



Leadership as a Team Sport

*Overcoming the Fears of Involving the Other
Committed Leaders of Our School*

Session 2

MNSAA Fall Conference
November 4, 2024

Smart

Healthy

www.escalleadvisors.com

LET'S TALK!

612-518-2620

Operationally Vital

Escale Advisors

Lead Coach

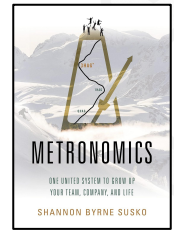


Escale Advisors

Sustainable & Funded Growth Origins



ESCALE ADVISORS
Strategic Coaching. Advancement Leadership.



METRONOMICS
COACH

fallon

MOODY'S
RATINGS



the *amazing* parish



1998

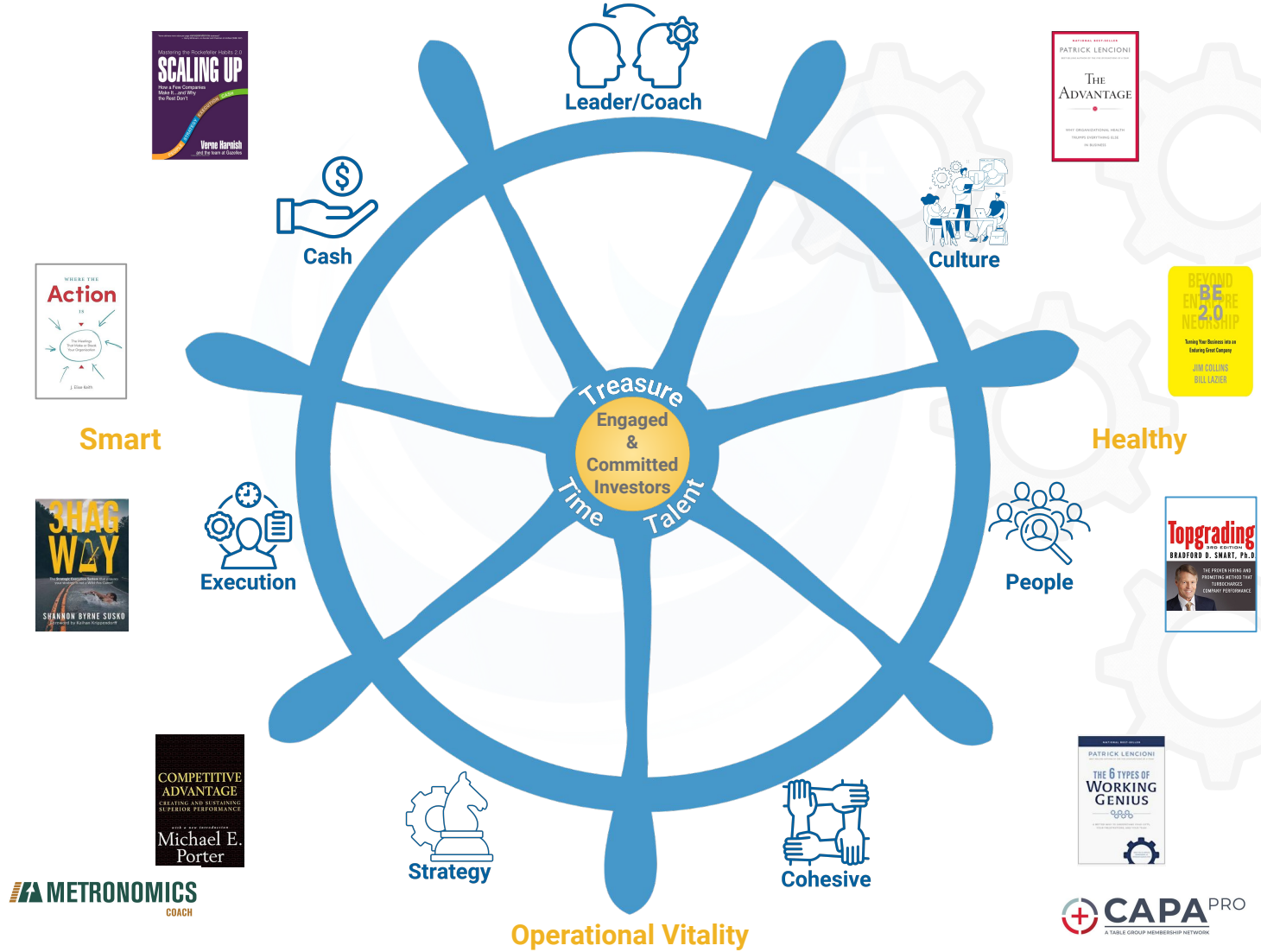
2006

2014

2022

Sustainable & Funded Growth Framework

Durable & Embedded Leadership & Management



Session Objectives

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Session Objectives

- **Leadership Models**
 - Traditional Leadership
 - Responsibility Centered Leadership
- **Leadership Teams**
 - Ripple Effect of Leadership
 - Leadership Clarity
 - 2 Key Models for Team Cohesion
- **Strategic Execution**
 - Clarity Mapping
 - QHAG Score Card
- **Where to Start**

Traditional Leadership

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Leadership Models | Traditional Leadership

Who was the Leader of the school(s) you grew up in?

