

RE THINK

RE COMMIT

RE DESIGN



DR. EDUARDO HERNANDEZ
SENIOR LEADERSHIP RETREAT
JULY 17TH 2022



Intended Learning Outcomes



The Leader Shift



Leadership Story

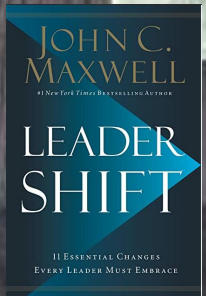


Clifton Strengths Tool



Your Leadership Story

Let's Set The Table



For Our Discussion

The Importance of

SETTING EXPECTATIONS

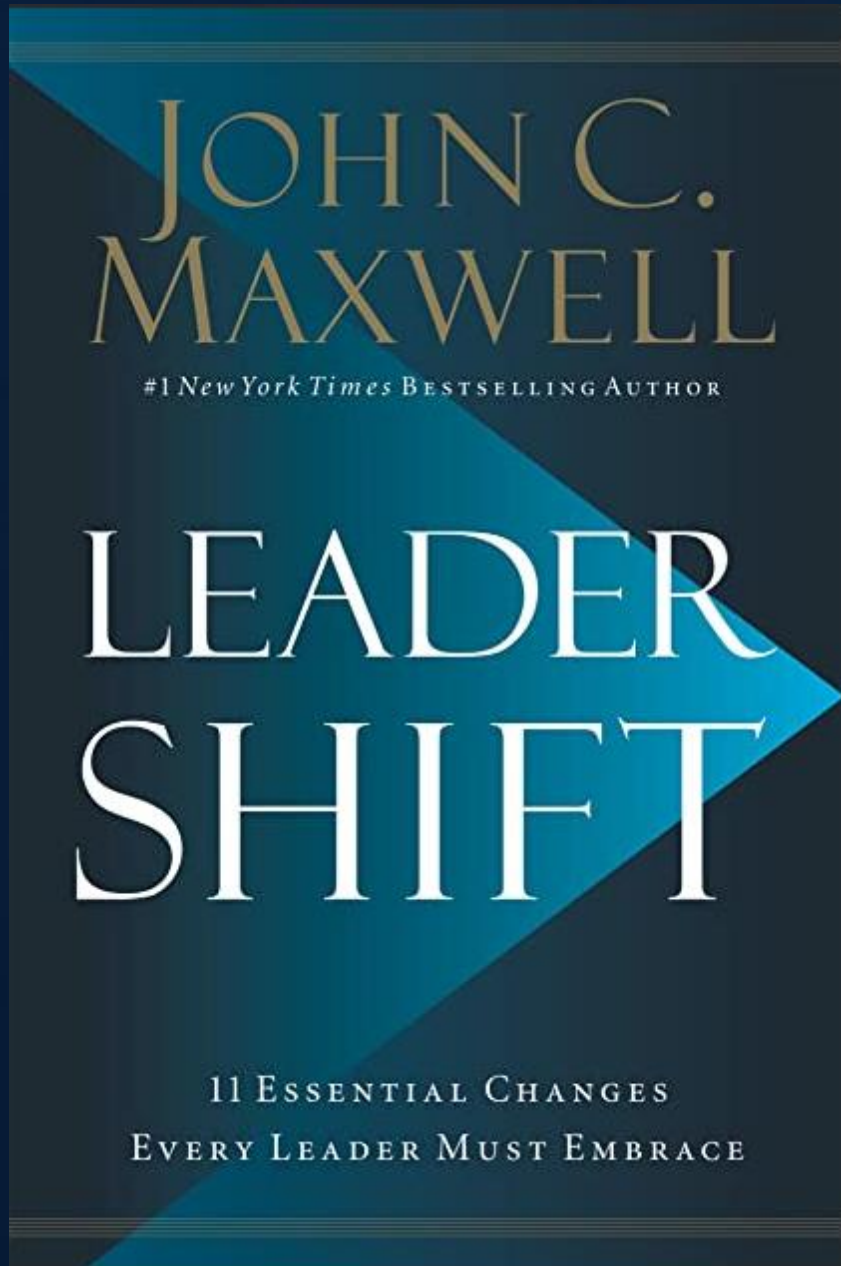
Up Front

JOHN C.
MAXWELL
11 New York Times Bestselling Author
LEADER
SHIFT
11 ESSENTIAL CHANGES
EVERY LEADER MUST EMBRACE

