2021 Charter School Programs
Project Directors’ Meeting

Wednesday, February 24, 2021 | Virtual Presentation
How Do We Drive Impact?

Collaboration and Visioning While Leading in the Unknown
LEADING IN THE UNKNOWN

A MASTER CLASS FOR CHARTER SECTOR LEADERS
A Self-Guided Learning Experience Focused on Leadership
In the Chat...
Remember to mute yourself.  
Actively participate in breakout rooms.  
Utilize the chat for questions and comments.  
Respond to the survey.

This session is being recorded, so you and your peers may access it at a later date.
Learning Objectives and Agenda

**Visionary Leadership**
Shared understanding of why and how visionary leadership is crucial – even when the road map keeps shifting and changing

**Building Shared Vision to Drive Impact**
Learning how to build a shared vision that will lead a change process

**Assessing Your Vision**
Gain awareness and develop targets to assess your progress towards your vision
Step-By-Step
Key Elements of a Vision

Inspiring
The vision must inspire and paint a positive picture of the future.

Strategically Sound
The vision should be challenging.

Unifying
The vision should bring together teams aligned with a common purpose.
Personal Visionary Leadership Strengths

- Exploration
- Boldness
- Testing Assumptions

Source: DiSC Work of a Leader
https://www.bishophouse.com/everything-disc-work-of-leaders
Exploration

Seek Closure

Prioritize Detail

Remain Open

Prioritize Big Picture

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Boldness

0 Cautious

10 Adventurous

0 Hold Back

10 Speak Out
Testing Assumptions

0
Decide
Independently

0
Push Forward

10
Seek Counsel

10
Explore Implications
As We Lead with Vision...

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<th>Explore</th>
<th>Be Bold</th>
<th>Test Assumptions</th>
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<td>Remain open and prioritize the big picture. The vision is about the why, not the how, we are going to do something.</td>
<td>Be bold. Be adventurous and speak out, even if you have what might be a crazy idea.</td>
<td>Seek counsel and explore implications. Getting others’ input will help you refine the vision and build a great level of buy-in.</td>
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Think about and discuss people in your work experience that would be on the far right of the spectrum. What made you see them as strong in this particular aspect of visionary leadership?

If you are willing to be a little vulnerable with each other, share where you land on the continuum and what that is telling you.
Breakout Room #1 – Group Share
Shared Vision

Look in the rearview mirror.
Is anyone following you and your vision?
Impact of a Shared Vision
Approach to Building a Shared Vision

- Stay Open to Feedback
- Remember the Key Purposes Behind a Vision
- Be Realistic
- Document Your Vision
- Revisit Your Vision Often
Tips for Creating a Vision

- Pick a topic related to your CSP grants
- Pick your time frame
- Develop a list of “prouds”
- Write a first draft


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- Put something wild out there.
- Get past the 59 reasons why it won’t work.
- Put down what pours out, not what other people want to see.
- Write as if your vision has already happened.
- Keep writing for 15 minutes, regardless of how silly you sound.
- Build your passions into what you write.
Small Group Discussion – Share Visions and Provide Feedback

Can you see what the future would be like?

Do you have a clear picture of success?
Breakout Room #2 – Group Share
Assessing Your Vision

- Identify key focus areas
- What success have you had thus far?
- What actions will you take to reach your targets?
- What do you want your success to be in six months?
### Assessing Your Vision in Practice

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<th>Focus Area</th>
<th>Current Successes</th>
<th>Successes Six Months from Now</th>
<th>Action Steps</th>
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Share Your Aha! Takeaways from this Session
How did we do?
Lisa Diaz, Founder

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