Who is The Leader of Your School today?

No, really. Who is THE Leader of Your School today?

Leadership v. Management

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Leadership Models | The Three Roles

Leadership v. Management

	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

Responsibility Centered Leaders

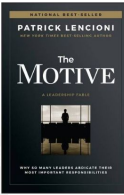
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Leadership Models | Responsibility Centered

Leader: Chief Executing Officer



Responsibility-centered



Reward-centered

Ripple Effect of Leadership

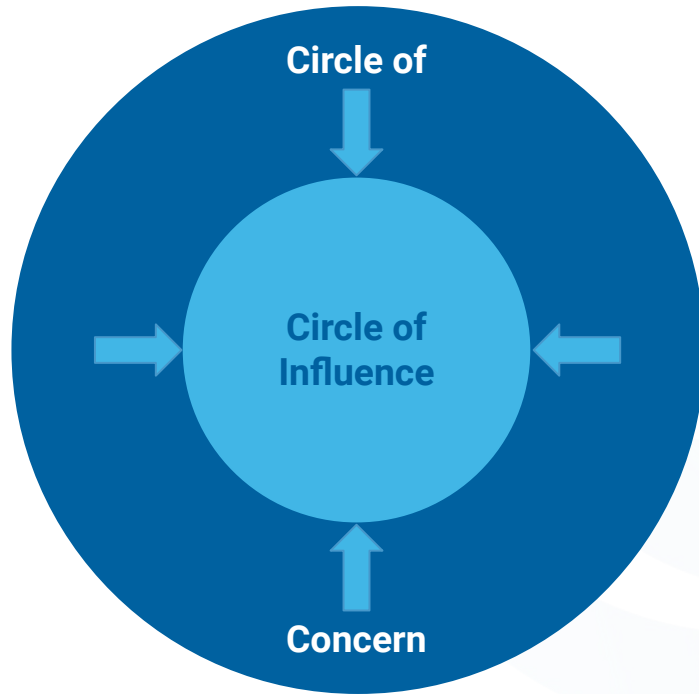
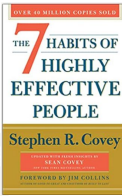
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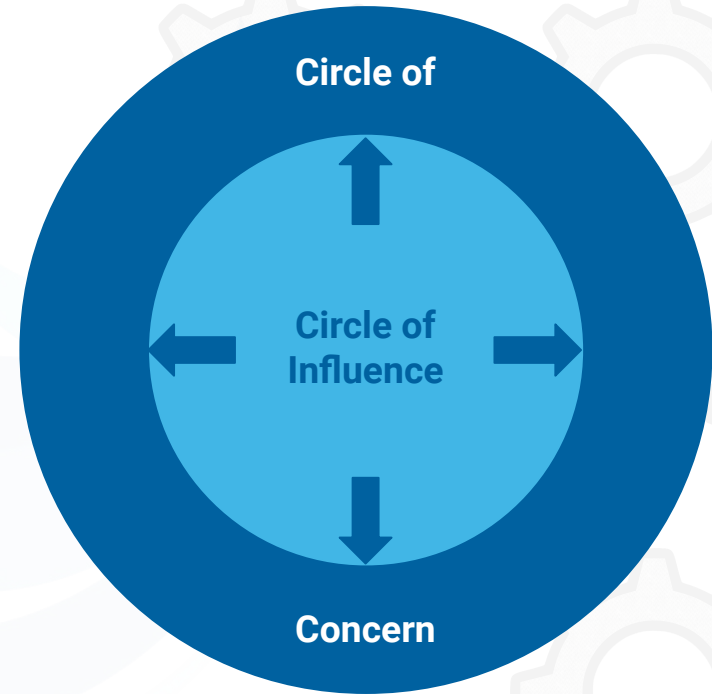
Leadership Teams | Ripple Effect