Senior Leadership Team



EDGEWOOD
INDEPENDENT SCHOOL DISTRICT
San Antonio
PROFESSIONALISM ♦ ACCOUNTABILITY ♦ COMMUNICATION



“All Leaders will become comfortable with uncertainty and make shifts consistently”

“Pleasing people is not the same as leading people”

Purpose/Personal
Ownership

Growth Mindset
(Abundant Mindset)

Strategically
Communicate

Think of
Solutions

Commitment

Set's the Example
(*Agency)

Believes in Sponsorship
of Others

Approachability

Relationship
Builder

*Turn &
Talk*

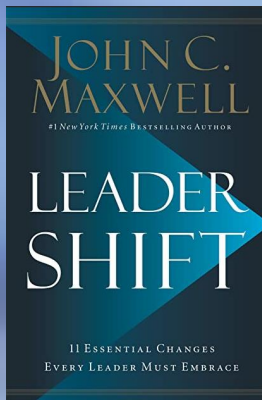
Dr. Hernandez's Expectations



Change your Expectations toward Leadership

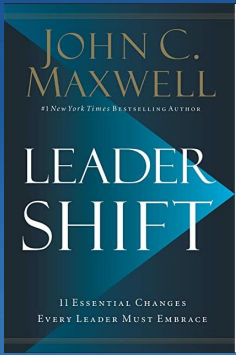


1. What's best for the organization?
2. What's best for other people within the organization?
3. What's best for me?





Uncertainty is apart of Leading



EDGEWOOD
INDEPENDENT SCHOOL DISTRICT
San Antonio
PROFESSIONALISM ♦ ACCOUNTABILITY ♦ COMMUNICATION



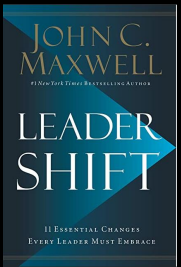
Value People as much as you value yourself

