(How) Can Leadership Be Taught?

Ted Fish, Ed.D, Executive Director, gcLi
Caroline Blatti, Director, Hutchison Leads
The Challenge of 2012+

The central socioeconomic fact of our times is: Average is OVER!

How to inspire and draw from ourselves that uniquely value-added (element) that is going to make us above average...that is the central educational challenge of our times.
To survive...to Thrive! ENVIRONMENT
Be able to do the job that is here and co-invent the job that is not!
Adaptive, nimble, resilient, resourceful, self-initiating, environmentally savvy, constantly value-adding

Humanely connected
Collaborating

21st century LEADER...
Vision: Leaders notice what is happening in the environment and imagine something better

+ 

Courage (self-efficacy): They put their necks on the line and do something about it

+ 

GQ (EI+): They have the social and emotional skills to influence and mobilize others

**Leadership** is the science of working with Others in matters of Consequence
To answer “because of our superior cerebral power” begs the question.

What was the evolutionary driver?
Intelligence is a Social Phenomenon

Being productive & successful as a human being is all about our functionality with groups...
Vision: Leaders notice what is happening in the environment and imagine something better

+ Courage (self-efficacy): They put their necks on the line and do something about it

+ GQ (EI+): They have the social and emotional skills to influence and mobilize others

Leadership can be taught
Hutchison Leads

Learn Here. Lead Anywhere.
Our Story

- Origins and Rationale
- Research and Development
- Defining Characteristics
- Building Bridges to Memphis Community
- Leadership Attributes & Outcomes
- Programs & Student Examples
Hutchison Leads Empowering Young Women to Become 21st-Century Leaders

Why Design a Leadership Program?
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Daniel H. Pink
author of the New York Times bestseller
A Whole New Mind

The Surprising Truth About What Motivates Us

Leadership on the Line
Staying Alive through the Dangers of Leading
Ronald A. Heifetz
Marty Linsky

THE GLOBAL ACHIEVEMENT GAP
Why Even Our Best Schools Don’t Teach
the New Survival Skills Our Children Need—and What We Can Do about It

Tony Wagner
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Defining Characteristics

- Dynamic and Multifaceted
- Evolving and Interconnected
- Organic and Empowering
- Seamless Integration with School Schedule
- Complements Hutchison Mission Statement
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Building Bridges to Memphis
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Leadership Attributes
### Leadership Attributes

<table>
<thead>
<tr>
<th>Engagement</th>
<th>Courage/Resilience</th>
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<tbody>
<tr>
<td>Confidence</td>
<td>Character</td>
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<tr>
<td>Self-Awareness</td>
<td>Work Ethic</td>
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<tr>
<td>Integrity</td>
<td>Innovation/Vision</td>
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<tr>
<td>Empathy</td>
<td>Problem Solving</td>
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### Developmental Outcomes

<table>
<thead>
<tr>
<th>Local and Global Citizenship</th>
<th>Leadership Core Values</th>
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<tbody>
<tr>
<td>Philanthropic Literacy</td>
<td>Team and Group Leadership</td>
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<tr>
<td>Awareness of Leadership</td>
<td>Communication and Conflict Resolution Skills</td>
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<tr>
<td>Strengths and Areas for Development</td>
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<tr>
<td>Original Engagements with Service Learning</td>
<td>Effecting Positive Change (Change Agents)</td>
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“Never doubt that a small group of citizens can change the world. In fact, it is the only thing that ever has.” — Margaret Mead

Programs
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Programs

9th Grade Seminars
Identity and Leadership

- Experiential and instructional
- 4-5 meetings per quarter, 30 minutes each, small groups averaging 10-12 girls
- Complement to academic and co-curricular work
- Transcript

SEMINAR TOPICS

- Leadership 101 (Definitions and Attributions)
- Leadership Strengths: Self and Peer Feedback
- Communication and Conflict Resolution
- Experiential Challenges
- The Ethics of Leadership
- Teambuilding
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Programs

9
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- 9th Grade Seminars
  Identity and Leadership

- 10th Grade Leadership Curriculum
  Leadership Locally

Speaker Series:
- St. Jude Research Hospital
- Business Leaders
- Non-Profit Leaders

Specific Programs:
- Community Leadership Initiatives
- Wilson Society
- Rogers Scholars Program
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Community Leadership Initiatives
Hutchison Leads:

