



Ohio School Boards Association Capital Conference and Trade Show

November 13 – 16, 2011

Greater Columbus Convention Center
Columbus, Ohio

Preparing to lead in the 21st century

Board development

Tuesday, November 15, 2011

9:00 a.m.

C 213–215

Richard Caster, senior school board services consultant, OSBA

Power4Schools

The Power4Schools program is a partnership between OSBA, BASA, OASBO and OSC, offering electric generation savings for Ohio school districts.

Currently in the Ohio Edison, Illuminating Company, Toledo Edison and Duke Energy Ohio service areas, the program operates in partnership with FirstEnergy Solutions. In the areas above, by contracting through Power4Schools, districts could save an average of 16% over the next three years on electric bills. Collectively, this could bring as much as \$80 million in savings to program participants.

For more information, or to sign up for the program, contact FirstEnergy Solutions program representative, Courtney Siedlecki at (330) 436-1429.

Please complete an online conference evaluation either during or after the event at
<http://links.ohioschoolboards.org/CC11Evaluation>

OSBA Mission

OSBA leads the way to educational excellence by serving Ohio's public school board members and the diverse districts they represent through superior service and creative solutions.

Ohio School Boards Association

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Preparing to Lead in the 21st Century

Dr. Richard Caster, Senior Consultant
Ohio School Boards Association

- The best executives are the ones who have sense enough to pick good people to do what they want done, and self-restraint to keep from meddling with them while they do it.

Theodore Roosevelt

Previous Leadership Styles

- What did leadership look like seventy years ago?

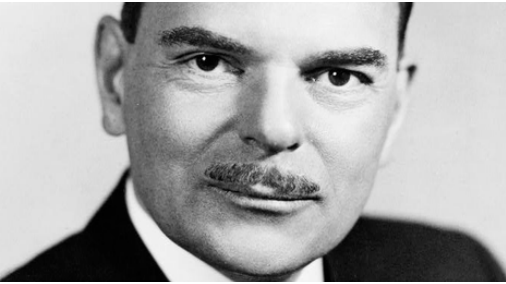


Why was this mad man an effective leader?

- How could pure evil come to power and lead?
- “Lead” in the sense of causing total world conflict

- *Effective for the times?
- *Effective for the circumstances?
- *Taking advantage of a bad situation?
- *Taking advantage of people’s vulnerability

Can You Identify These Leaders?

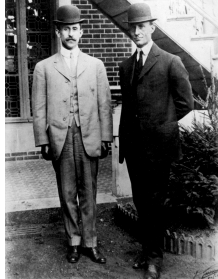














How Do We Handle Conflict in the 21st Century?

- How sophisticated have we become in handling conflict as we look at 21st Century leadership?



21st Century Leadership Question:

- Is this an acceptable practice for the resolution of differences and an example of kind of leadership demanded for the 21st century?

If the answer is “No”, why does it still happen?

"The key to leadership today is
influence, not authority."

-Ken Blanchard

- Here is an example of one board member
"influencing" the media.



What does it take to influence you?

- -Influence by community members
- -Influence by fellow board members
- -Does your family influence you decisions?

Barriers to Visionary Leadership

- Lack of Time
- Avoidance of Risk Taking (Behold the turtle...)
- Lack of Board Involvement in Strategic Planning
- Lack of Knowledge in a Complex World
- Micro-Management (this contributes to the first item)

Barriers (cont.)

- Holding On to the Old Ways (Fearing the Unknown)
- Lack of Role Clarity between Board and Administration

How To Become a Visionary Board

- Focus on the ULTIMATE Ends of the Organization
- Create a Long-Range Plan for the Development of Future Board Leadership
- Develop a Shared Vision of the Organization's Future
- Keep Up with Rapid Pace of Change
- Stay in Touch with the Changing Needs of Students

-Frank Martinelli

Can We Do This Alone?

- Probably not!

Team Work

- This will always be critical
- Stay together as a board especially in light of overwhelming opposition from certain community members.
- Above all, you will not necessarily be victorious in every conflict.

"You can always amend a big plan, but you can never expand a little one. I don't believe in little plans. I believe in plans big enough to meet a situation which we can't possibly foresee." --Harry S. Truman

STRATEGIC PLANNING DEFINED

- Strategic planning is an organization's process of defining its strategy, or direction, and making decisions on allocating its resources to pursue this strategy, including its capital and people.
- A strategic plan is a disciplined, coordinated, systematic, and sustained effort that enables an organization to fulfill its mission and achieve its vision.
- A forward-looking plan that maps out the means to achieve longer-term goals through the mastering of shorter-term objectives, with flexibility to respond to unforeseen challenges or opportunities.

ORDER AND FOCUS

- The plan gives order to all other plans – it doesn't supplant them.
- The plan provides a structure that builds connection between units and objectives and maximizes the value of any single initiative.

VISION AND MISSION

- The vision statement is aspirational. It may be a state of being we never actually achieve – at least in all respects. It tells us and our school audiences what we would like to be if everything was operating in a perfect state.

- Thank You!
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