Circle of Influence



Reactive Focus

Negative energy reduces Circle of Influence

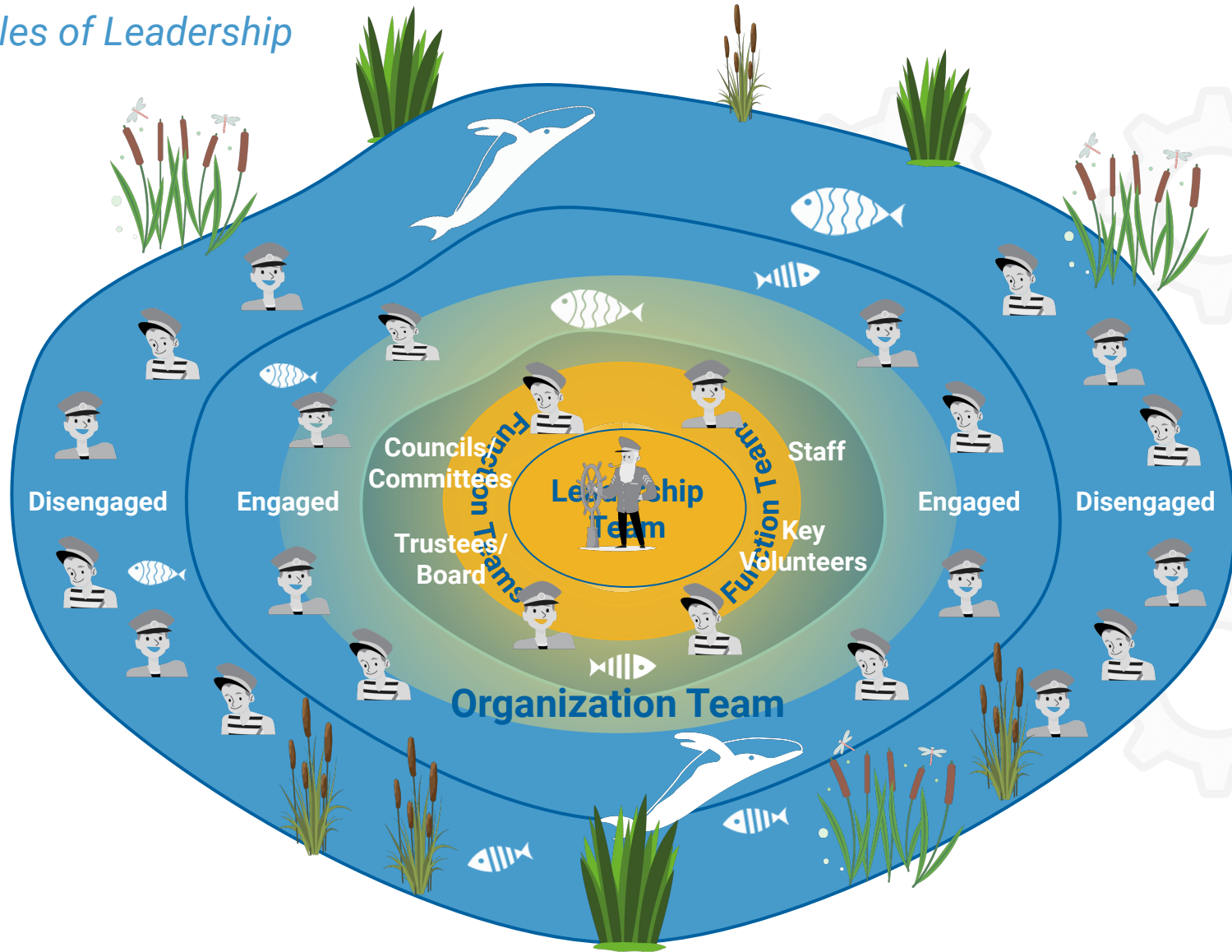


Proactive Focus

Positive energy enlarges Circle of Influence

Leadership Teams | Ripple Effect

Ripples of Leadership



Leadership Clarity

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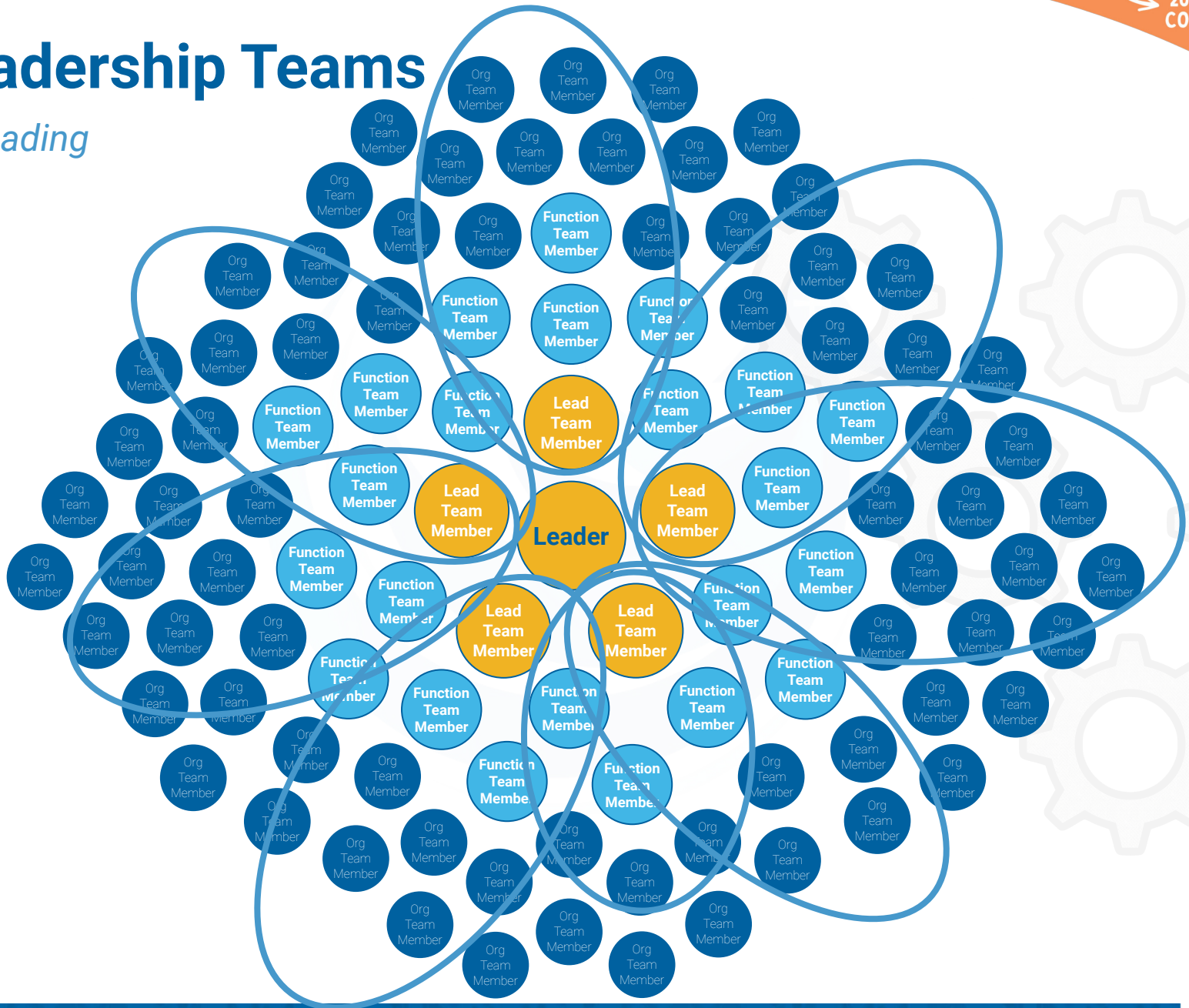
Leadership Teams | Clarity

