

INspired Leadership Training and Coaching

Strategic Plan:

Our Belmond-Klemme Strategic Plan for continuous improvement contains three overarching strategies. The third strategy speaks to our need to improve the adult culture of two buildings. It states:

“3) We will improve the culture and climate of our buildings for our students and staff.”

Background:

Our Teacher Leadership Cadre (TLC) requests the school board's permission to utilize INspired Leadership to help us generate a more positive and effective adult culture in our school system.

INspired Leadership out of Wichita, Kansas, helps organizations long-term through a systemic process designed to change the energy level of the adult workers. It consists of several steps.

Step One is an INTERNAL Culture Audit.

Facilitators help gauge the current and desired levels of energy, engagement, and satisfaction in the workplace and provide the organization with the data to help identify the root causes of the undesirable. Most audits involve assessing how the executives or leadership team is doing. This culture audit is different and goes much deeper. It assesses all individuals in the organization and empowers them to be part of the desired culture change.

This process includes:

- Individual assessments (Energy Leadership Index) and debrief of results,
- Leadership training,
- Report containing qualitative and quantitative data from staff surveys and assessments,
- Specific recommendations for building a unified culture, and
- Leadership coaching.

Facilitators use this data-driven process to find exact issues to be addressed and help identify the next steps for the organization. They partner with their clients to use the data to create changes in their culture.

Step Two involves training for all staff.

The INspired Leadership team helps staff learn about seven levels of energy and get really clear about how self-leadership impacts leading others. This training is for every employee.

Participants will:

- Build awareness of personal stress triggers
- Examine mindsets and impact on engagement

- Identify barriers to implementing change
- Establish collaboration protocols
- Create commitment and accountability for change
- Identify intentional decision-making strategies
- Improve communication skills

Step Three includes ongoing leadership coaching.

Many people come to coaching with an “outer” goal in mind—for example, maybe they want a promotion, less conflict with a colleague, or greater success. INspired Leadership coaches start the process INside—where the root of most challenges and blocks to success begin. Individuals can experience on-demand coaching to navigate the stress of implementing sustainable change as well as committed long-term coaching. Coaching is for anyone, not just the leaders by title, because leading oneself well is a cornerstone to leading others well.

Coaching includes:

- Examining limiting beliefs/ fixed mindsets
- Identifying barriers to progress
- Aligning values and expectations
- Problem solving to seek/create solutions
- Committing to action and accountability



Tamara Konrade

Tamara Konrade will be working directly with Belmond-Klemme.

Tamara is an inspirational speaker and consultant guiding individuals, teams, and organizations to increase their energy and engagement in their personal and professional lives. She has been a classroom teacher, instructional coach, principal, curriculum director, professional learning consultant, and is now working specifically as an Inspired Leadership Consultant. The job titles, however, don't describe the work that truly matters to Tamara. Her real passion is having the opportunity to inspire others to lead their lives in a way that brings peace, joy, and enthusiasm; to help them reach the outcomes they never thought were possible! Leadership is an action, not a title.

Review of References:

INspired Leadership was first recommended to me by the Chief Administrator for Central Rivers AEA, Sam Miller. He led his entire AEA staff through a process with INspired Leadership. Central Rivers had been downsizing and closing buildings. The changes created turmoil among AEA staff. INspired Leadership help the AEA staff understand the difference between positive and negative energies in the workplace. The AEA speaks very highly of INspired Leadership and the positive changes they have made in their organization.

Our Belmond-Klemme TLC teachers asked me to find further references for INspired Leadership.

I next talked on the telephone with Mr. Joel Lovesee, Superintendent for Bluestem, Kansas. He described his district as being in dire turmoil for more than 20 years. Three times his high-poverty district set the state record for consecutive football losses. He described the losses as being symptomatic of a pervasive feeling of inadequacy and despair and that engulfed both staff and students.

When he took over as superintendent seven years ago, he tried to run the district according to the textbooks and the department of education. But nothing changed. In his second year, he brought in Tamara Konrade and her INspired Leadership Team. They began by asking all faculty and staff to take the Energy Leadership Index (ELI) assessment. It quantified attitudes and behaviors to create a baseline to drive the development of action plans and further improvements.

Mr. Lovesee described the work of the INspired Leadership Team as truly transformational. He said it completely turned his district around. He told how he now has veteran teachers from wealthy suburbs in the Wichita area applying to his high-poverty district because the culture of his school now has that reputation. He also described how it not only changed people at work; his staff described improved relationships at home with spouses and families.

Next, I received an email from Mr. Paul Dorathy, Superintendent in Baldwin, Kansas. His email is quoted below:

“First I cannot say enough positive about the effect INspired Leadership had for one of our schools.

We had an elementary school that had a very negative environment. Teachers were spending more time finding ways to buck the principal than working to help students learn. It had become that their personal needs were being placed in front of their job. I had to investigate and provide discipline for a group of teachers bullying other teachers who were trying to do the right thing.

INspired Leadership analyzed our staff through survey and individual interviews, started to break down their bad habits. That building has done a 180 degree turn from where we were today. Very positive environment.

It also helped the Principal as he learned some skills that helped him address difficult issues in a positive manner.

They will be in your district several times a year meeting directly with staff along with group training.

I would highly recommend Tamara.

Cost/benefit Analysis:

The initial cost for the INspired Leadership program is I know it is \$1,500 plus \$140 per person. With approximately 110 employees, our initial cost will be around \$17,000.

Recommended Action:

I recommend the board support the decision of our Teacher Leadership Cadre and move to contract with INspired Leadership of Wichita, Kansas, for a program designed to improve the adult culture of our school system.