

# Margaret Waddington Leadership Initiative for School Administrators

Application deadline: December 12, 2016



## Compelling Mission. Real Results.

Driven by the power of research, the Center for Creative Leadership (CCL®) was founded nearly 50 years ago and inspired by a mission to advance the understanding, practice, and development of leadership for the benefit of society worldwide. Today, we're ranked among the top five in the world for leadership education, our work spans more than a hundred countries, and we empower more than 30,000 leaders from 3,000 organizations each year. Thanks also to the generosity of our donors and partner organizations, we reach another 10,000+ men and women through CCL's education and nonprofit group, Leadership Beyond Boundaries, and grassroots initiatives in emerging countries such as Ethiopia, South Africa and India.

## Vermont Native, Dr. Margaret Waddington

The late Dr. Margaret Waddington was one of the many individuals transformed by our flagship Leadership Development Program (LDP)®. So much so that the pioneering neurologist and resident of Rutland became a strong financial supporter of CCL and upon her passing in 2016, entrusted the organization with a multimillion dollar estate gift to ensure ongoing access to leadership development for women, men, and the young people of Vermont.



## Margaret Waddington Leadership Initiative for School Administrators

For nearly two decades, The Education Sector at CCL has delivered leadership development resources to educational leaders to address the complexity involved in providing robust learning environments in K-12, college, and university settings. Our programs are designed to assist those responsible for providing leadership within schools, school organizations, and institutions of higher education. We are committed to supporting leaders to embrace change, build strong teams, and successfully overcome organizational challenges they face in their educational communities. Dr. Waddington's sizable endowment will allow CCL and the **Vermont Principals' Association** to provide a nine-month leadership training program for K-12 public and independent school principals and assistant principals - the priority for this initial pilot - regardless of school size or budget capacity. The program will launch in February 2017 and feature a mix of face-to-face and virtual learning, including classroom and online sessions, and follow-up coaching.

### Dates:

- **Pre-Program Webinar:** January 10, 2017 at 10:00 a.m.
- **Educators Leadership Development Program (Greensboro):** February 28–March 2, 2017
- **Change and Conflict Program (Vermont):** July 18–19 (cohort 1); July 26–27, 2017 (cohort 2)
- **Power, Politics, and Influence (Vermont):** October 10–11, 2017 (cohort 1); October 18–19, 2017 (cohort 2)
- **Follow-on Telephone coaching (2 one-hour sessions):** March 2017–December 2017
- **Stories of Impact Virtual Session:** January 2018
- **Graduation:** TBD

### Logistics:

- **Tuition:** Underwritten by the Margaret Waddington Leadership Initiative.
- **Airfare:** Participants reimbursed for Greensboro sessions.
- **Hotel:** Complimentary single occupancy rooms reserved and provided by CCL unless otherwise requested.
- **Meals:** Dinners on February 27 and March 2, 2017 are the responsibility of the participant.
- **Other:** Baggage fees, seat upgrades, parking, or mileage to/from airport are the responsibility of the participant.

DATES	TOPICS	LOCATION
January 2016 (60 minutes)	<b>Pre-program Webinar</b> A virtual session designed to orient participants, assist with assessments administered in program, explain the learning platform, provide details on development expectations, and help the participant identify key leadership challenges.	Virtual
February 28– March 2, 2017 (3 days)	<b>Educators’ Leadership Development Program (ELDP)</b> Provides the knowledge, guided practice, and skill development around leading self, others, and schools/districts. Includes the exploration of individual strengths and developmental needs using the most powerful assessments tools, experiential activities, and feedback sessions with an executive coach.	CCL Greensboro
Summer 2017 (2 days)	<b>Navigating Complex Change and Moving from Conflict to Collaboration Assessments:</b> Change Style Indicator and the Thomas-Kilmann Indicator Participants learn to effectively manage the complexities of and resistance to change and conflict as they work to lead self, others, and schools. Additional content will be aligned with key leadership challenges identified previously.	Vermont
Fall 2017 (2 days)	<b>Effectively Using Power, Politics, and Influence</b> <b>Assessment:</b> Influence Style Indicator Learn to identify strategies: <ul style="list-style-type: none"> <li>• For the effective use of power in a variety of settings</li> <li>• To recognize and navigate the political context</li> <li>• To understand the various styles of influencing people and outcomes</li> </ul>	Vermont
March 2017– December 2017 (One-Hour)	<b>Two Virtual Coaching Sessions</b> In order to sustain the classroom learning and build support, participants will receive: <ul style="list-style-type: none"> <li>• A one-hour telephone coaching session following the principal’s feedback in the ELDP</li> <li>• A one-hour session following Navigating Complex Change and Moving from Conflict to Collaboration</li> <li>• Coaching support to set goals, develop an action plan, and provide accountability during initial ELDP and in follow-on virtual coaching sessions</li> </ul>	Virtual
January 2018 (60 minutes)	<b>Stories of Participant Impact</b> Participants present key leadership challenge results and learnings to colleagues, gaining broad exposure to each other’s challenges and providing peer support.  <b>Graduation Celebration</b> Participants are recognized and presented graduation certificates.	Virtual



**Application deadline:** December 12, 2016 at 4:00 p.m.  
Approval Notice sent Monday, December 19, 2016

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