
Building a Winning Culture

<https://bit.ly/2Jj3CMg>

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Culture Eats Strategy for Breakfast

- Peter Drucker

Be Relational

Be Intentional

Be Transformational

Be Truthful



Be Relational

Three things that can help you be more relational in your building.

- **Acknowledge**
- **Appreciation**
- **Affirmation**

*"Too busy" is a myth.
People make time
for the things that
are really important
to them.*



Share

How do you acknowledge and celebrate your staff?

Acknowledge

How do you connect with your staff?

Celebrate your staff's successes in public.

Appreciation

Everyone wants to be appreciated.

When you appreciate someone start with I appreciate you because.....

Publicly recognizing staff



Share

What's your "go to" way of showing your appreciation?



Share

Share an example of how you have recently affirmed the importance of someone's work lately.

Affirmation

If you think it, say it

If it is nice, say it to them

Saying it in public is usually better

“ PRIORITIES:
When someone tells
you they are too 'busy'...
It's not a reflection of their
schedule; it's a reflection
of YOUR spot on their
schedule.”

- STEVE MARABOLI

Relationships are built upon trust.

(With a little help from a mouse trap)



**TO BE TRUSTED IS
A GREATER COMPLIMENT
THAN TO BE LOVED.**



Tip

Remember. Trust takes a long time to build, but a very short time to lose.



Be Intentional

- **Make time each morning to visit each staff member**
- **Open your door and listen to your staff**
- **Be visible**
- **Create a Needs Assessment**

A hand holding a smartphone against a dark red background. The text is overlaid on the left side of the image.

We all want leaders who have a purpose and a plan.



Tip

Ideally, stick to your plan and purpose throughout your message during the year.

3 ways to make your message clear to your staff?

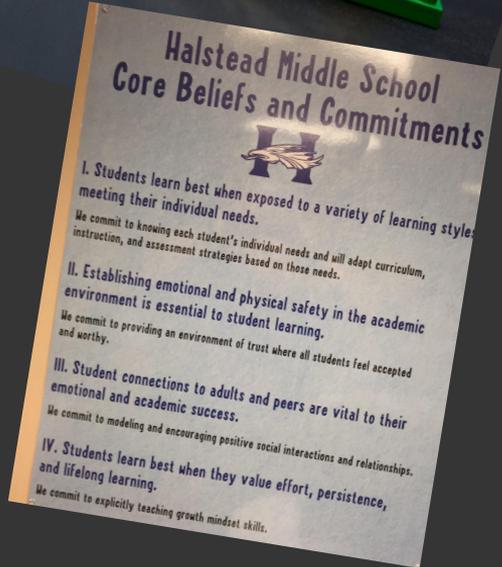
1. Make it relevant
2. Do not let the method compromise the message
3. Deliver the message with care





Be Transformational

- Be A Visionary
- Be Authentic
- Be Empowering



Be A Visionary

Strive to have a growth mindset and get students involved

Know where you want your building to go and lay the foundation

At HMS:

Core Values and Beliefs

Building Strategic Plan

Redesign - Gemini II District



—
Understand who you are as a leader and know your strengths and weaknesses.

Let your staff know the real you.

Commit to the mission or purpose!

Model expectations



Be Authentic

-Build Relationships

-Know your values

-Over communicate and under mandate



Be Empowering

You Can't Do It All By Yourself! So who do you have help?

Allow your teachers the opportunity to grow and develop their leadership capacity.

Get Students involved too!





Be Truthful

- How can negativity impact your culture?
- How are you addressing those situations?

Aren't kids great!!



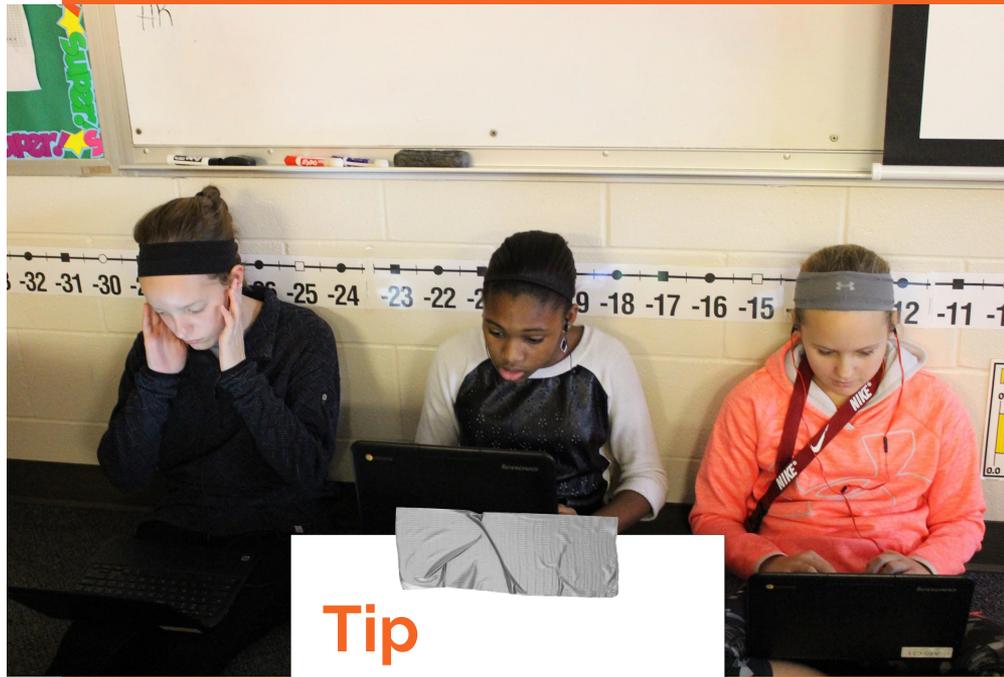
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**What you ignore, you permit,
what you permit, you
condone.**



How do I learn the truth?

- Perception Surveys (students, parents, staff)
- Student Data
- Situational Awareness (McRel)



Tip

Give surveys multiple times throughout the year to gauge your climate.

How do I have a truthful conversation?

**Pop-in and
Sidele up**

Be Positive

Plan Ahead

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