Organizational Function Chart

L1 Key Functions	L2 Functions	PLT Lead	Asst Lead?	Team
Marketing		Jane D		
Admissions		John D		
Family Engagement		Tina F		
School Operations		Tommy T		
	Formation	Joan C		
	Academics	Mary M		
	Behavior/Discipline	Jane D		
	Extra Curriculars	Mary M		
Time, Talent, Treasure		Jane D		
	Volunteer	John D		
	Fundraisers	Tina F		
	Development	Tommy T		
HR/People		Joan C		
Finance		Mary M		
Building & Grounds		Jane D		
Leadership		Joan C		

Leadership Teams

Cascading



Groups v. True Teams

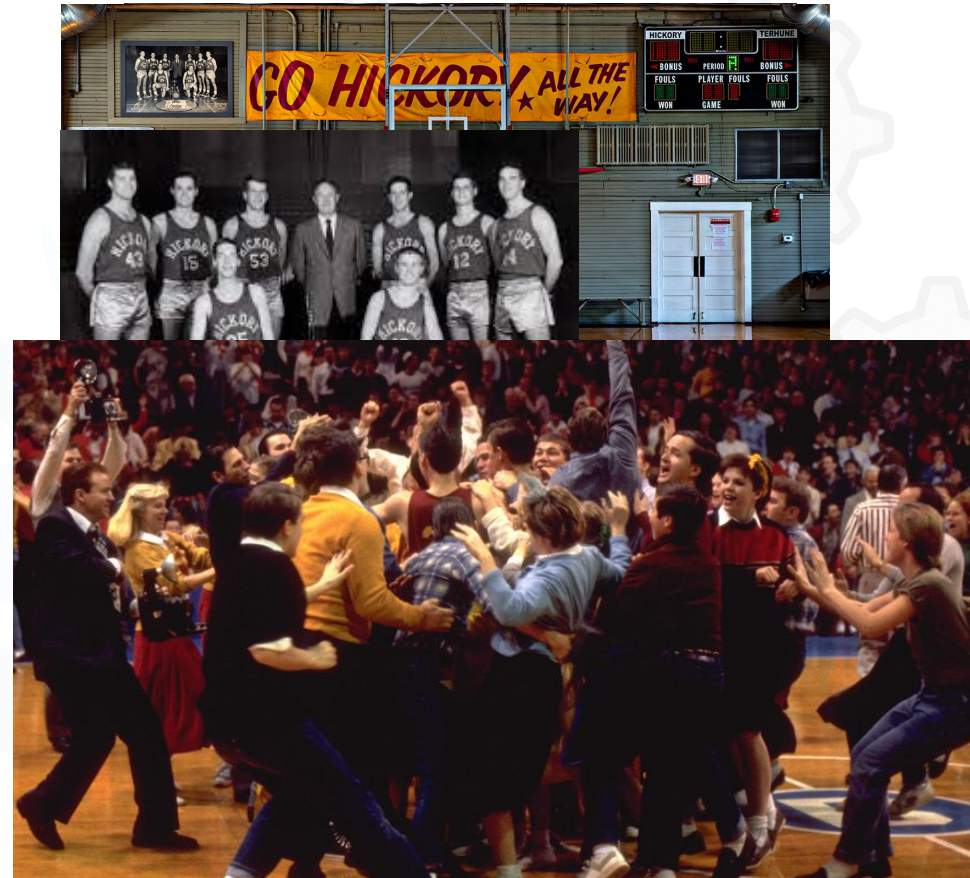
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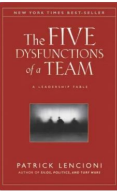
Leadership Teams | True Teams

