

A CFO says to a CEO

“What happens if we invest in developing our people and then they leave us?”

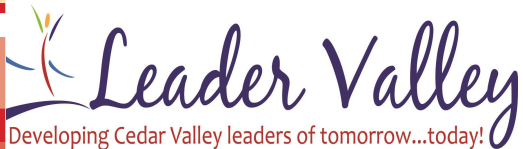
The CEO responds

“What happens if we don't and they stay?”



Developing Cedar Valley leaders of tomorrow...today!

# Ed-Biz Connection: Leader in Me



Developing Cedar Valley leaders of tomorrow...today!

**Thanks for  
Listening!**

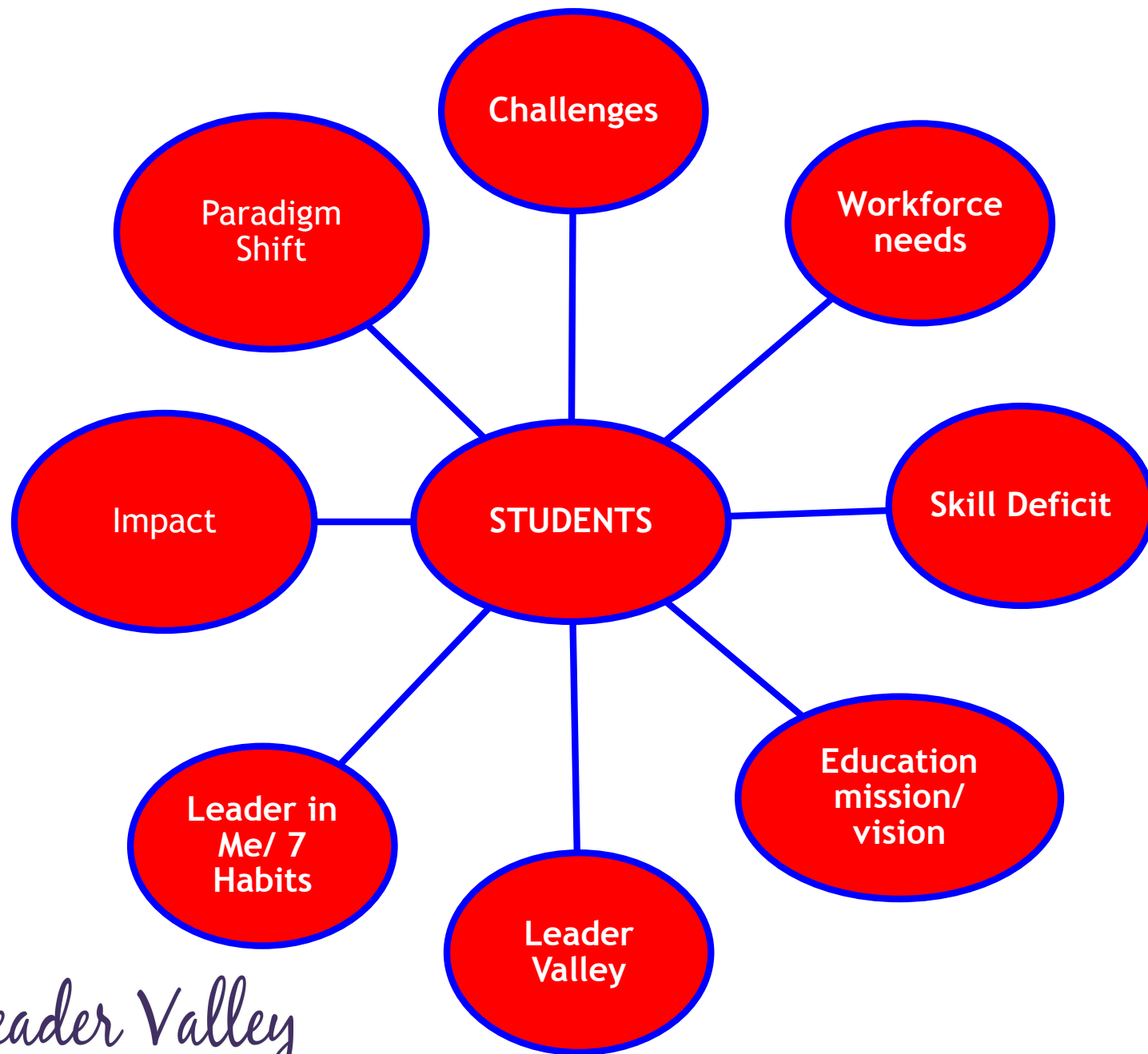


# OUR END IN MIND (HABIT 2)

- ◎ Context for Leader in Me
- ◎ Impact of Leader in Me
  - The 7 Habits
  - Gifts and Talents
  - Soft Skills
  - Authentic Leadership Opportunities
- ◎ Rethinking Leadership

