



Leadership NOTES

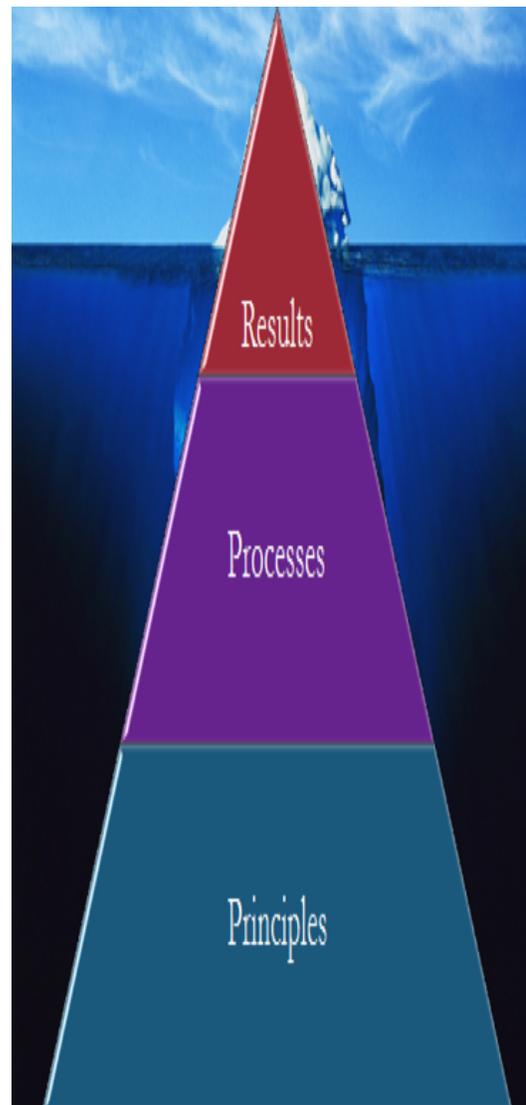
Rocky Wallace- Servant Leadership Brochure

Organizational Health

Personal and Team Development

Principles of Servant Leadership

1. Listening
2. Empathy
3. Healing
4. Awareness
5. Persuasion
6. Conceptualization
7. Foresight
8. Stewardship
9. Commitment to the growth of people
10. Building community



In Our Organization

1. Membership has an agreed upon vision, believes in the vision, can quote the vision to others, and is focused on assisting in making the vision a reality.
2. Our organization is moving away from "top/down" decision making, and moving toward a flattened shared leadership model that has more people involved, encourages the sharing of new ideas, and is "restless" to move the organization from good to great.
3. Our organization has identified our core values, and has also provided training for members to identify and develop their personal core values.
4. In all team planning and decision making meetings, the conversation is aligned with the organization's core values. The purpose of the meeting is to help the organization to rise to "smarter", more effective work.
5. We have a high level of trust in our organization.
6. We have effective accountability models in place on all levels of our organization (we allow no one to wander outside our agreed upon organizational ethical boundaries).
7. Members of our organization enjoy being here, and the work culture is celebrative, "alive", "creative", and always in "think tank" mode. We aren't afraid of going outside the box- we thrive on it.
8. Our executive leadership team is empowering and equipping of all others in the organization (as opposed to insecure and controlling).
9. We do not have toxic culture issues that are not handled with grace--but these issues are also handled assertively (we are not trapped in political correctness in regards to who has the clout and who has the power--thus leading to double standards in controversial or ethical situations).
10. We are about the health of the organization and how it serves the community and beyond. Succession planning is in place on all levels of the organization.

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Building Communities of Learners: The Bridge Between Leadership and Increased Instructional Capacity



Dr. Rocky Wallace is a former administrator in Kentucky's P-12 system. While principal at Catlettsburg Elementary in Boyd County, the school was named a state and U.S. Blue Ribbon School.

Rocky designs and teaches graduate educational leadership courses and develop various projects with P-12 partners. He has written a series of four books on school improvement and the effectiveness of the servant leadership model, and has also co-authored four other books on school culture.

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SWOT Analysis

Strengths	Weaknesses
Opportunities	Threats