Groups v. True Teams



Leadership Teams | Cohesion

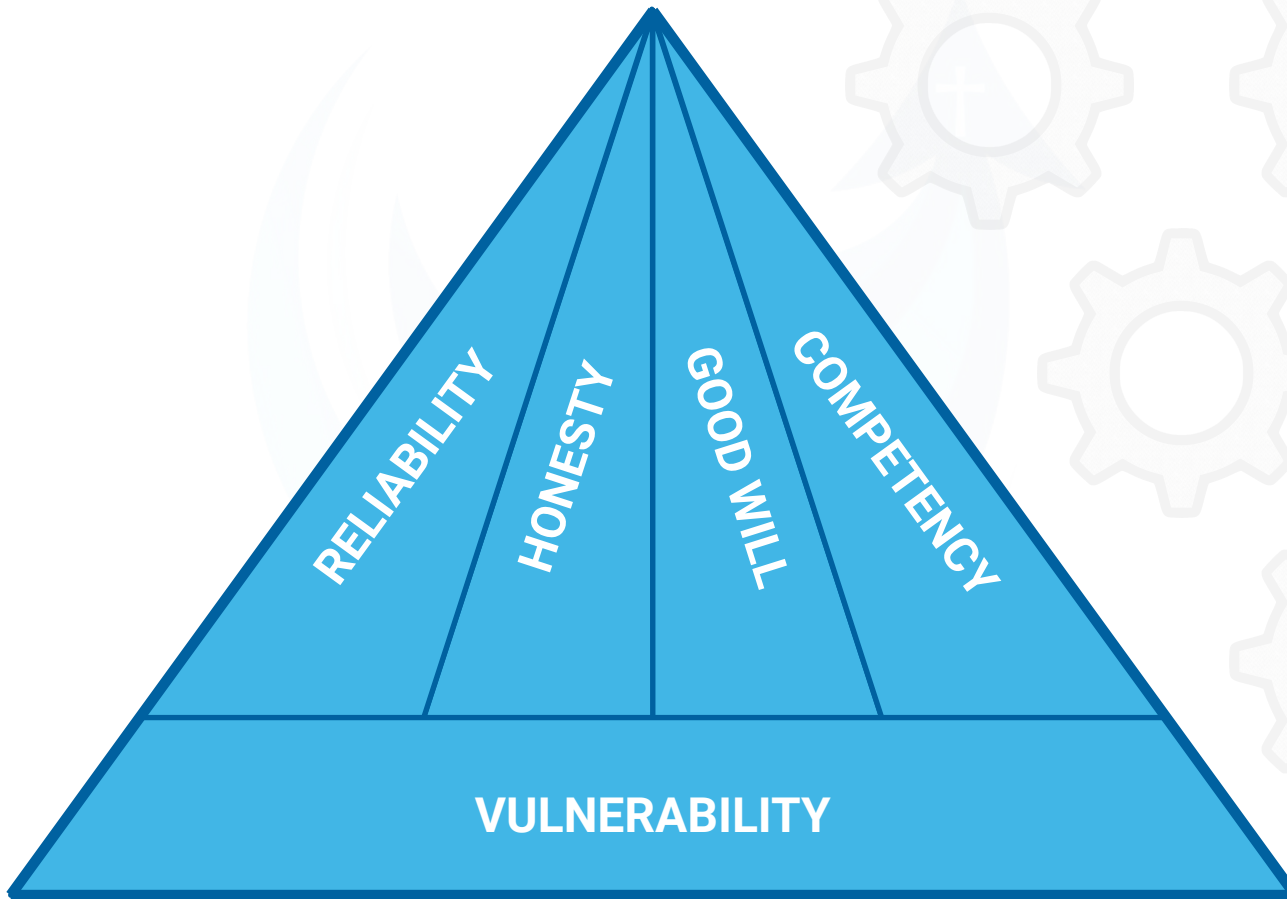
Overcoming the 5 Dysfunctions of a Team



TRUST

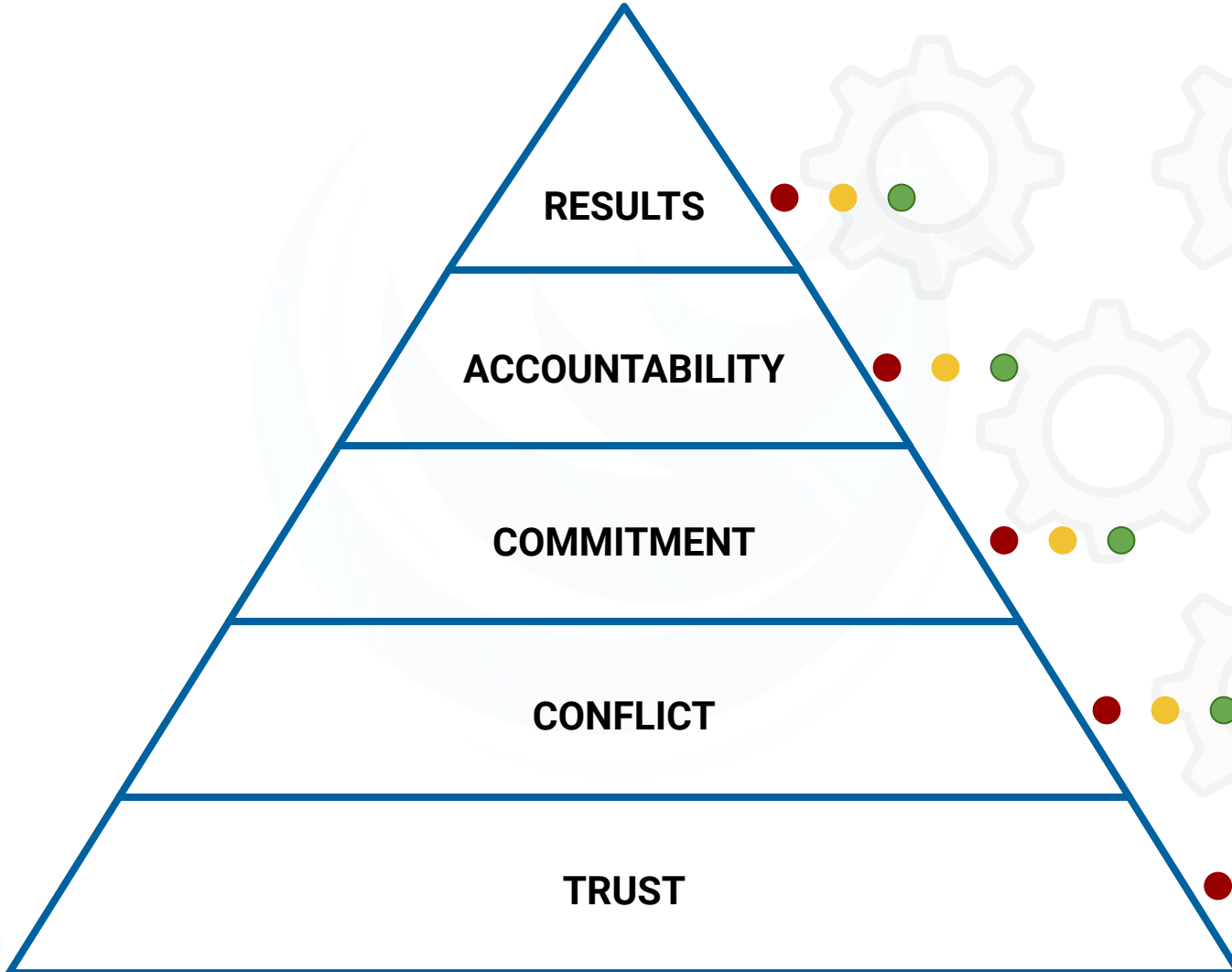
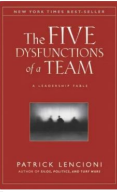
Leadership Teams | Cohesion