# A SHOW OF HANDS...







# CHALLENGES

# OUR EDUCATORS FEEL CHALLENGED...

Personal choices  
Initiative  
Ownership  
Excuses  
Responsibility  
Internal motivation  
Self pride  
Confidence  
Do the right thing  
Move through  
Persistence  
Respect  
Working together  
On and on and on.....

# ESSENTIAL SKILLS








# WORKFORCE NEEDS

# THE CEDAR VALLEY HAS JOBS

- 1500 jobs
- Companies have added 30-50%
- One company hiring 400
- 50+ openings for management/supervisory

Consider 19...36...10=1



# SKILL DEFICIT

# BUT WHY?

Hint: It's not the academic content, testing proficiencies, grades, job specific or technical skills

Our talent pool increasingly lacks...

SOFT SKILLS

COMMUNICATION SKILLS

WORK ETHIC

LEADERSHIP SKILLS

MANNERS

Inadequate, insecure, obsessive  
lacking in empathy or commitment  
...EXCELLENT, when can you start?

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We CAN have higher hopes for our talent pool!



# COMMITMENTS

# WHY BIZ DATA MATTERS TO EDUCATORS

“Global thinking- Limitless Choices”

“Educating Learners to be lifelong learners and caring responsible citizens”

“Creating a passion for learning that will sustain students for a lifetime”

“... producing lifelong learners and productive citizens in a changing society”



# PARADIGM SHIFT



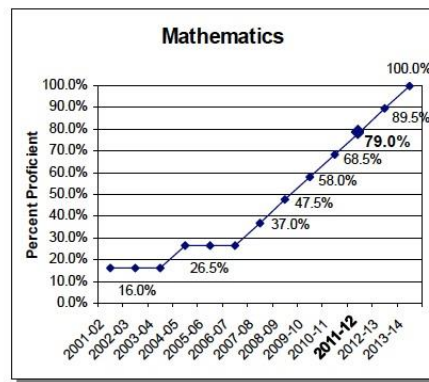
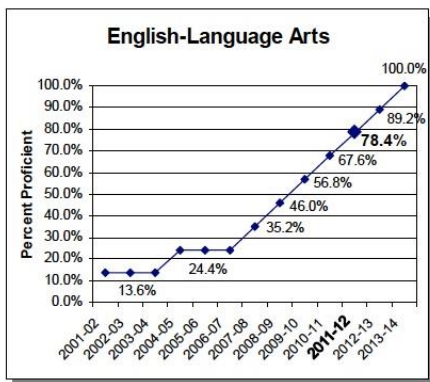
# PARADIGM SHIFT

- All students to be academically proficient

- Empowering ALL students to be engaged learners and leaders...

AYP Targets, 2002–2014  
Elementary Schools, Middle Schools,  
and Elementary School Districts

- Participation Rate – 95 percent (schoolwide/LEA-wide and student groups)
- Percent Proficient – AMOs (schoolwide/LEA-wide and student groups)



# SCHOOL VS. LIFE



SCHOOL



LIFE

"The ultimate end in mind in working with students is not academics, school culture, or leadership skills. Those are all means. The ultimate end in mind is for students to develop the skills and mindsets that will allow them to lead their own lives, to be able to work effectively with others throughout life, and to make a meaningful contribution wherever they go in life—at home, at school, at work, at play."

-The Leader in Me

The  
Leader in Me

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#TLIM

TheLeaderinMe.org

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# WHAT IF INSTEAD OF THINKING...

“**SOME** students are ‘gifted’ and some are ‘at risk’”....

We thought...

