

Leadership, Systems Thinking, Organizational Culture and Team Building

I. Transformational Leadership

- A. Recognizes power in constituents and seeks to transform/empower them to satisfy their own needs.
- B. Helps staff maintain a collaborative, professional school culture.

II. Learning Organization

- A. Organizations where people continually expand their capacity to create results they truly desire, where new expansive patterns of thinking are nurtured.
- B. Where collective aspirations are set free, and where people are continually learning how to learn together.

III. Systems Thinking

- A. The conceptual framework, a body of knowledge and tools developed to make the full patterns clearly and to help us see how to change things effectively with the least amount of effort.
- B. The heart of a learning organization is a shift of the mind from seeing ourselves as separate from the world to connected to the world. Systems thinking supports this shift of the mind.
- C. *Five Components*
 - 1. Personal Mastery
 - 2. Mental Models
 - 3. Building a Shared Vision
 - 4. Team Learning
 - 5. Systems Thinking

IV. Organizational Culture

- A. Plays the dominant role in exemplary performance.
- B. Comprised of rules, traditions, norms, and expectations that permeate everything.
- C. Can be created by using symbols, structures, celebrations, and ceremonies.

V. Action Teams

- A. A system of teams develop action plans around goals.
- B. Data and improvement efforts are transparent.

Effective Leadership balances systems and relationships.

- A. Transformational Leadership builds a learning organization.
- B. A learning organization uses systems thinking.
- C. Systems thinking helps develop the organizational culture and action teams.

Systems

Relationships

