



Central Office Conference
Leading as a Team:
The Value of Collaboration & Being on the Same Page
Oct. 22-23, 2018
Radisson Lansing at the Capitol, 111 N. Grand Ave., Lansing

Monday, Oct. 22

1 p.m. to 3 p.m.: General session, **“Accountability is Not a Dirty Word,”** Carol Diglio, Consultant, Consulting by Diglio

Capitol I Ballroom (second level)

Leading a culture of accountability creates a sustainable workplace that communicates clear expectations, an environment that is growth-oriented, focuses on the development of individual employees, is predictable, collaborative, consistent and safe. So, why do so many people in leadership roles view accountability as a dirty word? Discover why district leaders avoid taking corrective action when fellow colleagues do not adhere to district initiatives. Learn the four professional pivots central office administrators need to master in order to create a culture of accountability. Commit to honoring your best employees by taking necessary action-steps for holding people accountable who don't honor the district's mission, vision, and goals. Lastly, understand the importance of central office communicating and working as a team, in order to maximize student growth and achievement district-wide.

3 p.m. to 3:15 p.m.: Break

3:15 pm to 4:45 p.m.: Concurrent Breakout Sessions

1. **Building Better Finance and HR Offices**, Donald Sovey, CPA, CFO, School and Municipal Advisory Services, PC
Michigan I (second level)

Learn necessary leadership skills and staffing requirements/qualifications for local and ISD districts to effectively deliver critical financial and human resources services for schools ranging in size from 150 to 14,000 students. The changing role of the ISD will be presented as well as 7 case studies of actual districts and their recommended staffing models. Following the presentation, a group discussion of your unique challenges will take place.

2. **Why isn't Anybody Talking about Horizontal Succession Planning?** *Bob Kittle, President & CEO, Munetrix LLC*
Regency I (second level)

Mainstream thinking views succession planning in a vertical plane, identifying and developing who will move up the ladder to succeed Jane or John and when. Of course, this is very important, but most leaders are not thinking in terms of "Horizontal Succession Planning" which compliments the vertical plan. Horizontal succession planning is the element that protects the institutional knowledge often lost with the departure of an employee. Attendees to this session will hear thought provoking narrative, examples and suggestions to alleviate a problem that exists, but seems to be overlooked in most cases succession planning activity.

3. **Data Driven Decision Making – Leveraging Innovation and Critical Strategic Planning to Design Projects with the Greatest ROI and Long Term Benefits,** *Terry Stoklosa, Michigan Business Manager, Siemens Industry, Inc.*
Regency II (second level)

K-12 districts are constantly being pressured to provide an exceptional learning environment for their communities. Easier said than done! This mission requires valuable data-driven information in order to make the right long term and defensible decisions. In addition, maximizing your ROI on all your projects is absolutely paramount.

5 p.m. to 6 p.m.: Networking Reception (Capitol I Ballroom Foyer)

Tuesday, Oct. 23

8:30 a.m.: Breakfast

8:30 a.m. to 10:30 a.m.: General Session, **"5 Dysfunctions of a Team,"** *Patty Trelstad, Michigan State University, and Dixie Koenemann*

Capitol I Ballroom (second level)

It's widely known that effective educator teams are essential to high school performance, but how is a highly effective team established and sustained? We will explore all components of the team-building process including correlation to student achievement, the stages of team development, and team dysfunctions to overcome.

10:30 a.m. to 10:45 a.m.: Break

10:45 a.m. to 12:15: Breakout sessions

1. **How HR Fits**, *Greg Warsen, Assistant Professor, Educational Leadership, Grand Valley State University*

Michigan I (second level)

After serving in multiple central office roles for 15 years and now teaching aspiring central office leaders, Dr. Warsen will share how the Human Resources function intersects with other district leaders. Collaboration, communication and candor will be emphasized.

2. **Accelerate District Progress by Aligning Your Team on the Metrics that Matter the Most**, *Anna Lutey, Partnerships Lead, Schoolzilla PBC*

Regency I (second level)

Learn how to align your central office team on the metrics that matter the most to student outcomes, turn existing data into insights and more effectively track progress toward the district's strategic goals. Additionally, you will learn best practices for establishing cultures of continuous improvement and leave with actionable take-aways on incorporating strategic plans into the day-to-day, meeting the needs of multiple stakeholders, and building consistent practices around regular progress monitoring.

3. **Working Together for Gender Equity**, *Nancy A. Colflesh, Ph. D., Leadership Coach, Colflesh & Associates*

Regency II (second level)

Most districts are working hard around issues of diversity and cultural proficiency. Yet, sometimes, within our leadership teams, men and women can trip over issues of gender diversity and equity. This session, based on the recent work of Joanne Lipman, will provide an understanding of gender equity among leaders as well as specific strategies for improving these issues within the team and across the workplace/organization.

12:15 p.m. to 1:00 p.m.: Lunch

1 p.m. to 3 p.m.: General Session

Legal Update with Thrun Law Firm

Legislative Update from MASA

Capitol I Ballroom (second level)

3 p.m.: Adjourn