


 A · S · B · A
 Alberta School Boards
 Association

... Leadership Teams
 What's changing for the board chair?
 ASBA SGM 2014
 Heather Welwood and Jim Gibbons

A relationship without trust is like having a phone with no service. And what do you do with a phone with no service? You play games.

Team

“A group of people who functioned together in an extraordinary way – who trusted – who complemented each other’s strengths and compensated for limitations – had common goals larger than individual goals and who produced extraordinary results.”



~Peter Senge, The Fifth Discipline

What is a team?

A team is

- a small group of people playing the same game by the same rules . . .



What is a team?

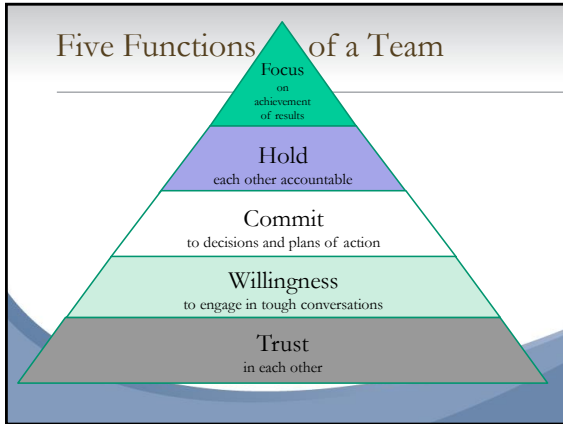
. . . *and who need each other*
 to accomplish a result.



Five Dysfunctions of a Team



~Lencioni



Trust

The base of the team for:

- Function
- Dysfunction

Transformation of Governance

- School boards are local governments
- School boards are a form of representative democracy
- School boards are change agents
- School board chairs are leaders
- The CEO is the school board's one employee

Board Chair as team captain

There is a Science

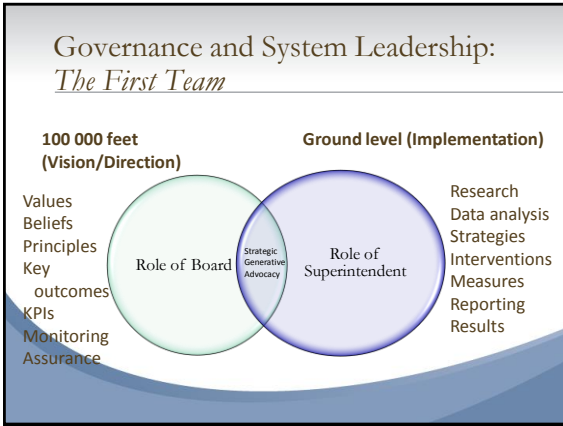
Board Chair as team captain

There is an Art

Trust (ee)

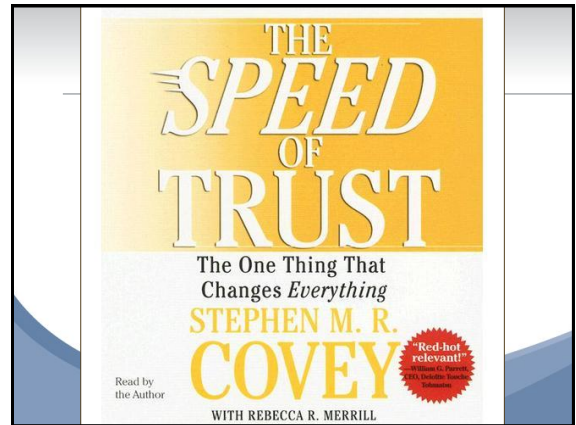
- Trust is the most elusive and fragile aspect of leadership
- Trust is the glue that binds people together in groups
- Trust must be earned. It is hard to earn, easy to lose, and once lost, almost impossible to regain

~James O'Toole



- ### The 13 Behaviors of High Trust
1. Talk Straight
 2. Demonstrate Respect
 3. Create Transparency
 4. Right Wrongs
 5. Show Loyalty
 6. Deliver Results
 7. Get Better
-

- ### The 13 Behaviors of High Trust
8. Confront Reality
 9. Clarify Expectations
 10. Practice Accountability
 11. Listen First
 12. Keep Commitments
 13. Extend Trust
-
- © Franklin Covey



Peer Table Discussions

1. As a chair or aspiring chair, have you built trust in your school board? Share experiences.
2. Do you have some ideas you think would work? Discuss.



Learning Together

Your panel:

- Mary Martin: Calgary Catholic SSRD
- Kim Webster: Pembina Hills Regional Division
- Ralph Wohlgemuth: Grande Prairie & District Catholic Schools

Summary

When there's trust,
things can be accomplished
much more quickly.