Summer 2012 Community Leadership Initiatives

- Examples from local Boys and Girls Clubs, Streets Ministries, and The Exceptional Foundation
- Student driven, motivated, and sustained
- “Our mission is to instill a long-lasting love for exercise, while creating an atmosphere that encourages women's empowerment and spirituality.”
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Leadership Locally, Leadership Globally: Learning Coming Full Circle
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“Deep community immersion and service-learning experiences bring students a million daily lessons, each one potentially transformative...Living with impoverished rural families in the developing world means seeing real leaders in a wholly different context...Students live in rooms without glass windows, take cold showers without much privacy, work hard, and realize these experiences aren’t going to kill them, that the people around them live through this every day, that there’s a resilience and basic toughness in their host families that they’ve never seen before—and they get tougher themselves.”

- Jennifer Klein, Director of Principled Learning Strategies
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Community Partners
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Hutchison Leads: Summer Internships 2012

- Biomedical Engineering
- Pediatrics
- Women’s Health
- Non Profit Administration
- Veterinary Medicine
- Photography
- Fashion Design
Be the Hands and Feet
A Photographic Journey to Honduras
Thursday, October 25, 2012

"Education is the most powerful weapon which you can use to change the world." -Nelson Mandela.

The School Life Expectancy for Hondurans is 11 years. That is only to about 5th grade. Because it is a third world country, education is not available to everyone. On my first trip to the Good Shepherd Children's Home in February, 2012, I fell in love with the kids, and I realized that they are just like everyone else and deserve a chance to an education. As I was walking around GSCH's fam in February, I knew I wanted to help change that statistic.

The children have dreams. They want to be teachers, firefighters, dentists, and nurses. The funding is in place for primary education, but because nothing exists for education beyond primary school, the vast majority is destined for unskilled, or low-skill labor.

Before I went to Honduras, I heard the statistics about impoverished people and their lack of access to education, but it didn't mean anything to me. Now, those numbers have names. They are Arturo, Daniella, Lester, Fatima, and so many more. They have bright, beautiful faces, and I realized that if I could just share those faces with more people, then we can all make a difference in their lives, changing Honduras for the better.

This is how Be The Hands and Feet - a photographic Journey to Honduras - was started.
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- Creativity
- Artistic Engagement
- Creative Problem Solving
- STEM
- Innovation
- Leadership
- Team Building
- Social Innovation
Hutchison Leads: Community Leadership for All Girls

- So You Want To Be A CEO?
- So You Want To Change the World?
- Girls Leading the World
- Leading Your Own Future
- Girls Confidence Coalition
- International Girl Power Day

*Over 250 girls from over 37 different schools participated in 2012*
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Girls Confidence Coalition 2012
The GCLI is founded on the premise that young people need to develop a thoughtful awareness — indeed a reverence for — leadership qualities in themselves and others. We believe that teachers are the best conduits for conveying this reverence to young people. But they need training and support to do it well.

Tools:
- SELF awareness (Feedback, debriefing, Modeling, Vocabulary)
- GROUP: Culture (set expectations; debrief; ritual; high visibility moments; group dynamic)

Teachable Moment

Developmental understanding of youth

Teacher self awareness
The biggest tool...Have them do it...

“You give students the opportunities to affect their lives, and afterwards you give them feedback about it.”

Stretch those rubber bands!
Developmental

- native language: birth to 3
- foreign language hearing: birth to 8
- Right temporal parietal junction (RTPJ): 3 to early teens
- Prefrontal cortex: 3 through teens

- The bottom two are very much related to empathy.
- Windows don't close all the way, but after that ending time they start to fossilize.

from JoAnn Deak, PhD.
Why Teach Leadership?
The Leadership Institute stands on the belief that teachers can help students grow. Leadership is a life skill that can be understood, articulated and practiced from day one. To date, more than 400 educators — teachers, administrators, division heads, heads of school, counselors and coaches — have attended The Leadership Lab®. Many have called it one of the most valuable professional development experiences of their lives; in 2012, 100% of attendees indicated on exit surveys that they would recommend the experience to a colleague.

Jeswald
Spanish Chair, Director of Community Outreach
Dedham Country Day School
Dedham, MA

The week was awesome.
I was inspired to dream.
BECAUSE WE CAN
MINDSET