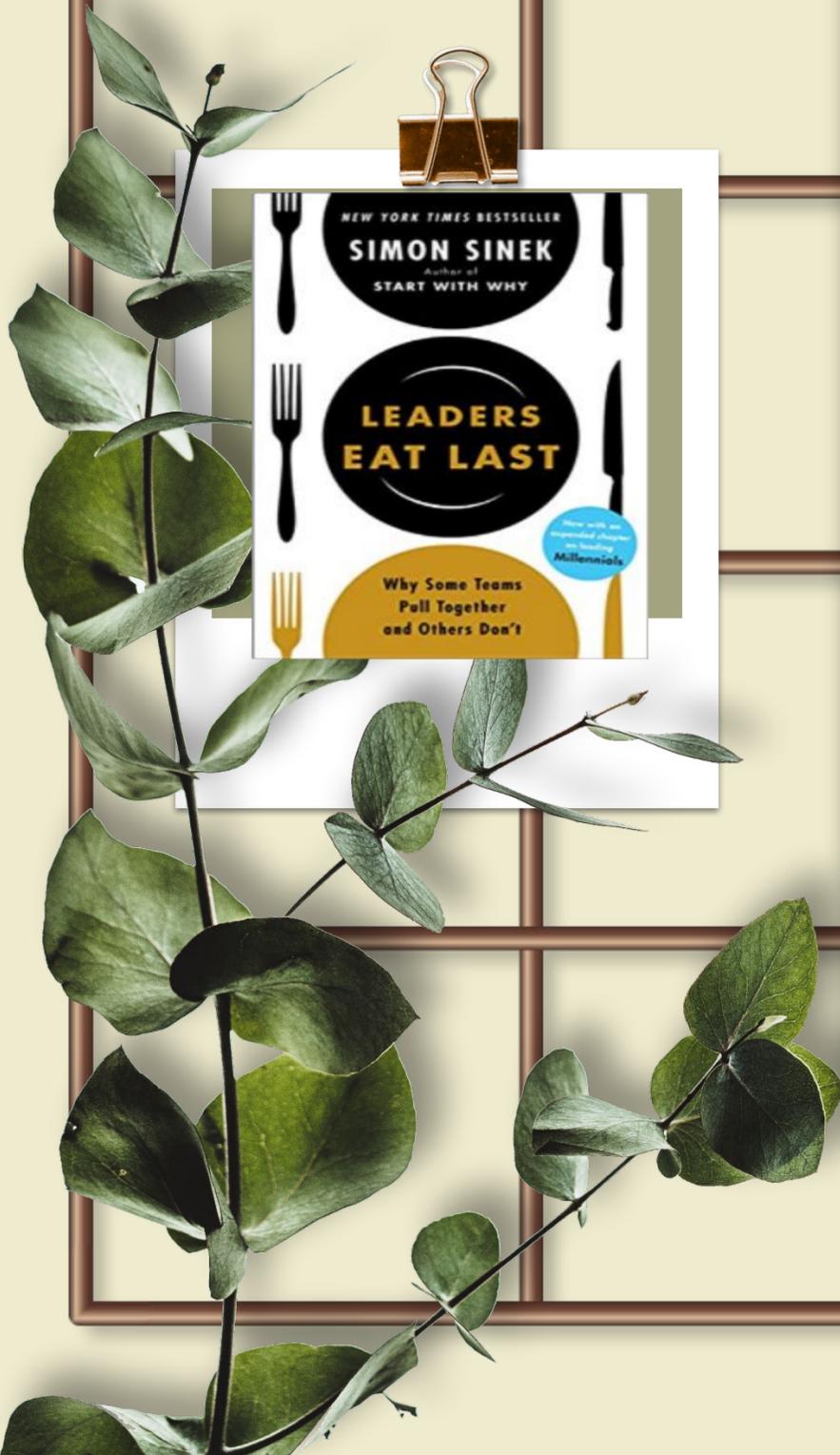
6. Do you add value to the lives of others?