Dimensions of Trust



Leadership Teams | Cohesion

Overcoming the 5 Dysfunctions of a Team



Ideal Team Player

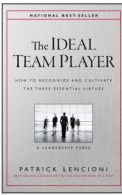
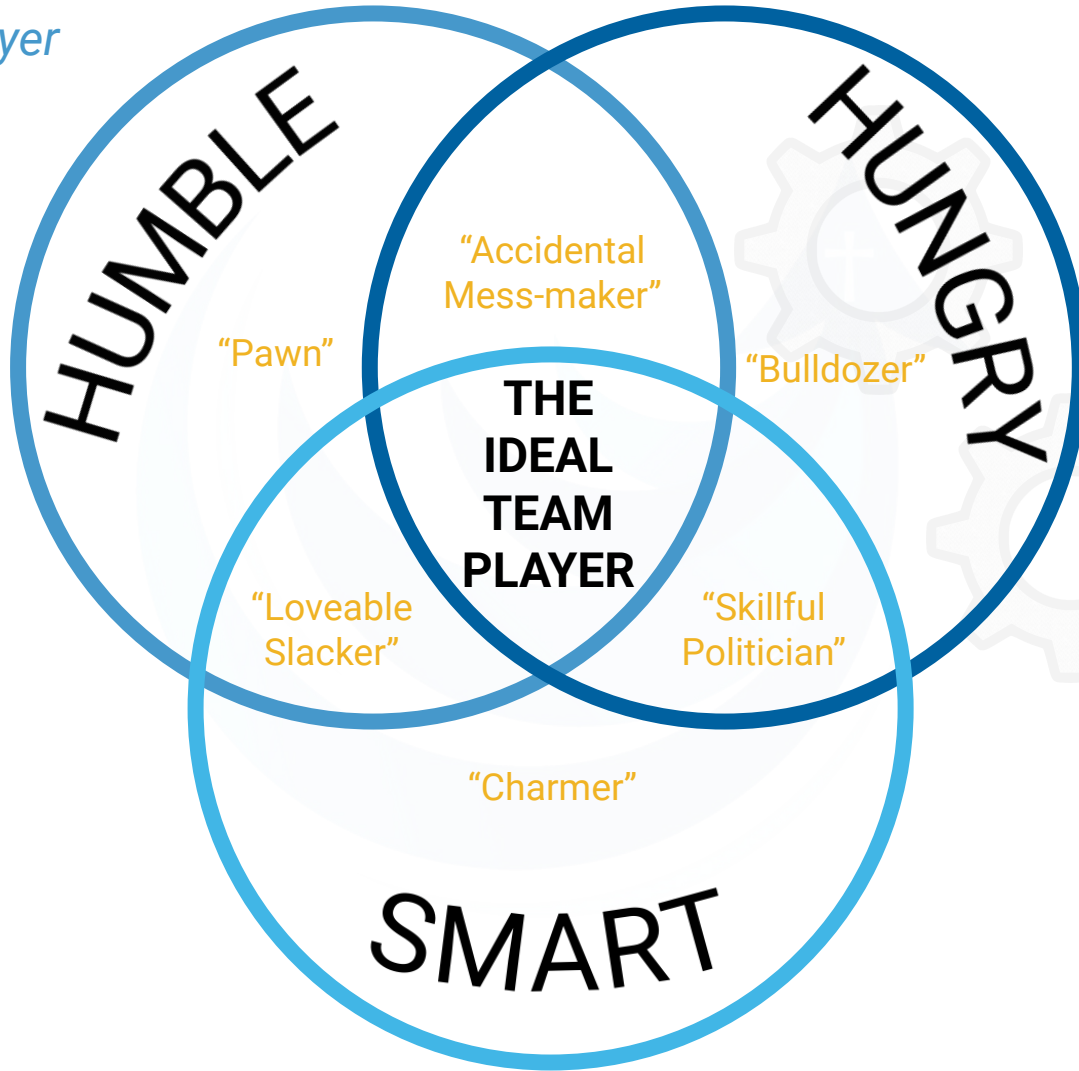
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Leadership Teams | Cohesion