“**ALL** of our students are ‘gifted’ in some way... and if we don’t tap into those gifts, ALL have the potential to be ‘at risk’”

# WHAT WE SHOULD VALUE IN STUDENTS

7 Habits & Gifts  
Talents & Gifts  
Authentic leadership  
Opportunities



Critical thinking & problem-solving

Effective oral & written communication



Collaboration across networks



Initiative & entrepreneurialism



Curiosity and imagination



Agility & adaptability  
Changes Ahead



Hope & Optimism



Grit  
HELLO  
HERE TO STAY!

Skills & Attributes of Today's Learner



Resilience

Self-Regulation



Vision



Empathy & Global Stewardship

**CONSIDER THIS...**

**Leadership is a  
choice... not a  
position.**

**~ Stephen Covey**

# A CONCERTED EFFORT IS NEEDED

- ⦿ Academics **AND** life readiness
- ⦿ Character **AND** competence **AND** contribution
- ⦿ Prep them for LIFE... not the end of the year

**ENTER...**

Leadership

Leader in Me

Soft skills

# LEADER VALLEY

employability

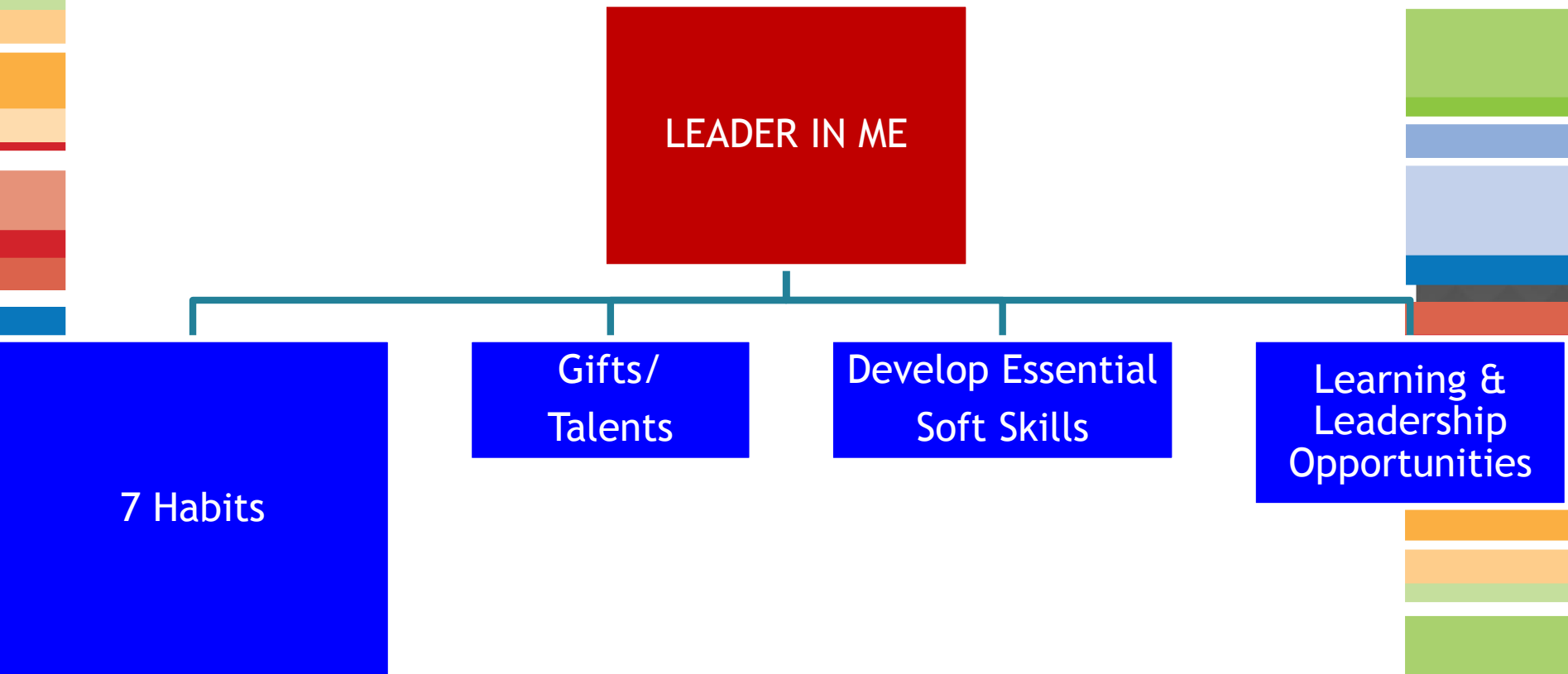
Business, community,  
+ education  
collaboration

Prep for life



# The Leader in Me™

great happens here



# Be Proactive

- Be in charge of yourself.
- If you want to be the U.S. President...don't let anyone stop you!
- Choose who you are going to be!
- You choose your mood and attitude.

