



Completed Your School's Strategic Plan, Now What?

2023 MNSAA Conference
Session 2

November 3, 2023

Smart

Healthy

www.escalleadvisors.com

LET'S TALK!

612-518-2620

Operationally Vital

Principalism

“Principlism” (clericalism, presidentism, etc.)



WDYR?

Leader/Coach

Hedgehog



Leadership Capacity Management Capacity

Smart

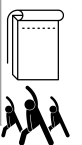
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Leader/Coach

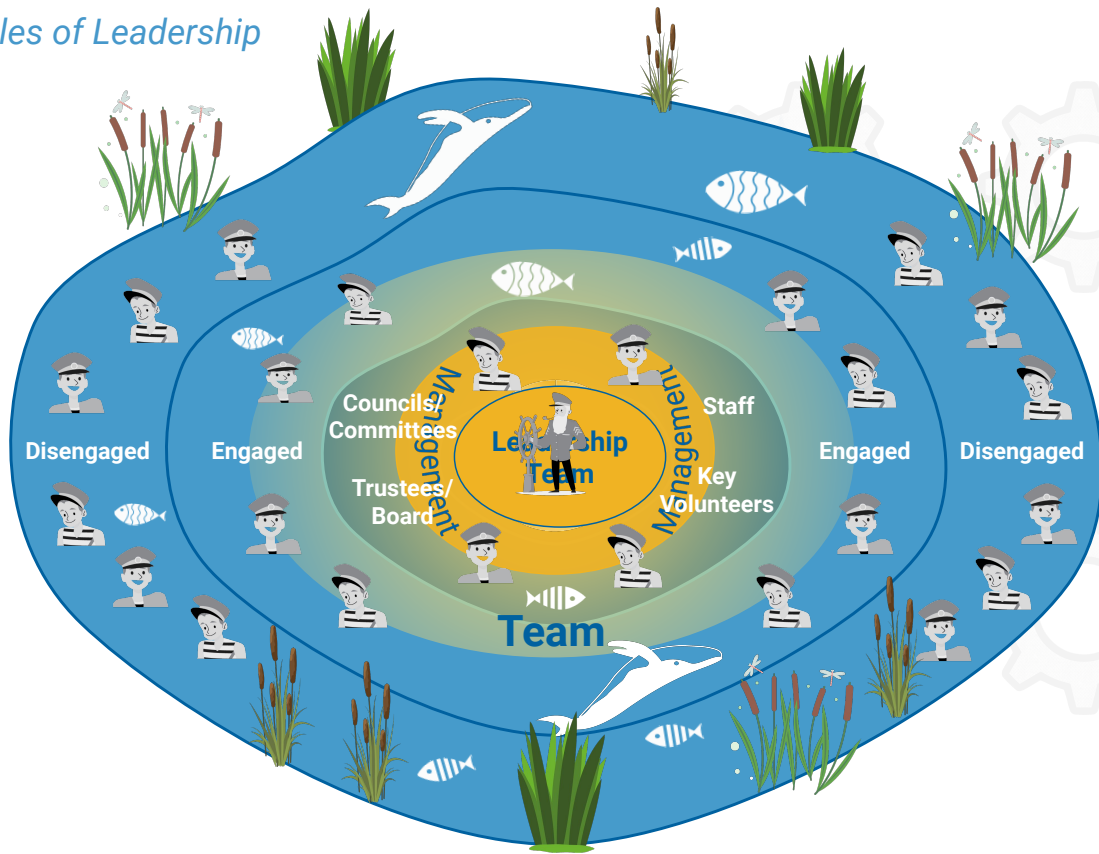
Leadership v. Management

	1 2 3 4 5	1 2 3 4 5
	Management Team	Leadership Team
Goals	ensure that day-to-day operations run smoothly	is focused on setting strategic goals and ensuring that the organization is heading in the right direction
Decision-making	make decisions related to operational issues such as budgeting, staffing, and resource allocation	responsible for making decisions related to long-term strategy, market positioning, and organizational culture
Focus	often focused on maintaining stability and maximizing efficiency	more focused on driving innovation and growth
Skill sets	often chosen for their expertise in specific areas, such as finance, human resources, or operations	typically chosen for their strategic vision, leadership skills, and ability to inspire and motivate others
Accountability	accountable for ensuring that tasks are completed on time and within budget	accountable for the overall success of the organization, including meeting strategic goals and driving growth



