AASA Annual Conference
Know Yourself to Lead Yourself,
Building Leadership Capacity

Education Solutions
“The world does not have a shortage of leaders; we have a shortage of the right kind of leaders. Humble, Smart, and Hungry.”

— Jeremy Kulicek, Co-Founder GiANT WORLDWIDE
The Importance of Building Leadership Capacity
WHO are We?

National Joint Powers Alliance

Mission Statement:

- Service Cooperative in Central MN
- Focus on Services
- Funding Resources are Self-generated
WHY?

“We want to be an exemplar in Education”

The Focus on Leadership

- School Success Rates
- Impact of Leadership on Student Achievement
- Common Leadership Language
- Collective Efficacy/Commitment
- Collaborative Network
- High Quality and Scalable

The Broader Needs

- Programming for City and Counties
- Recognition of similar needs with this Group of Leaders
- Opportunity to create Synergy between Community, Government and School Leaders

Giant Worldwide
Strategically Planning for Building Leadership Capacity

Education Solutions
HOW?
Program Development

• Implemented the GiANT Toolkit to increase our own service cooperative capacity with common leadership language

• Broadened service cooperative leadership to interface with our partners in school, cities and counties
HOW?
Opportunities to Meet the Needs

• Identified needs with Key Leaders (Advisory Counsel)
• Brainstormed Solutions
• Idea to transfer this Work from our Own Organization to the Work in Schools
• Developed a Plan for Programming
Building Leadership Capacity by Becoming Leaders Worth Following
SOME LEADERS DIVIDE. SOME SUBTRACT. A FEW LEADERS ADD, BUT GREAT LEADERS MULTIPLY.
X STANDS FOR MULTIPLYING

Have You Built Your Bench?

Consistent, Long-Term Apprenticeship is the Key
WHY IT WORKS

COMMON LANGUAGE
Rapid culture growth

VISUAL TOOLS
Simple, scalable and sustainable

APPRENTICESHIP PROCESS
Multiplying skills and best practices

TRANSFORMATION
Focus on increasing core capacity

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100X TEAMS PROCESS

Team Survey - (2w)
Team Intensive (2-4w)
Team Retreat (2 days)
Monthly Core Group(s)
Quarterly Accelerators
GiANT Content
24/7 Assessment
My Culture Card
INTENTIONAL SUPPORT & CHALLENGE

High Support

PROTECTOR
Culture of Entitlement and Mistrust

LIBERATOR
Culture of Empowerment and Opportunity

ABDICATOR
Culture of Apathy and Low Expectation

DOMINATOR
Culture of Fear and Manipulation

Low Support

Low Challenge

High Challenge

INTENTIONAL SUPPORT & CHALLENGE
GO TO THE SOURCE

1. ISSUE

2. CONDUIT

3. FIRE WALL?

- DRAMA
- GOSSIP

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5 CIRCLES OF INFLUENCE

INTENTIONAL

COMMUNITY
ORGANIZATION
TEAM
FAMILY
SELF

ACCIDENTAL

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CORE PROCESS

CALL IT

OWN IT

WHAT IS MY LEARNING OPPORTUNITY?

RESPONSE EXECUTE
Results
Impact on Leadership

• Telling the Stories from our Service Cooperative
• Telling the Stories from Cities, Counties and School Districts
• Changing Culture in our Region

Becoming Leaders Worth Following
“Leaders must BECOME before they can effectively BUILD and/or LEAD. Self-awareness is the best gift any leader can give to their family, their team, organization, or community.”

— Dr. Joseph Hill, GIANTWorldwide Senior Associate
Thank you for being a leader worth following!

Paul Drange, Director at Regional Services
paul.drange@NJPAcoop.org
218.895.4134

Rynell Schock, Manager of Education Service
rynell.schock@NJPAcoop.org
218.894.5486

Dr. Joseph Hill, Sr. Associate for GiANT Worldwide
joseph.hill@giantworldwide
218.310.7857