Pleasing People Is Not The Same As Leading People to Leader

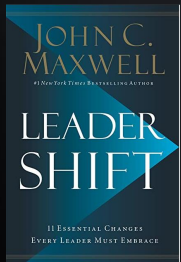
PLEASER



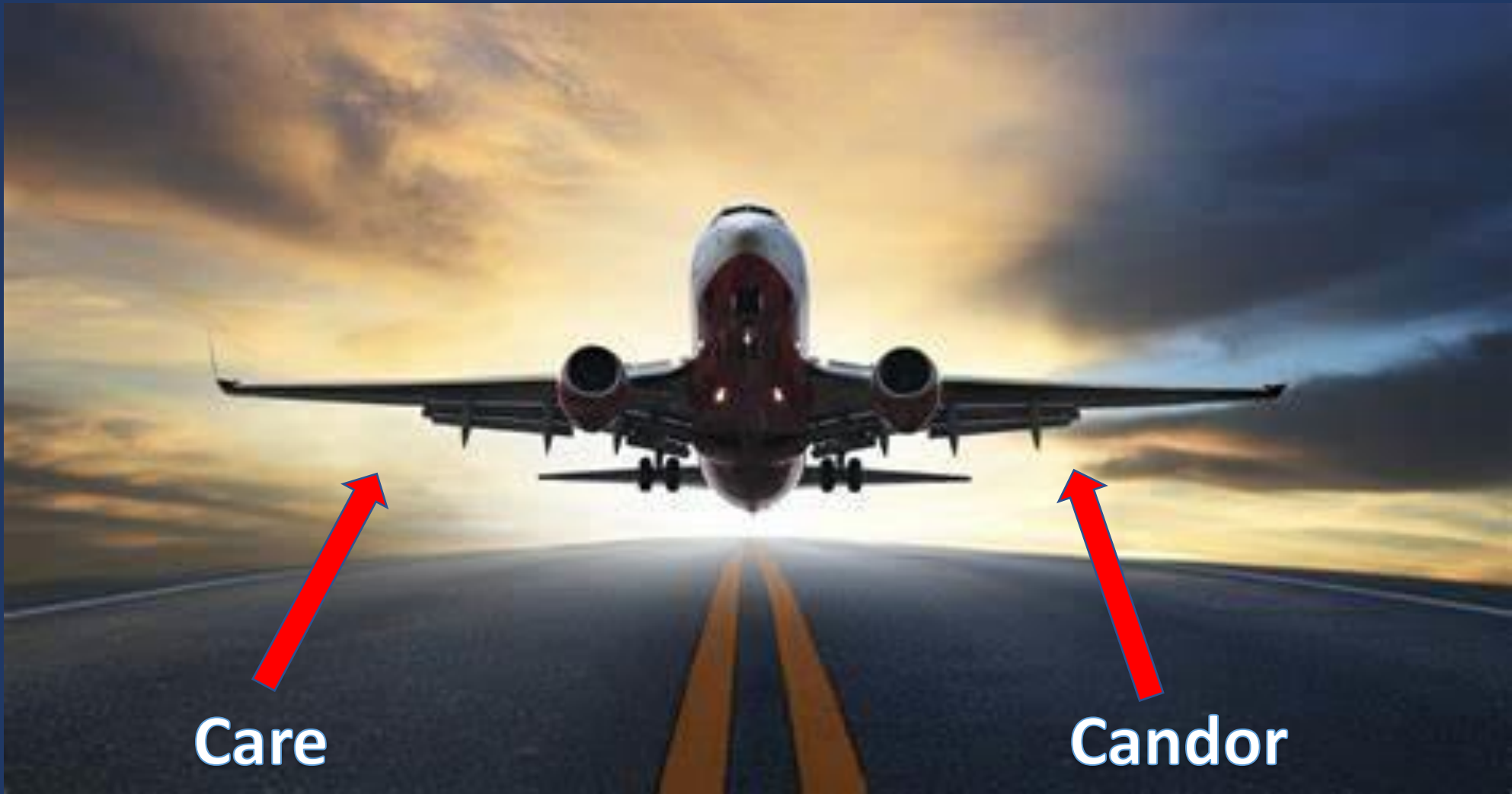
LEADER



We will not Avoid Tough Conversations



Let's talk About Commitment

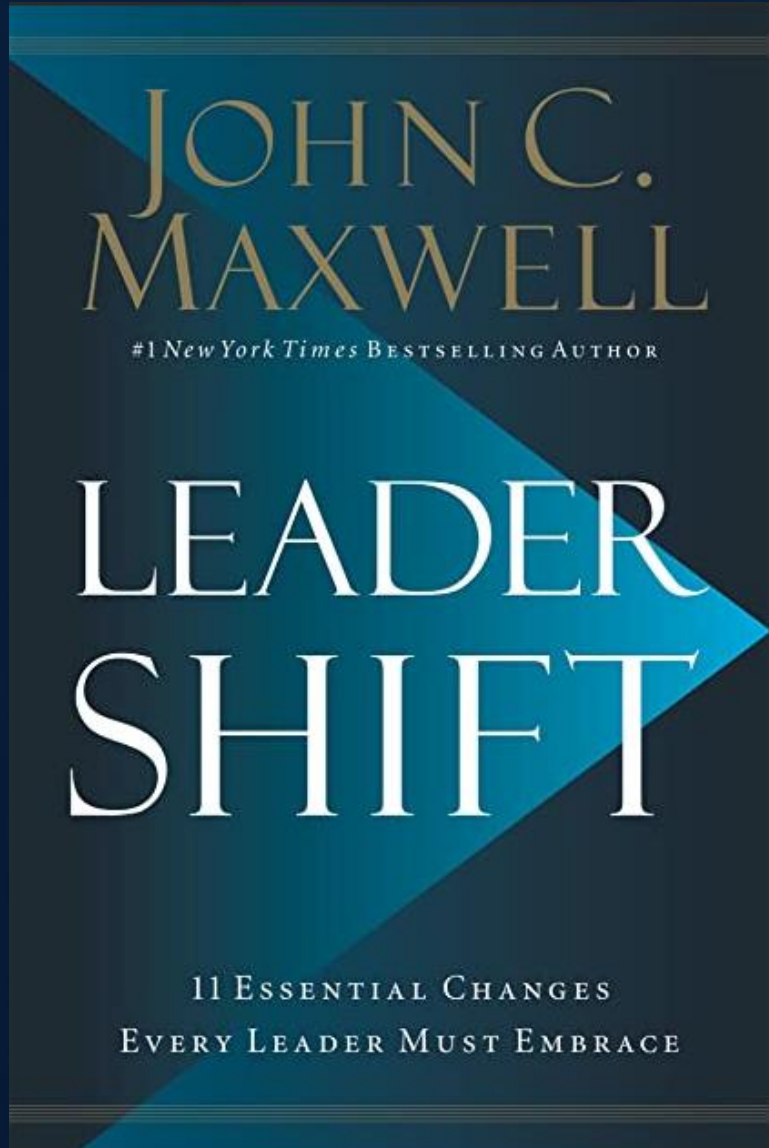


Care

Candor

Good Leadership Challenges People

Leadership Expectations



- 1. Recognize that Commitment is a part of Success. It is expected!**
- 2. Understand the big picture requires you to grow, challenge your thinking, value others, respect your time, and clearly state expectations.**
- 3. Realize that you are a Leader: Challenge people to grow, not please them.**
- 4. As Leaders increase the Effectiveness of others by engaging, in Tough Conversations that are balanced with candor and care.**



