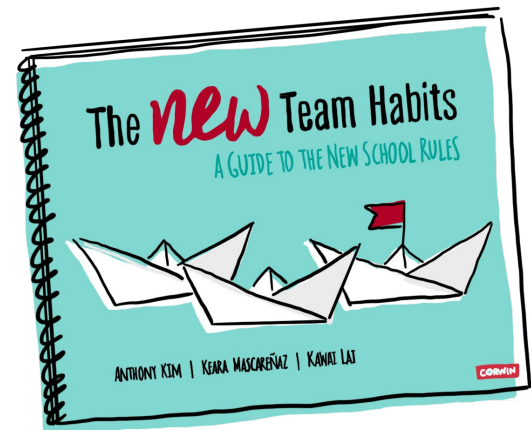


THE **NEW** TEAM HABITS WORKBOOK

Responsive Leadership and Team Habits for Return to School

VIRTUAL LEADERSHIP INSTITUTE

SEPTEMBER 14-15, 2020



RESPONSIVE LEADERSHIP AND TEAM HABITS FOR RETURN TO SCHOOL

DIGITAL WORKBOOK CONTENTS

Agenda

The *new* Team Habits

Responsive Leadership and Team Habits for Return to School
VIRTUAL LEADERSHIP INSTITUTE | SEPTEMBER 14-15, 2020

DAY 1: SEPTEMBER 14

9:00-9:15	OPENING OBJECTIVES • AGENDA • SLIDES CONNECTION BEFORE CONTENT
9:15-10:00	INTRO TO "SEPAD" HABITS VS GOALS
10:00-10:20	MEETING HABIT • CLICK ON QUESTIONS
10:20-11:00	LEADERSHIP CONNECTION: WHY THIS MATTERS NOW • BREAKOUT 1: PSYCHOLOGICAL SAFETY • TEAMS • BREAKOUT 2: TRAUMA-INFORMED LEADERSHIP
11:00-1:00	BREAK - ENJOY LUNCH AND DO WHAT YOU NEED!
1:00-1:10	CONNECTION BEFORE CONTENT
1:10-2:00	LEARNING HABIT
2:00-2:45	LEADERSHIP CONNECTION: TEAM RETROSPECTIVES • BREAKOUT 1: REFLECT ON MISTAKES • BREAKOUT 2: REFLECT ON RETURN
2:45-3:00	CLOSING • FEEDBACK: ROSE, BUD THORN

Main Slides




THE *NEW* TEAM HABITS

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SEPTEMBER 14-15, 2020



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Session Recordings



#NEWTEAMHABITS

DAY 1

The *new* Team Habits



I BELIEVE IN THE POWER OF _____ .

HABIT NOTES

WHAT DO YOU NOTICE ABOUT HOW **HABITS** ARE DIFFERENT THAN SETTING GOALS? HOW MIGHT THIS PLAY OUT ON YOUR CURRENT TEAMS?



MEETING HABITS NOTES AND NEW IDEAS



#NEWTEAMHABITS



WHAT IF MEETINGS
WERE POWERFUL MOMENTS
INSTEAD OF WASTED HOURS?

EXAMPLES OF CHECK-INS



NOW	FUN	DEEP
<ol style="list-style-type: none">1. How are you feeling coming into this meeting?2. What is occupying your mind?3. How do you feel on a scale of 1-5?4. What color represents how you feel right now?5. What's the best thing that's happened to you today?	<ol style="list-style-type: none">1. What is your spirit animal?2. What has been your weirdest job?3. What was your favorite band ten years ago?4. What food or drink reminds you of home?5. What is your nickname?	<ol style="list-style-type: none">1. What is something you came across recently that gave you hope or inspiration?2. What's become apparent since we last met?3. What are you seeking to learn and contribute today?4. What are you willing to set aside to be present?5. What brings you joy?





CHECK-INS & MEETING HABITS NOTES AND NEW IDEAS



#NEWTEAMHABITS



BREAKOUT NOTES



1

Psychological Safety + Teams
bit.ly/SafetyandTeams

2

Trauma-Informed Leadership
bit.ly/TraumaBreakout

“Coming together is a beginning,
staying together is progress, and
working together is success.”