# Begin with the End in Mind

- Have a plan.
- Put homework in your planner.
- Figure out a time to do it.

# Put First Things First

- Work first then play.
- For example, work on your homework then play with your friends.
- Be organized and disciplined.
- Follow your plan!

# Think Win - Win

- Everyone can win!
- If you can win they can too!
- Don't say if I'm going down you are too!
- Don't think lose – lose or win – lose.

# Seek First To Understand Then To Be Understood

- Listen before you talk.
- Listen to others ideas.
- Try to see things from different perspectives.
- Use eye contact when talking.
- Don't interrupt others.

# Synergize

- Together is better to get more ideas!
- Together is better to get things done quicker!
- Get along with people different than you!

# Sharpen The Saw

- Balance feels best!
- Take care of your body!
- Eat healthy food!
- Go outside and play... even in the snow!
- Spend time with friends and family!
- You learn in a lot of ways and places!



- What is your most challenging habit?

# 7 HABITS TREE

CARE FOR YOURSELF  
Continuous Improvement

THEN PLAY WELL WITH  
OTHERS

PERSONALITY

CHARACTER

STARTS WITH YOU

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## The 7 Habits® Tree

AND REMEMBER TO  
TAKE CARE OF YOURSELF

Habit 7

SHARPEN THE SAW®  
Balance Feels Best

THEN PLAY WELL  
WITH OTHERS

Habit 6

SYNERGIZE®  
Together Is Better

Habit 5

SEEK FIRST TO UNDERSTAND,  
THEN TO BE UNDERSTOOD®  
Listen Before You Talk

Habit 4

THINK WIN-WIN®  
Everyone Can Win

START WITH YOU

Habit 3

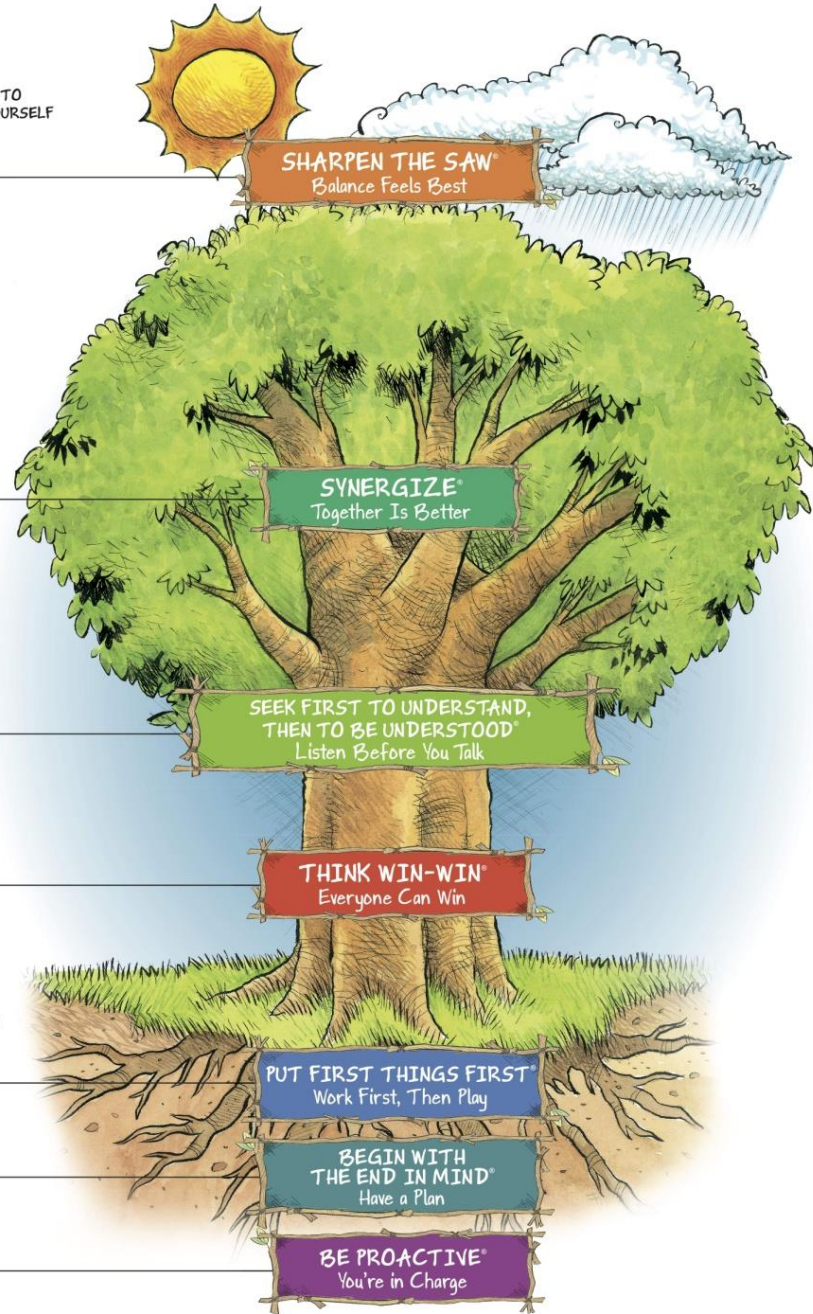
PUT FIRST THINGS FIRST®  
Work First, Then Play

