SUPERCHARGE B4U LEAVE
A GUIDE TO SUCCESSION PLANNING

PRESENTED BY:
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GPS Consulting
LEADING with VALOR

- GPS consulting provides professional leadership services to educational institutions and individuals in the areas of human capital acquisition, mentoring, training, strategic governance and career coaching.

- Robert “Bob” Gillum served as a public school administrator for thirty-one years. He believes more than any other variable ‘performance matters’ and stewardship with valor separates those who excel from others who merely practice.

- 2011 Illinois Superintendent of the Year
DR. RENE NOPPE, JR.
Assistant Professor
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- GPS consulting provides professional leadership services to educational institutions and individuals in the areas of human capital acquisition, mentoring, training, strategic governance and career coaching.
- Dr. Noppe served as a teacher, principal and superintendent in the same district for thirty-eight years. His desire and expertise in grooming aspiring administrators to excel as leaders continues to be his life work as an EDAD Professor at WIU.
- 2005 IASA Blackhawk Division Superintendent of the Year

WHY SUCCESSION PLANNING?

Senior HR executive survey by Right Management, Philadelphia found when asked “What do you expect to be you organization’s most-pressing challenge?”

- Lack of high potential leaders in the organization 31%
- Low engagement and lagging leader productivity 26%
- Shortage of leadership talent at all levels 23%
- Deflection of top talent to other organizations 20%

49% of organizations say they do not have a leader engagement program. Source: SilkRoad, Chicago
SUPERINTENDENT TURNOVER

Only 51% of national respondents said they plan to still be a superintendent in 2015 – a finding suggesting the probability of substantial turnover in the next few years.

Source: AASA – The American School Superintendent: 2010 Decennial Study

CANDIDATE POOL

“Well trained educators who once aspired to become superintendents now see the position as TURBULENT, HIGHLY POLITICAL and VOLITILE.”

Paul Knowles/Gordon Donaldson

University of Maine
HUMAN CAPITAL IMPACT

“Of all the decisions an executive makes, none is as important as the decisions about people, because they determine the performance capacity of the organization.”

Peter Drucker
Harvard Business Review

SUCCESSFUL ORGANIZATIONS

- Acknowledge that leaders become the compass of the organization
- Strive to not become personality dependent
- Incorporate sustainable systems allowing for players to be replaced while remaining viable and progressive in practice
- Plan for and prepare individuals for next level leadership
- Engage identified leaders in formal opportunities to build skills
- Are prepared with a “next player in” game plan
CURRENT REALITY

Organizations in transition do not always find a successor who shares philosophy, beliefs and commitment. (note the number of interim leaders serving today)

Well defined process, tools, strategic guidance and organizational planning are best bets to ensure a continuum of excellence and buy-in from stakeholders.
LAUNCHING PAD

Prep Need (Phase I)
- Board of Education
- ID Transitional Positions
- Internal Leader Scan
- External Leader Scan

Prep Resources (Phase II)
- Survey Current Leaders
- Cultural Analysis
- Participant Criteria
- Team Recruitment

CRITICAL INFORMATION

THREE SIMPLE QUESTIONS

➢ Identify the three things I should have known before taking the job

➢ What are the three things I needed to learn in year one

➢ What cultural or political information do I need to survive/excel in our district
**MAPPING THE ROUTE TO SUCCESSOR PREPARATION...**

- **Lead vs. Manage**
  - Attributes
  - Strategic Governance
  - Cultural Analysis

- **Pedagogy**
  - Curriculum
  - Assessment
  - Instructional Strategy

- **Student Services**
  - Special Edu.
  - Social Emotional Health
  - Athletics
  - Extra Curricular

- **Human Capital**
  - Performance Eval.
  - Licensure
  - Hiring/Placement
  - Contract Management
  - Legal

- **Fiscal Services**
  - Budgeting
  - Grants
  - Activity Funds
  - Facility/Grounds
  - Transportation
  - Food Service

**SUPERCHARGED SILOS**

- **Communicate**
  - Individual Interaction
  - Required Readings
  - Monthly Sessions

**NING**
- Team Blog
- Video Network
- Share “A Hah” moments

**Leadership Bibliography**
- Team Book Talk (1)
- All Member Text (2)

**Expert Presentations**
- Critical Information Topic
- Leaders Reflection
- Text Synopsis
BIBLIOGRAPHY

Team Readings
- Strategic Thinking
  Andy Bower/Ken Langdon
- The Integrity Advantage
  Adrian Gostick/Dana Telford
- What’s Worth Fighting For
  Andy Hargreaves/Fullan
- Thinking for a Change
  John C. Maxwell
- The Encore Effect
  Mark Sanborn
- Our Ice Berg Is Melting
  John Kotter
- The Moral Imperative of School Leadership
  Michael Fullan

Large Group Participation
- The Speed of Trust
  Stephen M. Covey
- Activate
  Reeves, McNulty, Allison, Hattie & Trujillo

HIERARCHY OF CASE STUDY

Superintendent
1 (3 m) 1 (9 m)

Assistant Superintendent
1 (3 m)

Central Office
2 (3 m) 1 finalist

Principal
2 (3 m) 1 finalist

Assistant Principal/Other Admin.
2 (3 m) 2 (6 m) 1 (9 m)
TESTIMONIALS

- This training was clearly more focused and appropriate for the specific district I am working in. There are things here that only happen in here and are not happening in other districts. So what may work here may not work somewhere else (at least not right away).
- This was more practical learning, where the coursework in my leadership preparation programs was much more conceptual or theoretical.
- This is the exact type of grown your own model that needs to be replicated in all districts. Using in-house leaders to share their knowledge and experiences and to make connect to how things are done in our district is a great way to build local leaders and develop support from those outside of the current district leadership positions.

SUCCESS RATE

- The SUPERCHARGE SERIES prepared participants for succession options
- The grow your own model provides internal advancement opportunities
- The success of individuals advancing to successor positions is undetermined as only time will tell

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