Henry Ford



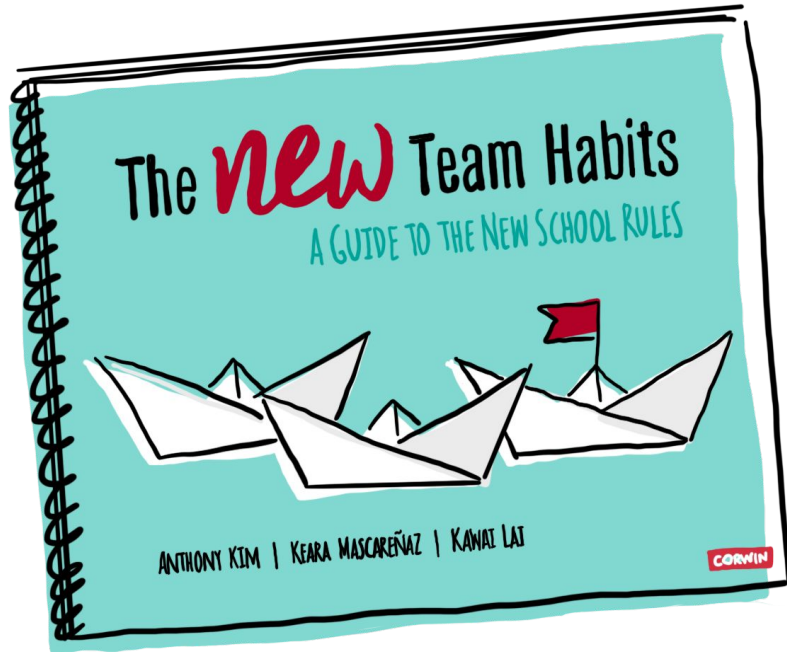
TALKING ABOUT MISTAKES CAN...



LEARNING HABITS NOTES AND NEW IDEAS



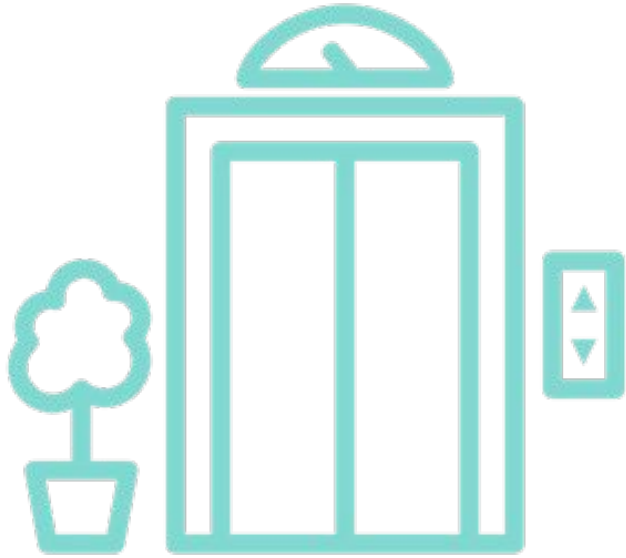
#NEWTEAMHABITS



IMPROVE **HOW** TEAMS WORK,
BY CHANGING TEAM **HABITS**



LEARNING HABITS ELEVATOR PITCH



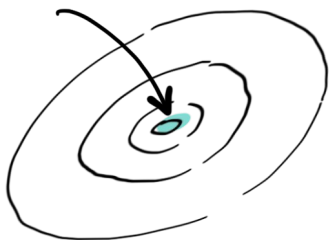
#NEWTEAMHABITS



LEARNING HABITS NOTES AND NEW IDEAS

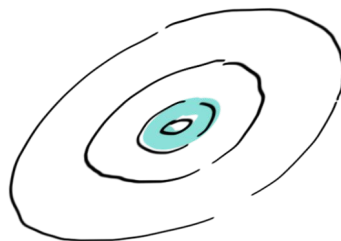


WHAT IS ONE **HABIT** YOU WANT TO START TO ENCOURAGE LEARNING ON YOUR TEAM?



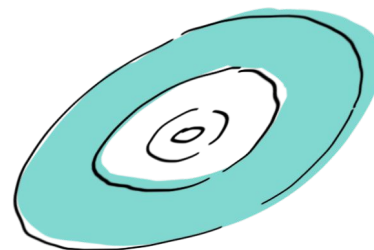
HABIT

WE'LL START BY ____




TINY RIPPLE

SO WE NEED TO ____



BIG RIPPLE

OUR GOAL IS TO ____



BREAKOUT NOTES



1

Power of Reflections & Retros
bit.ly/PowerofReflections

2

Reflect on Return Planning
bit.ly/ReturnBreakout



RECAP AND CLOSE OUT DAY 1



- **ROSE**: How was today's session effective for you?
- **THORN**: What question is still lingering? Or, how can we improve for tomorrow?
- **BUD**: What is one new idea that's been sparked?