Habit 2

BEGIN WITH  
THE END IN MIND®  
Have a Plan

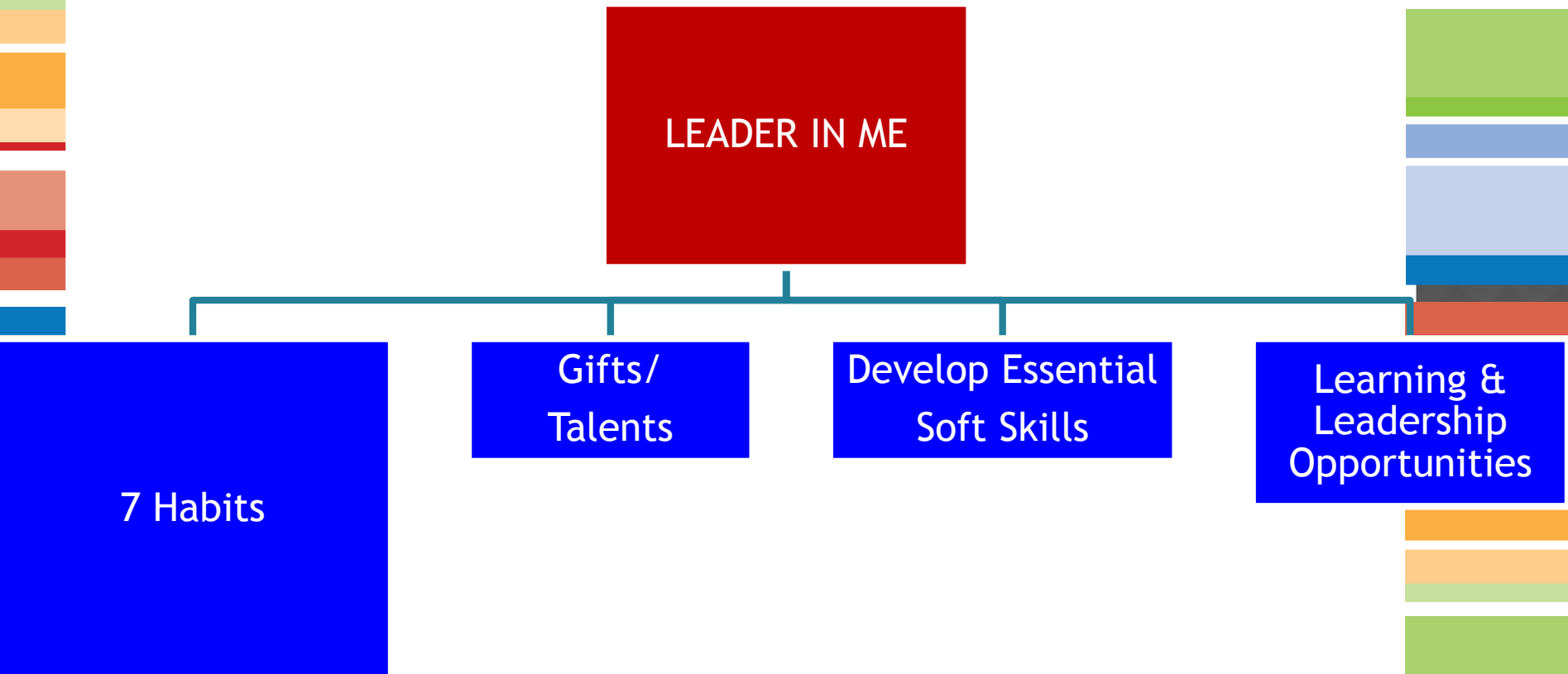
Habit 1

BE PROACTIVE®  
You're in Charge



# The Leader in Me™

great happens here











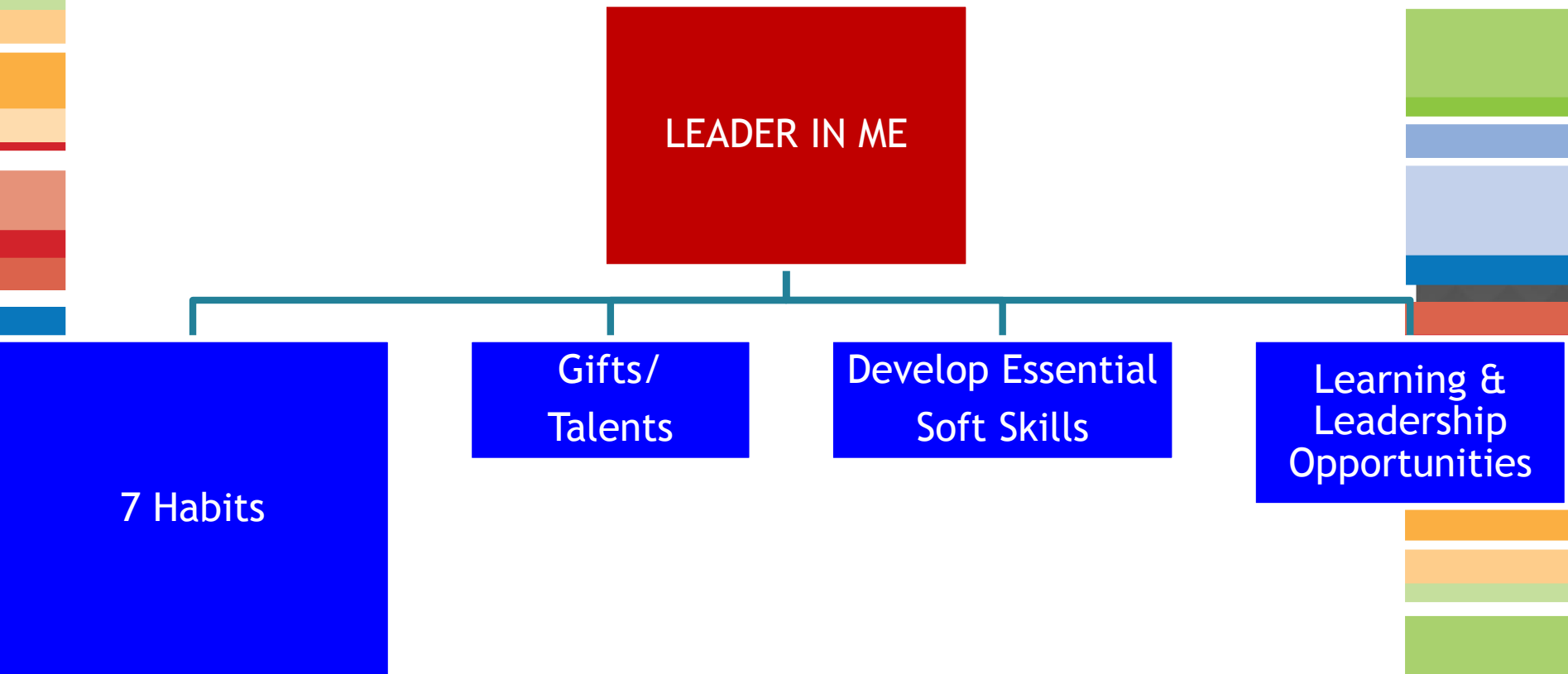




*What is one of YOUR  
gifts and talents?*

# The Leader in Me™

great happens here







# SOFT SKILLS

- ◎ **Teamwork**
- ◎ **Responsibility & Dependability**
- ◎ **Goal Setting**
- ◎ **Cooperation**
- ◎ **Applying for REAL Jobs!**
- ◎ **Self-Confidence - BELIEVE - DO YOUR BEST!**