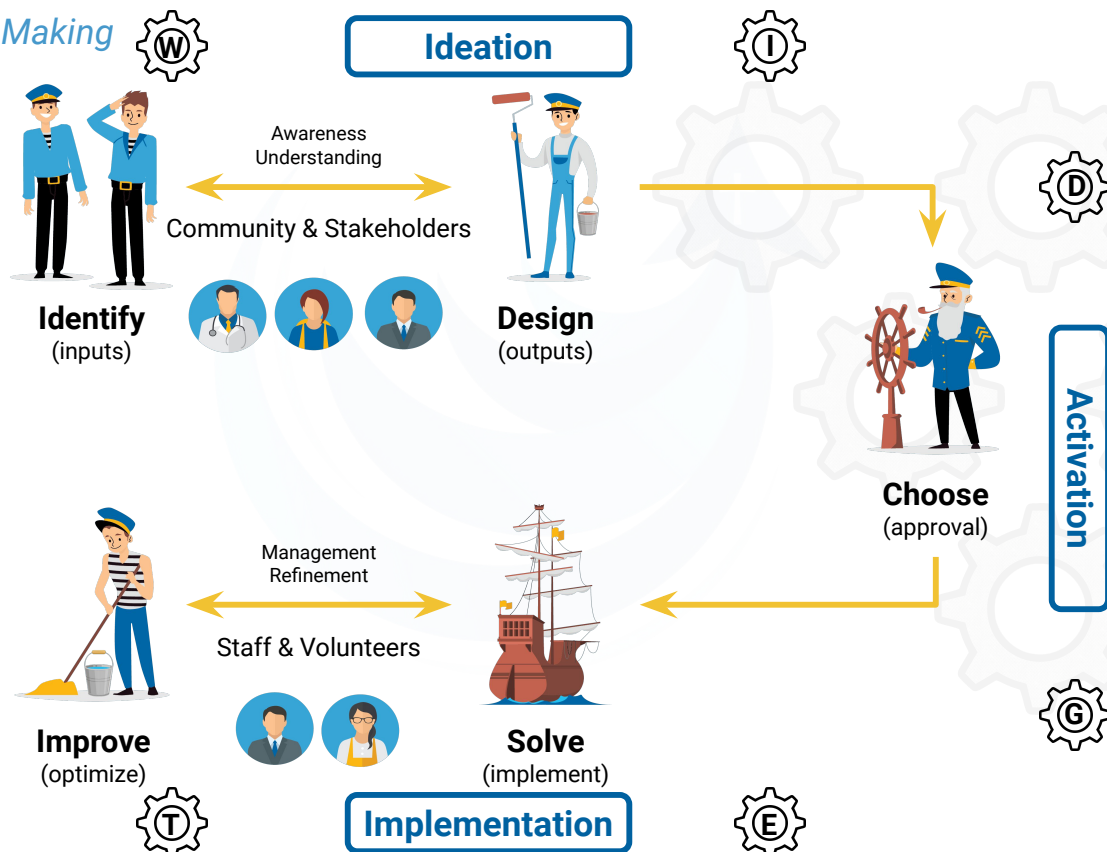
Leader/Coach

Ripples of Leadership



Execution

Choice Making



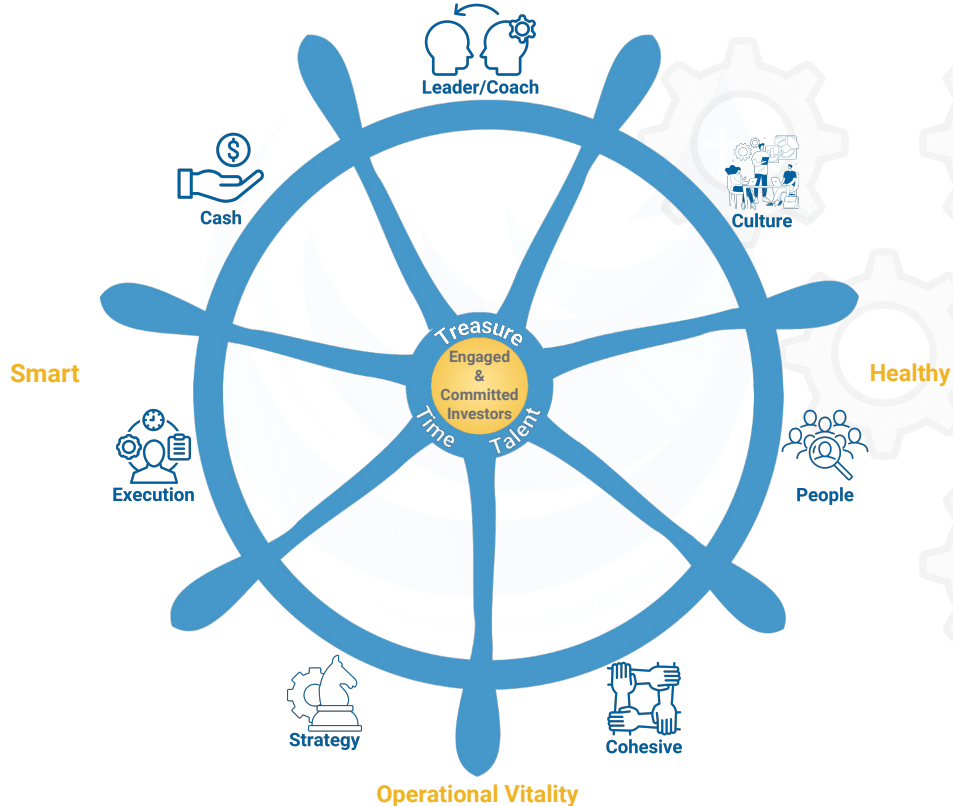
Execution

Organizational Clarity



Sustainable Growth Framework

Durable & Embedded
Leadership & Management



Escales

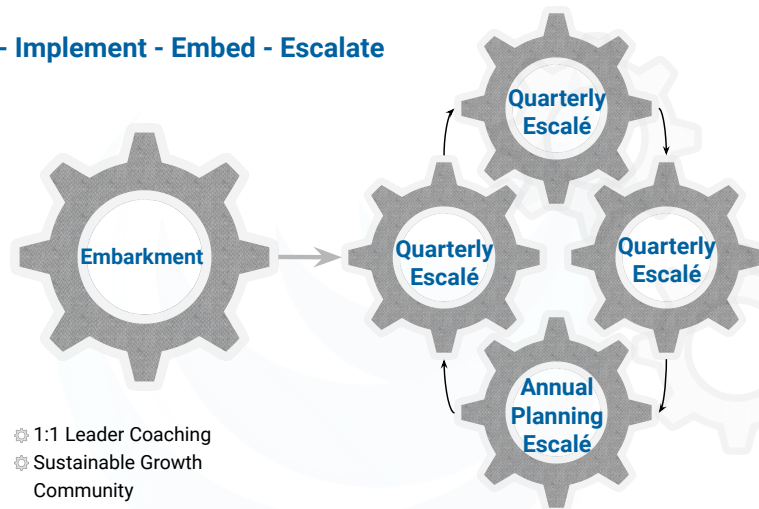
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Escale's Proven Process

Embark - Implement - Embed - Escalate



- ⊗ 1:1 Leader Coaching
- ⊗ Sustainable Growth Community
- ⊗ Leadership Team Coaching
- ⊗ 2-Day Kick-off Off-site
- ⊗ Leadership, Management, & Function Team Input/ Training Sessions
- ⊗ Clarity Playbook v.1.0

- ⊗ 1:1 Leader & Leadership Team Coaching
- ⊗ Sustainable Growth Community
- ⊗ Quarterly/Annual Escalés

- ⊗ Shared Vision, Plan, Processes, & Tools
- ⊗ Compounding Productivity
- ⊗ Team Accountability
- ⊗ Evolving Clarity Playbook

⊗ Smart ⊗ Healthy ⊗ Operationally Vital ⊗ Embedded & Durable Leadership & Management ⊗



Meetings, Meetings, Meetings

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Execution



Productive Meetings

Meeting Types	Questions	Key Points
<p>Brainstorm or Offsite Elevation: 25,000 - 30,000 ft</p>	<p>Are we solving the right problems? Are we living up to our potential? Are we missing something? Could we serve our families better?</p>	<p>Step back and look at the market/environment.</p> <p>This meeting should stay in the Ideation stage and not get dragged into tactics.</p>
