

Hopes

Taking Time:

- Expand my leadership skills
- That I build my capacity as an effective leader
- To reacquaint myself with leadership qualities that may not be present due to pressure
- That I will be able to make the time to do the work effectively

Taking It Back to our Teams:

- To be able to pass on new ideas to staff leaders
- That the team values this time and begins similar activities with their teams
- Ideas to take away and build leaders in my team
- Strategies (ideas, activities) to develop my own team
- Take-aways to expand my work with my team to elicit feedback for improvement
- That the people I lead will grow in their leadership through my coaching

Personal Growth:

- Learn to be an effective coach
- Learn to ask more questions
- To build a new skill-set
- 1:1 sessions are impactful for individuals
- To get to know myself – my style, strengths, deficits
- Self-identify areas for personal growth
- Time for self-reflection
- To accept who I am as a leader and from there

Our Team:

- Learn from (our) my team ways in which we can build synergies and strength
- Build knowledge of how to support or work more effectively with each other
- To build a more effective team

Into the Future:

- That we continue these conversations after the 'formal' sessions

Fears

Vulnerability:

- That we may not feel 'safe' being vulnerable
- Imposter syndrome
 - It is a real thing!
- Feeling vulnerable
- Inadequate; not enough
- Recognizing flaws in my practise
- Recognize flaws in my practise through discernment
 - Especially where I felt we were solid

Lasting Value:

- After the process there is no lasting learning/impact
- That new learning gets abandoned
 - Lack of consistency
- That the time I invest will not equal the benefit
- That my staff will not see value in it
- Not finding value in the process

Time:

- That I will be late to every meeting 😊
- Overwhelm
 - Pressures detracting from the work
- No time
- Time – so many demands
- My ability to be fully present will be interrupted to do “work” lol
- That it will take too much time to implement consistently (schools/student services)

Success

Personal Growth:

- A deeper understanding of how “coaching” will support my work
- Being a stronger leader. Adding skills to my practise

System Growth:

- That system leadership is confident, capable and consistent
- To build a model of coaching that will permeate WCDSB
- Succession planning

Team Growth:

- We will become a stronger team that values, appreciates and works to access the strength of others
- We build and access skills
- Increased collegiality within our team will occur (senior team)
- Improved understanding of our teammates

Capacity:

- Increased interactions with my team on building leadership skillsets
- To bring this knowledge to my team to support others
- To build capacity to support our leaders to success as coaches
- Increased productivity
- As the team is more ‘in tune’, our leaders become more effective
- More capacity to achieve MYSP goals