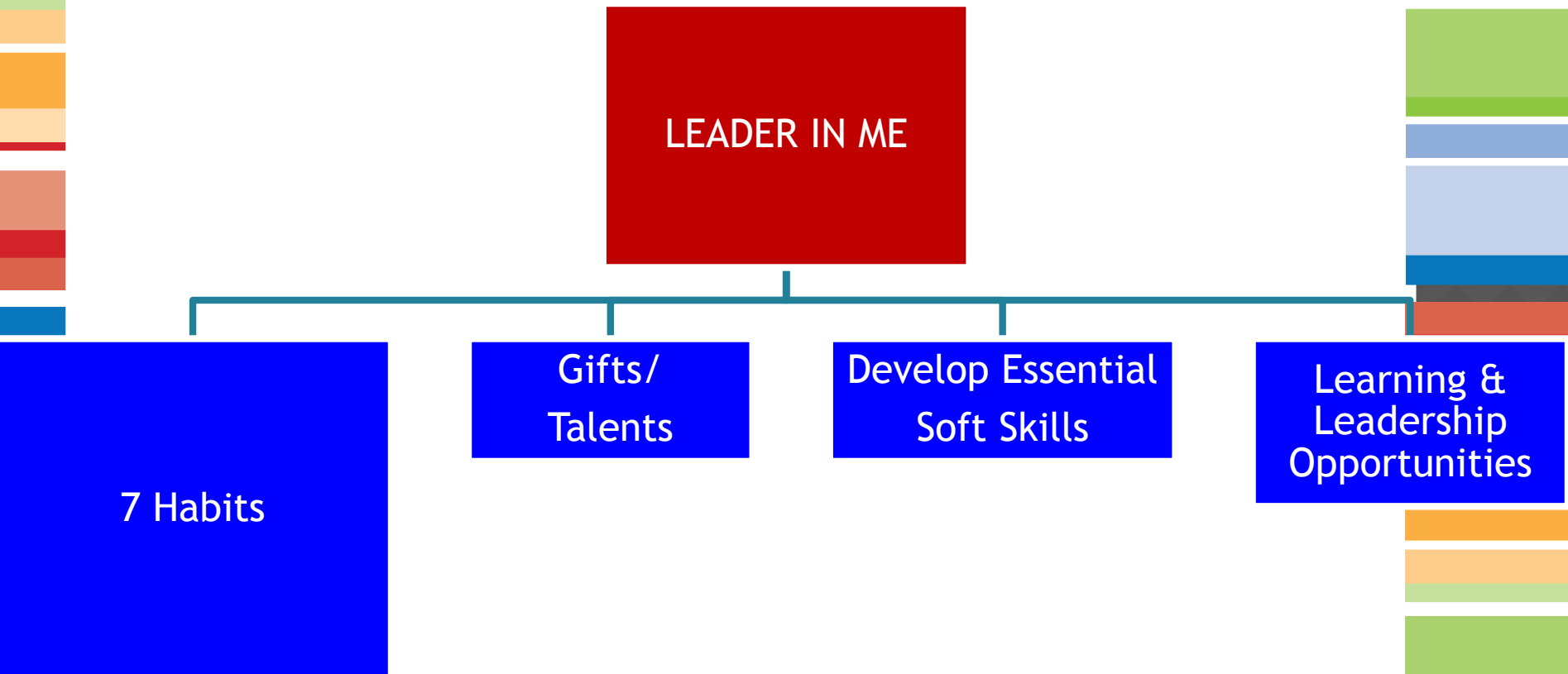


# Soft Skills Matching Activity

## Check Your Paws!

# The Leader in Me™

great happens here



# JOB APPLICATION/INTERVIEW

## Leader in Me Job Application Orange Elementary School

Name \_\_\_\_\_ Date: \_\_\_\_\_

Grade: \_\_\_\_\_ Teacher: \_\_\_\_\_

Please select all of the jobs you are interested in applying for. **Please rank the order of the job you would like the most with number 1 being your first choice.** The name of the position is listed with a brief description of the job. Please return to office by **November 7<sup>th</sup>**.