DAY 2

The *new* Team Habits



DATA BY DESIGN NOTES AND NEW IDEAS

#NEWTEAMHABITS

DATA BY DESIGN

Responsive

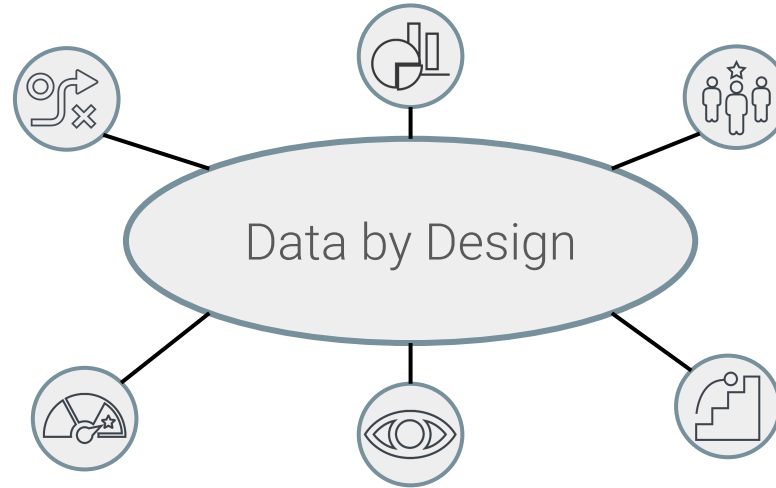
Data systems should support timely, in the moment iteration. Rather than collecting and reflecting on data post-mortem, we believe that data systems should be updated and used with increased frequency to drive continuous improvement.

Easy to Access

Well-organized, easily accessible and easy to use data systems will support educators' use of data in a more responsive way that drives continuous improvement..

User-Centered

Rather than thinking about compliance officers as the end users, we believe that data systems should be designed to support and empower those who will ultimately use the data to improve school for students (leaders/teachers/students).



Aligned

Data systems should be aligned with a district's most pressing barriers to student success and designed to identify on going short and long term priorities

Holistic

Data systems should capture all of the information available to schools/districts so that they can better understand what is happening. This requires working across silos in a district and measuring more than mastery on end-of-year assessments/benchmarks.

Sustainable

Data systems should be embedded at all levels (district, school, and classroom) and designed to weather persist turnover in leadership



PROJECT HABITS NOTES AND NEW IDEAS



#NEWTEAMHABITS

Projects are...
PERFECT!



Projects @
TRADITIONAL ORG

Projects are...
ADAPTIVE



Projects @
EDUCATION ELEMENTS



PROJECT HABITS NOTES AND NEW IDEAS



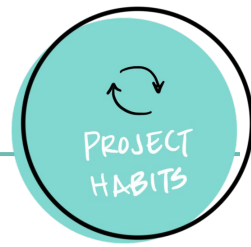
#NEWTEAMHABITS

START, STOP, CONTINUE: KICKING OFF WORK



I CAN...	I CAN...	I CAN...
WE CAN...	WE CAN...	WE CAN...

PROJECT HABIT: PLANNING CANVAS



PROJECT SPONSOR	PURPOSE	HYPOTHESIS (IF WE DO X... THEN Y...)
PROJECT LEAD		PEOPLE/\$\$\$ RESOURCES NEEDED
STAKEHOLDERS IMPACTED BY PROJECT		HOW WILL YOU REFLECT/ITERATE ON PLAN?
ROLES + ACCOUNTABILITIES	PROJECT ROADMAP	

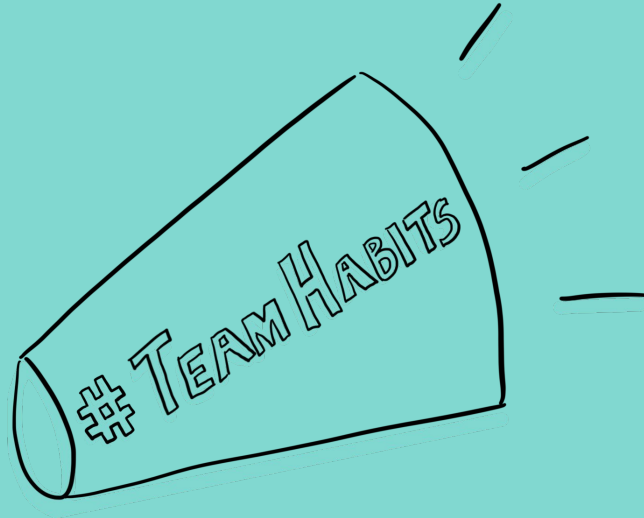


BREAKOUTS



#NEWTEAMHABITS

HOW WILL YOU SPARK & SPREAD A NEW HABIT WITH ONE TEAM?