“Mentor leaders produce mentor leaders.” ~ Tony Dungy



“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

- John Quincy Adams

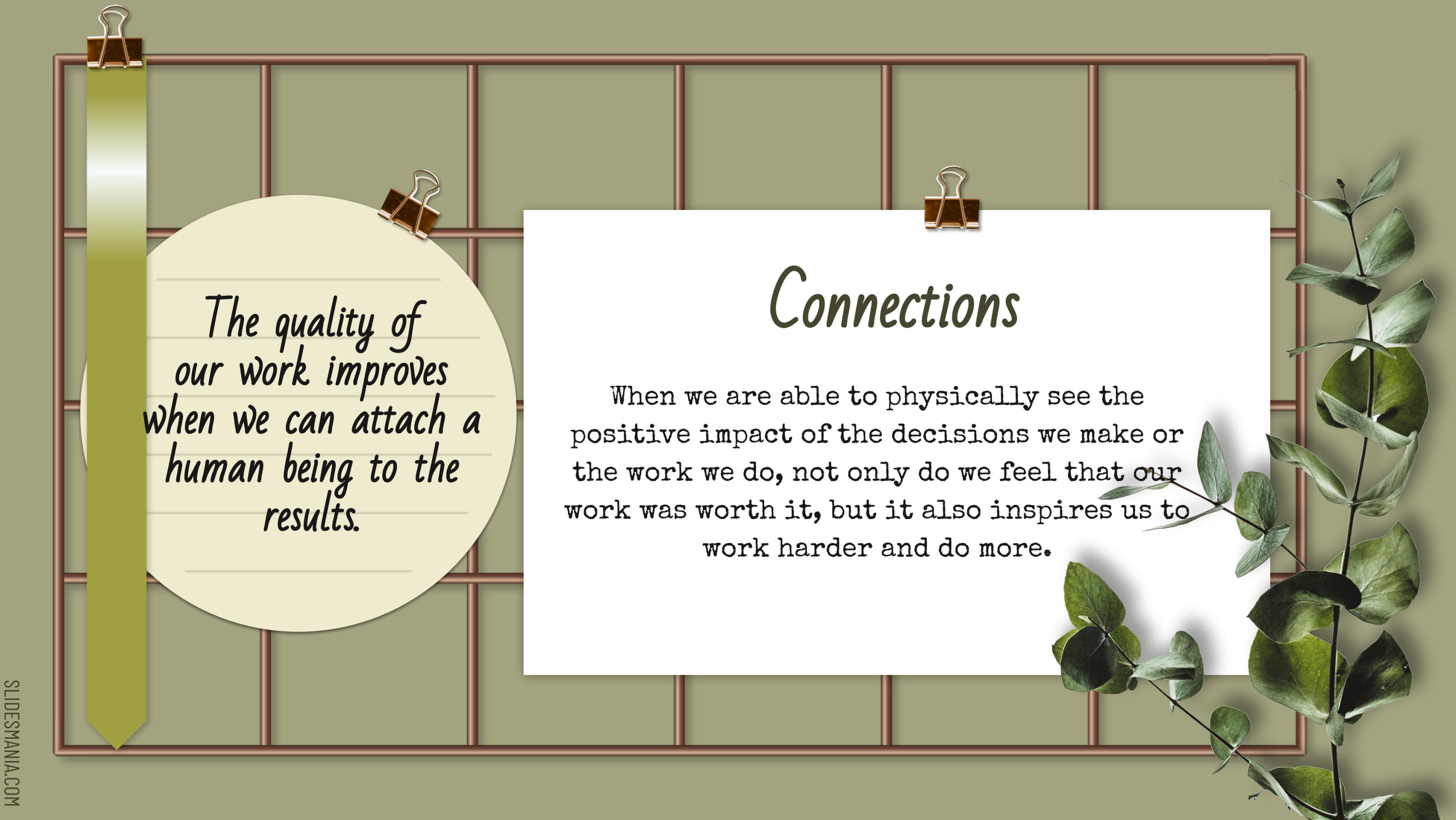


If we feel safe in our own tribes or organizations, we relax and are more open to trust and cooperation.

Our words and actions must be consistent with our intentions.