Ideal Team Player



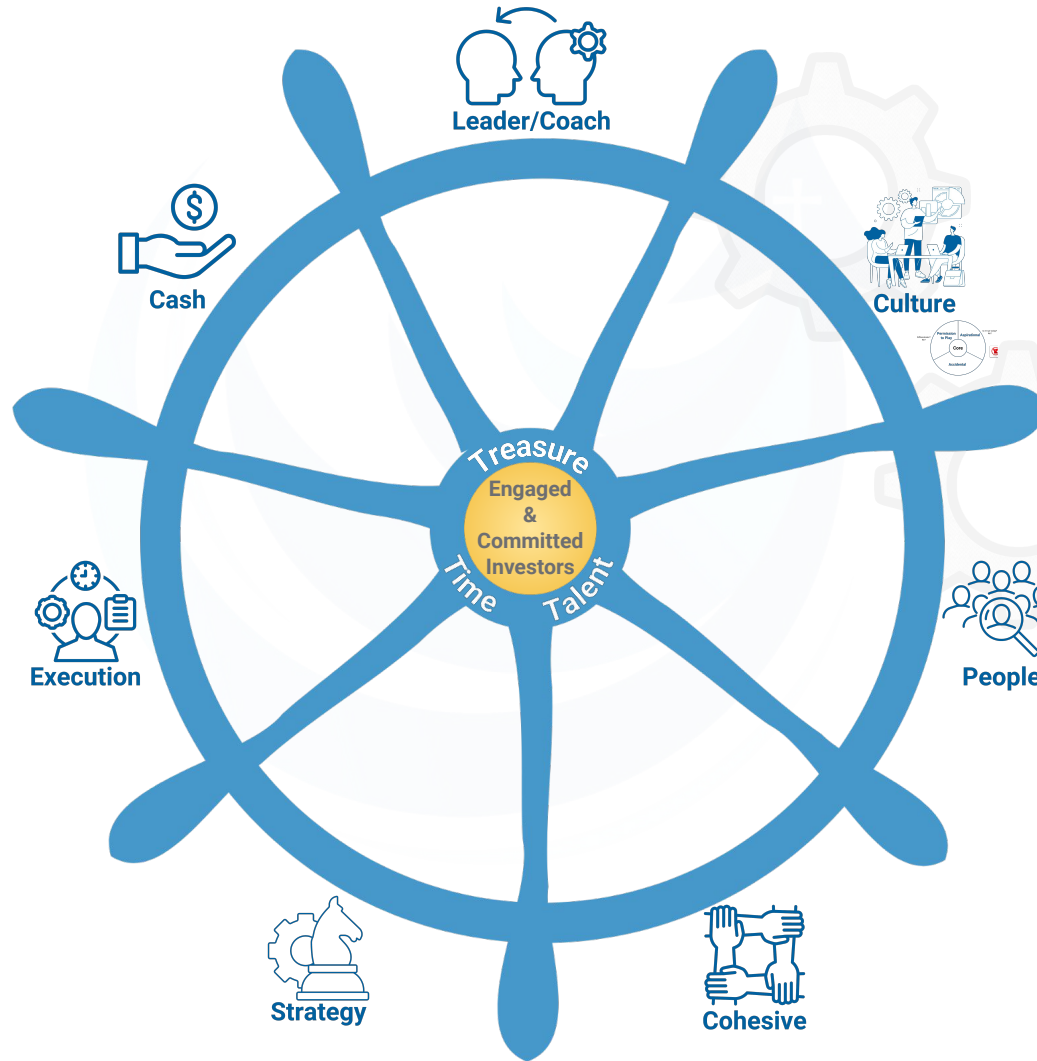
Strategic System

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Sustainable & Funded Growth Framework