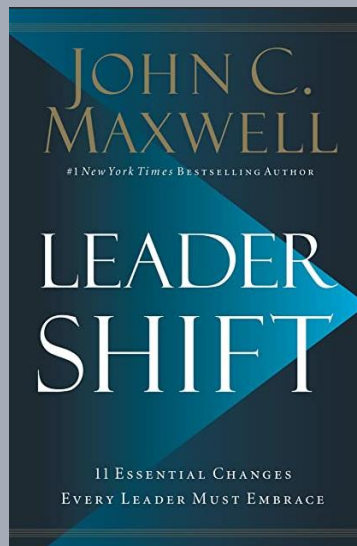
EDGEWOOD

INDEPENDENT SCHOOL DISTRICT

San Antonio

PROFESSIONALISM ♦ ACCOUNTABILITY ♦ COMMUNICATION

Shift Our Thinking





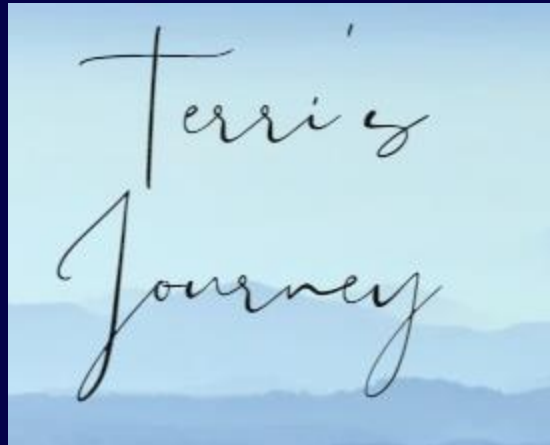
**Clifton
Strengths
Finder**



The Balcony VS The Basement



Turn &
Talk



MY STRENGTHS

1. IDEATION
2. RELATOR
3. INTELLECTION
4. STRATEGIC
5. ACHIEVER

Check Your Blind Spots

Know your impact

MY STRENGTHS

Dr. H's
Journey

1. SIGNIFIANCE
2. FUTURISTIC
3. INDIVIDUALIZATION
4. FOCUS
5. MAXIMIZER

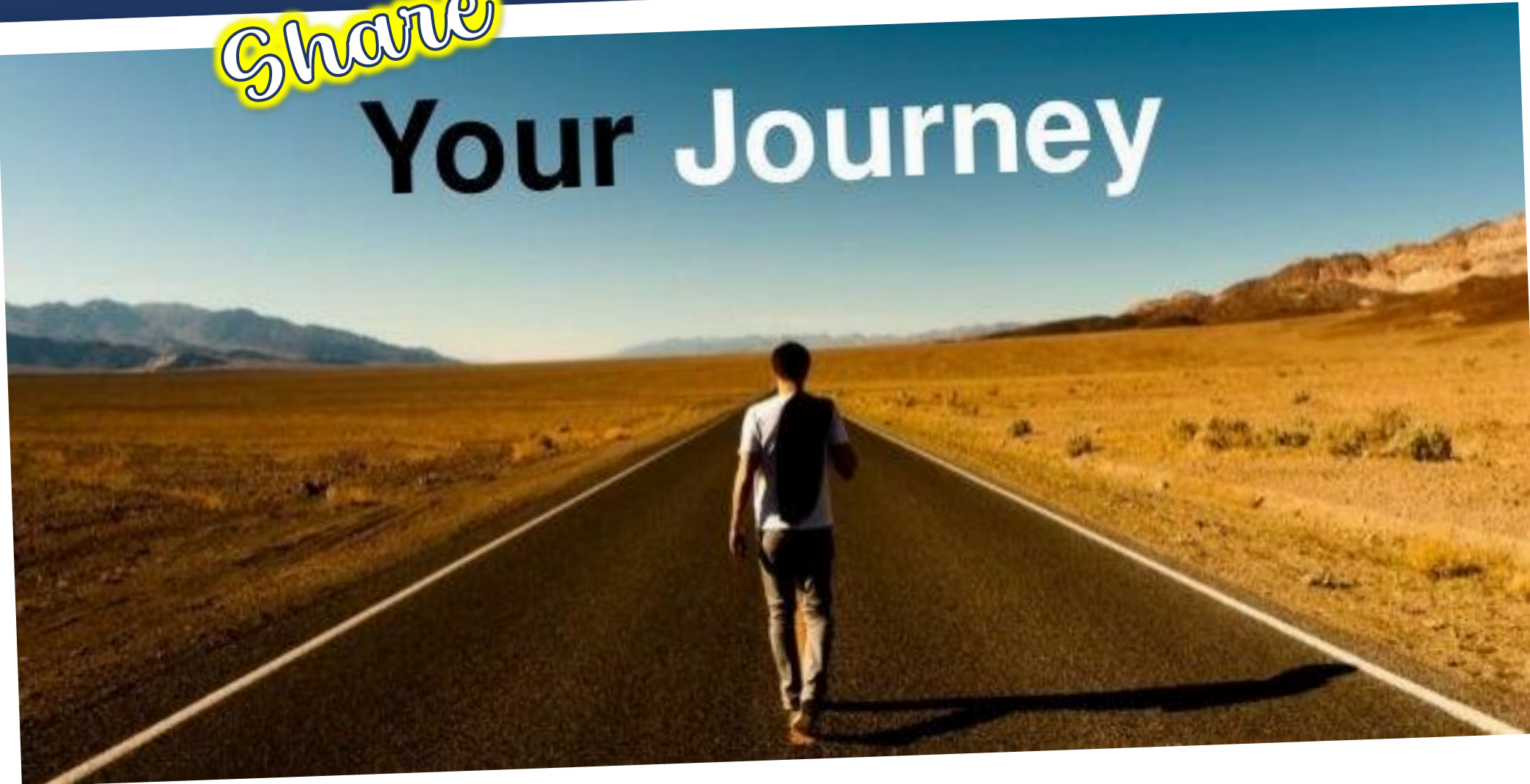
**CHECK YOUR
BLIND SPOTS**

KNOW YOUR IMPACT



Share

Your Journey





What is Resonance?