A feeling of belonging, of shared values and a deep sense of empathy, dramatically enhances trust, cooperation and problem solving.

Good Leadership? It All Starts With Trust



*The quality of
our work improves
when we can attach a
human being to the
results.*

Connections

When we are able to physically see the positive impact of the decisions we make or the work we do, not only do we feel that our work was worth it, but it also inspires us to work harder and do more.

Which leadership traits do you bring to the table?

Self-Awareness

Vulnerability

Communication

Vision

Trustworthiness

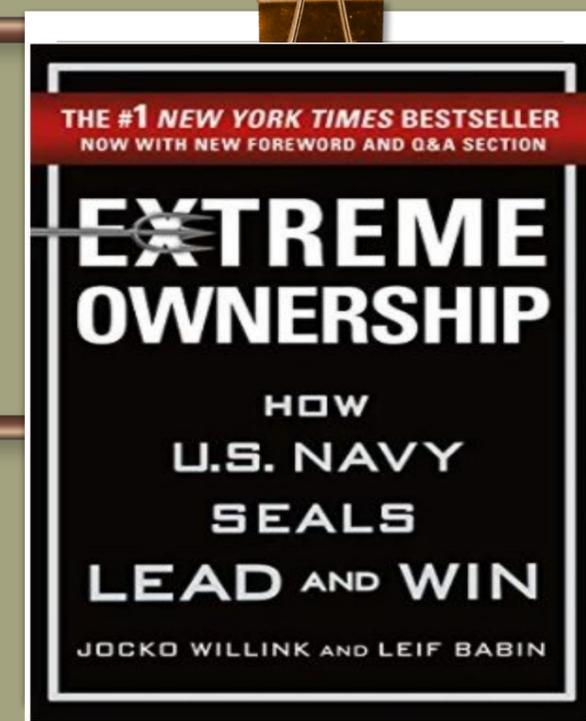
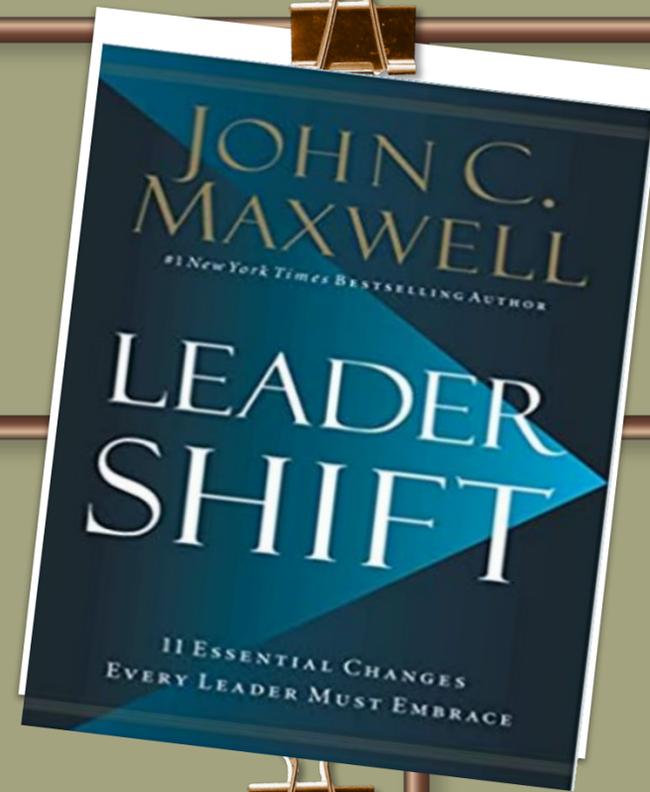
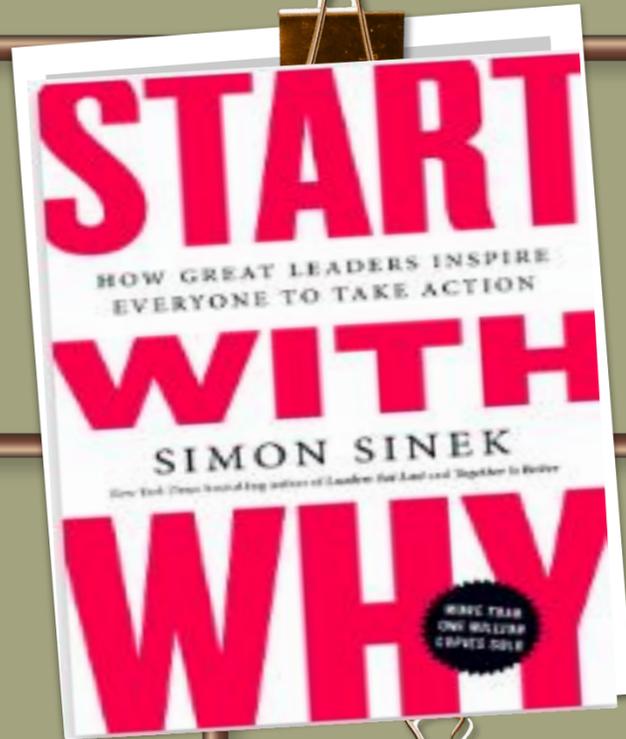
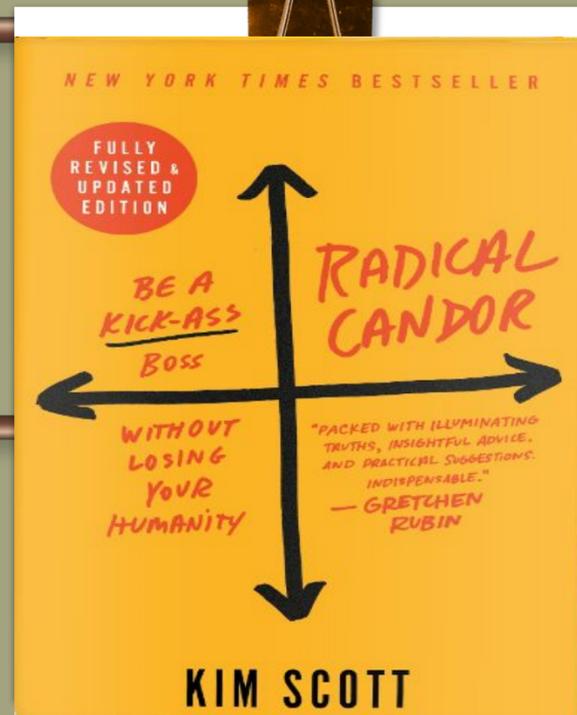
Mentoring