\_\_\_\_ **Display board Leaders** - (4 students , 4 & 5) -Help organize the LIM job board of open jobs and also a place for students to pin new job ideas. Report to Mr. Miller, Ms. Barloon & Mrs. Orr

\_\_\_\_ **Hall Monitors** (up to 10 students) Help remind students to follow Orange hallway expectations in the mornings when arriving at school . Please direct any K-3 students with their breakfast back to the cafeteria to finish their breakfast. Greet any new students or visitors and guide them to where they need to go in the building. Report to Mr. Haynes and Mrs. Orr.

\_\_\_\_ **Building and Grounds Leaders** (custodian assistants) - (6 -10 students) Assist with keeping our home picked up inside and out. Clean up smudges on the floors, help with recycling, easy/minor repairs and clean-ups etc. Report to Mr. A

\_\_\_\_ **Tutors, Book Readers, and Mentors** - (10 students; 3rd-5th) Be able to arrive at school at 8:30 AM to meet with K-1st graders or others times as assigned, to read or help with Math as needed. Report to Mrs. Magee, Ms. Barloon & Mrs. Joens

\_\_\_\_ **Tiger Greeter Leaders** (10 students)- These students will greet, give tours of the building, help with school events, and teach the 7 habits and the LIM to new students, staff, and parents.

\_\_\_\_ **Student Lighthouse** (10 students)- Help start up our new Lighthouse Team and meet with the staff lighthouse team and also help start the parent lighthouse team by educating the parents on Leader in Me. If interested, you must be a role model of the 7 habits and Leader in Me. Report to Staff Lighthouse

Please answer the following questions.

Why would you like to work at the above job (s)? What is interesting to you about this job?

Why are you a good candidate for this position?

How will you show leadership skills while doing this job if you are hired?

How do you make sure you get your school work and homework done on time?

What does Leader in Me mean to you?

If you are hired for a job, you will be expected to be at the job on time. You will also be expected to keep up with your school work and homework. If you make poor decisions in school, you risk losing your position. Please sign this application if you understand what will be expected of you. Please also have your parents and teacher sign this form before turning it back into the office. You will be notified soon about job possibilities. Thank you for taking the time to apply!

Student Signature: \_\_\_\_\_ Parent Signature: \_\_\_\_\_

Teacher Signature: \_\_\_\_\_



**SERVICE**

**Make Orange  
and Our  
Community  
a Better Place**





Habit 5  
Fourth Grade  
#400  
#410

Habit 6  
Fifth Grade



Welcome to Habit 5  
Seek first to Understand  
Then to be Understood  
in Room 400 and 410  
and Habit 6  
Synergize in  
Room 404, 407



Synergize  
Better

*What is one of YOUR  
leadership roles?*



# RETHINKING LEADERSHIP

# PARADIGM SHIFT



**THIS IS  
LEADERSHIP**



# CAPTURING SPECIAL MOMENTS

Leaders

**CELEBRATE** Success



# SERVICE



Leaders  
GIVE BACK

# SHOWCASING GIFTS & TALENTS



Leaders Use Their Gifts to SERVE Others

# SPEAKING UP



Leaders Speak With **PASSION**

# CREATING PERSONAL MISSION STATEMENTS



Leaders Know Their PURPOSE

# SETTING GOALS



Leaders Set Goals & Track Their Progress

# SYNERGIZING



**Leaders Work TOGETHER**

# HAVING CONFIDENCE



Leaders are **CONFIDENT** in Their Abilities



# HAVING A VISION



Leaders Begin with the End in Mind

# CELEBRATING DIFFERENCES



**Leaders Value Diversity**

# DOING THE RIGHT THING EVEN WHEN NO ONE IS WATCHING



Leaders  
Make the World  
a Better Place

# SHOWING SCHOOL SPIRIT



Leaders are PROUD to be LEADERS!

# A SHOW OF HANDS...





# Connect with us...

[www.leadervalley.org](http://www.leadervalley.org)