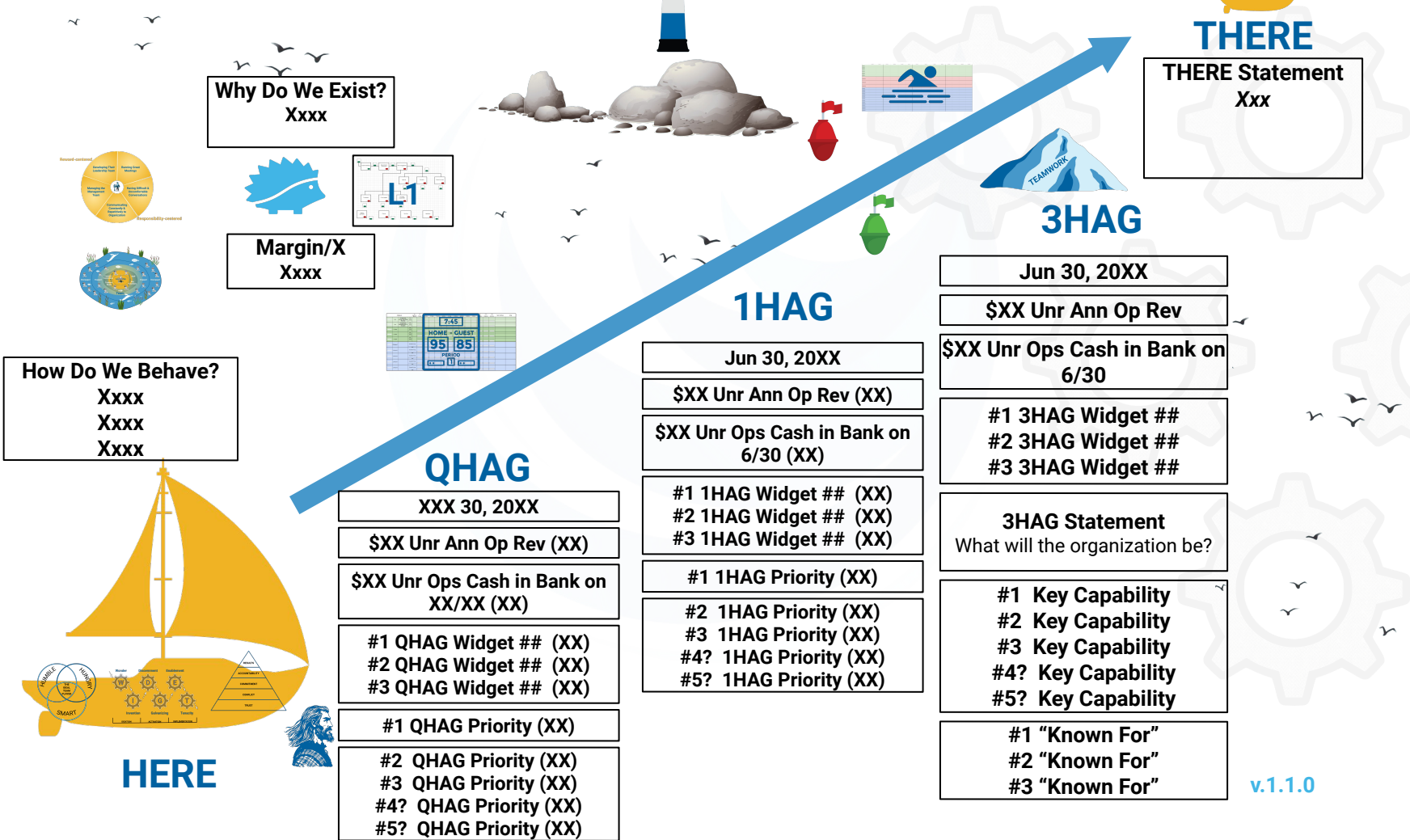
Strategic Execution | Strategic System

Organizational Clarity



Strategic Execution | Strategic System

Organizational Clarity Map



QHAG Scorecard

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Strategic Execution | Strategic System

Organizational Function Chart

FY2025-Q1				Q1 Beginning Balance	V107	V102	V103	V104	V105	V106	V107	V108	V109	V110	V111	V112	V113	Team Members	Notes
					7/2/24	7/15/24	7/18/24	7/26/24	8/2/24	8/9/24	8/16/24	8/23/24	8/30/24	9/6/24	9/13/24	9/20/24	9/27/24		
June 0	Cash	Unrestricted Annual Operating Revenue	Debit																
			Credit																
June 0	Cash	Unrestricted Operating Cash In the Bank	Debit																
			Credit																
June 0	D/Village		Debit																
			Credit																
June 0	D/Village		Debit																
			Credit																
June 0	D/Village		Debit																
			Credit																
May 1	D Priority 01		Expense of Village																
			Lead																
June 0	D Priority 05		Expense of Village																
			Lead																
June 0	D Priority 05		Expense of Village																
			Lead																
June 0	D Priority 05		Expense of Village																
			Lead																
June 0	D Priority 05		Expense of Village																
			Lead																

Where to Start

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Where to Start

- **The Leader Goes First**
 - Choose Responsibility Centered Leadership
- **Go Together**
 - Clarify Leadership Team
 - Surround Yourself with Ideal Team Players
 - Overcome the Five Dysfunctions of a Team
- **Just Go**
 - GEMO your QHAG

Questions? Take-a-ways?

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Thank You!

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