Courage

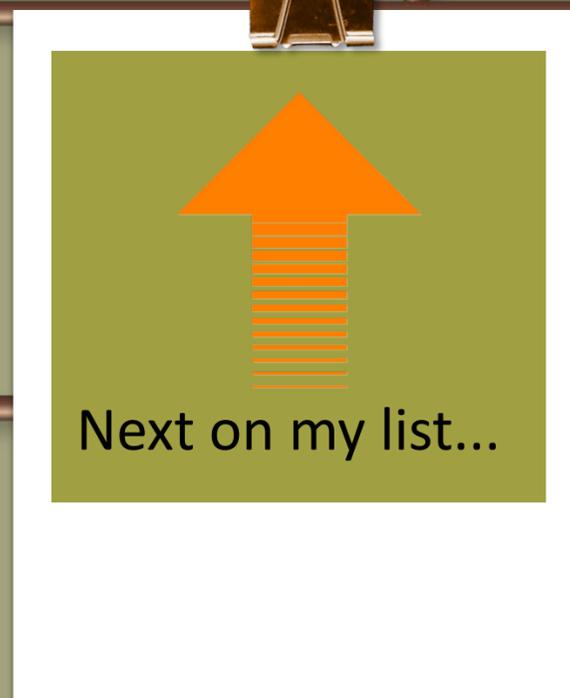
Delegating



Which leadership traits would you like to further develop?



As leaders we need to be continuously learning, applying, and sharing.



“Leadership and learning are indispensable to each other.” ~ John F. Kennedy



*Thank
you!*

Do you have any
questions?

easthamj@friscoisd.org