CONTACT US



SHELBY

@SHELBY_MCINTSH

Shelby@edelements.com



KRISTEN

@KRISTEN4E

kristen@edelements.com



JUSTIN

@JUSTINETOOMER

jet@edelements.com



NATALIE

@NATALIEWOODSEE

natalie@edelements.com



JASON

@JASONRBROUSSARD

jrb@edelements.com

BONUS MATERIALS

The *new* Team Habits

VIDEOS, ARTICLES AND RESOURCES FROM LEADERSHIP INSTITUTE

Overcoming Zoom Call Fatigue (Article)

NY Times Talking about Failure is Crucial (Article)

How to Start a Mission Driven Team (Article)

Meeting Calculator (Tool)

Ed Elements Check-In Questions (Tool)

Three Sentence Rule

Harvard Business Review Stop the Meeting Madness

How to Build Psychological Safety (Video)

Why the Achievement Gap is a Racist Idea

5 Keys to a Successful Team Google ReWork (Article)

Best Practices for Virtual Meetings (Tool)

COVID-19 and student learning in the United States: The hurt could last a lifetime

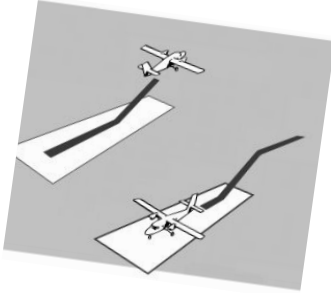
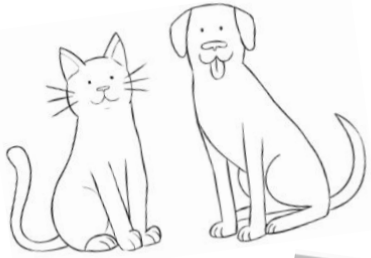
The Fearless Organization Amy Edmondson (Book)

Ed Elements Learning Center

You Need Data to Personalize Learning

CONNECTIONS BEFORE CONTENT

ARE YOU MORE LIKE..



SHAKE IT OFF

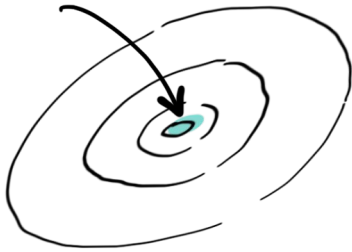


CAN'T TOUCH THIS

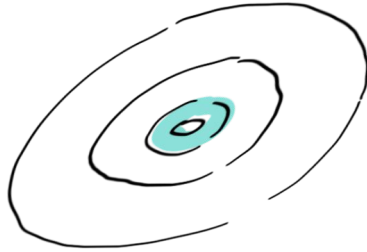


CAN'T TOUCH THIS

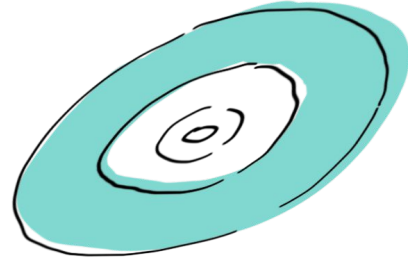
SMALL HABITS CONNECT TO A LARGER PURPOSE



SMALL HABIT

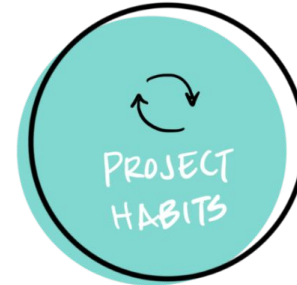
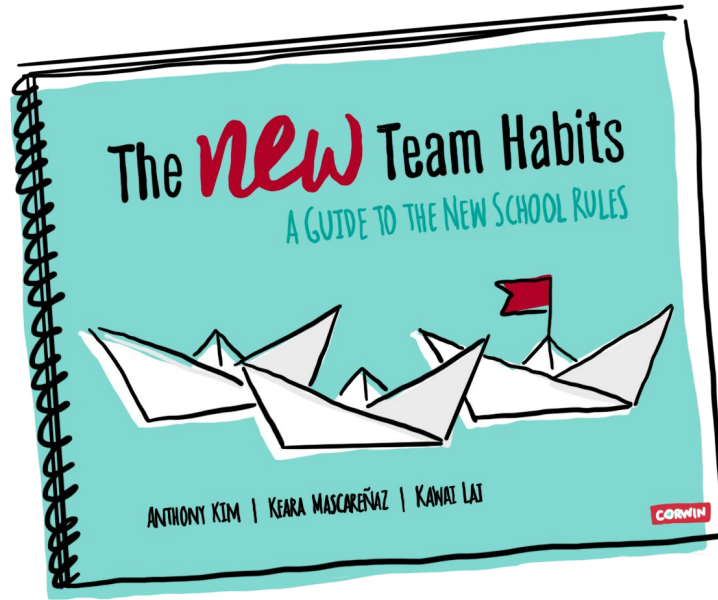