<p>Solutions Oriented or Ad Hoc Strategic Elevation: 20,000 - 30,000 ft.</p>	<p>What is our strategic focus? How can we tweak our strategy? How can we refine our solution?</p>	<p>We identified a problem and need to spend time tackling a strategic focus.</p> <p>We need to invent a solution to address the issue and take time refining/tweaking it.</p>
<p>Rally & Tactical or Weekly Staff Elevation: 15,000 - 10,000 ft.</p>	<p>Are we moving the ball forward? How are we doing against goals? What do we need to get done so next week is better?</p>	<p>We've identified our strategic focus, and we are inspiring and pushing people to execute.</p> <p>We don't need to re-discern our primary objective.</p>
<p>Task Oriented or Daily Standup Elevation: 5,000 to ground</p>	<p>What's everyone working on? What will we get done today? What can we check off the list?</p>	<p>Briefly ask what everyone is working on.</p> <p>"D" should lead because it's about prioritizing and allocating resources.</p>



Questions?

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Future 20 Minute Teachings

Subject to change

Tuesday, November 14th @ 11 AM CST

**I'm Overwhelmed, but I Know We Could Be So Much More.
Where Do I Start?**

Thursday, November 30th @ 11 AM CST

Oh Crap! You're Saying I'm the One In Charge Now?