Resonance is a foundational practice of relational culture.



Resonance is a communication skill, a process that helps to build relationships and connection and helps to shift culture.



Resonance supports the connection between you and others.



Resonance requires that you notice and acknowledge the moments when you feel most engaged by or connected to what you hear.

How to Do Resonance

Resonance supports the connection between you and others.

- Notice the moments when you feel most engaged by or connected to what you hear.
- Catch and hold the other's story or idea; it does not need fixing or correcting.
- Share back with them the moments where you felt right there with them.

Resonance is not:

- Telling your own story
- Making interpretations
- Giving your opinions, judgments, advice, comparisons
- Repeating everything that the speaker said
- Asking questions for the purposes of justification or challenge

RESONANCE: What to say...

LISTEN

INCLUDE

ACKNOWLEDGE

CONNECT

- ❖ I was impacted when you said...
- ❖ It really landed with me when you said...
- ❖ I felt connected to you when you said...
- ❖ I was moved when you described...
- ❖ I was right there with you when you said...
- ❖ I was inspired when you shared....

*Developed by: Debra Alexander, Alexander Training and Consulting, Inc; Suzanne Anderson, The Collaborations Group, Inc; and Kaye Craft, K. Craft Associates, Inc. Our application of Resonance is influenced and adapted from the work on Relational Culture by Mark Fairfield of the Relational Center and Relational Uprising--go to RelationalUprising.org for more information.

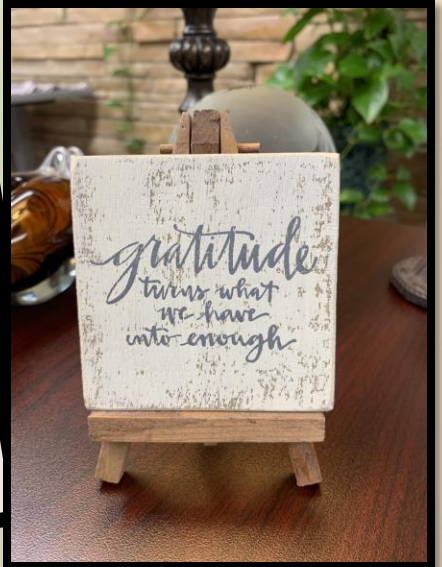
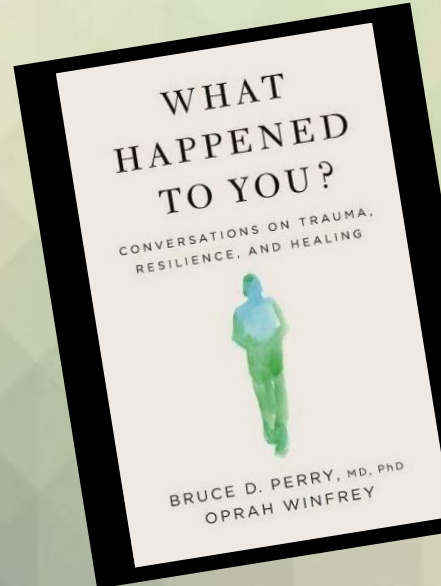
Dr. H's Journey



125,000 Braceros to Head for U.S.

MEXICO CITY, Aug. 8 (AP) — More than 125,000 Mexican migrant workers will head for American farms this week, government officials estimated today.

This will be one of the largest movements of Mexican contract labor for harvesting crops in the United States. The unusually high number of applications for jobs was attributed to widespread crop failures in Mexico, causing small landowners and farm hands to abandon their fields.



RE THINK

RE COMMIT

RE DESIGN



DR. EDUARDO HERNANDEZ
SENIOR LEADERSHIP RETREAT
JULY 17TH 2022



RELAX
REFRESH
RECHARGE