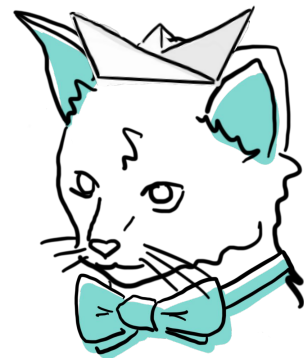
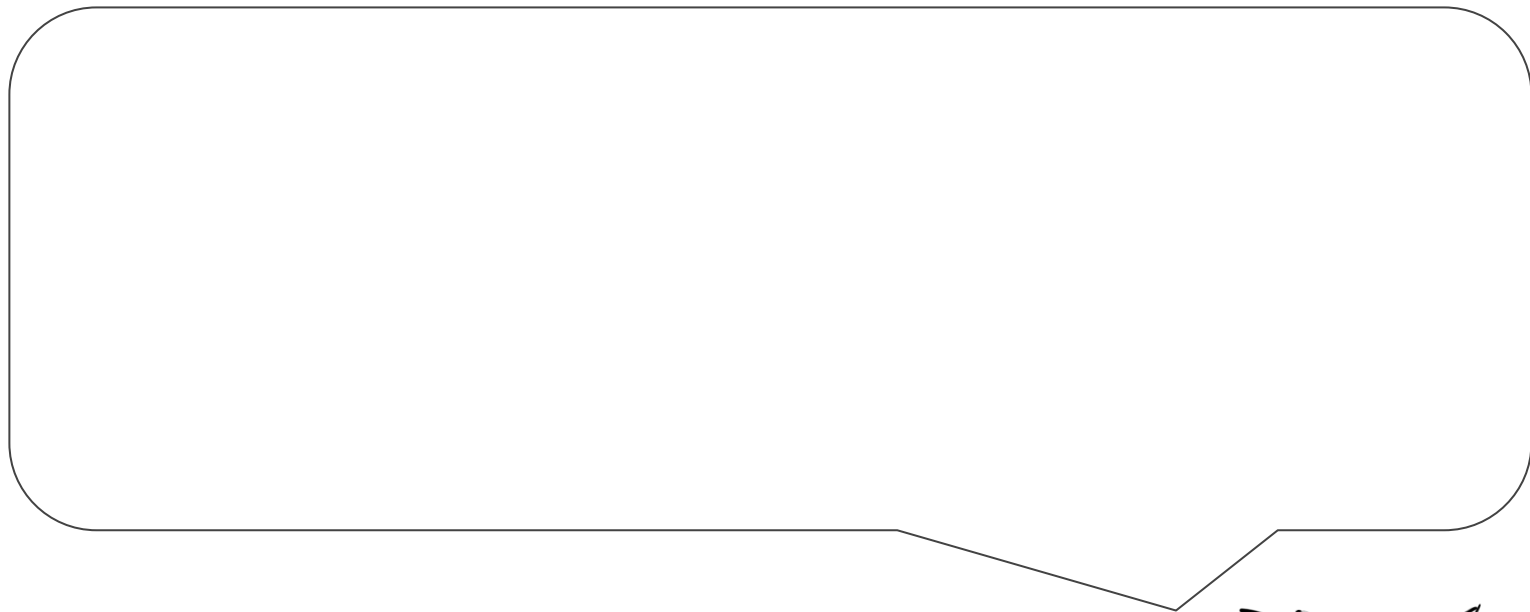
TINY RIPPLE EFFECT



BIG RIPPLE EFFECT

IF WE WANT TO CHANGE CULTURE WE START WITH TEAMS
IF WE WANT TO CHANGE TEAMS WE START WITH HABITS





The *new* Team Habits

A guide for leading teams in a rapidly changing world.

The NEW Team Habits provides battle-tested practices the authors have used with hundreds of leadership teams across schools districts to build better habits for team learning, meetings, and projects.

Visit our website
www.NEWTeamHabits.com
for more information

#TeamHabits

BE
**AMAZING
TODAY!**

NEVER STOP
Learning!

NO MORE
Boring
MEETINGS



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F First
A Attempt
I In
L Learning

The *new* Team Habits

RESPONSIVE LEADERSHIP AND TEAM
HABITS FOR RETURN TO SCHOOL

SEPT 14 - 15, 2020 | Virtual Event

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 Education
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