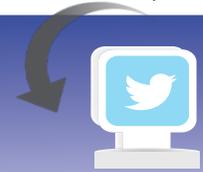


The Monti Navigator

Be Greater than the Average



Tammy Mangus, Superintendent of Schools

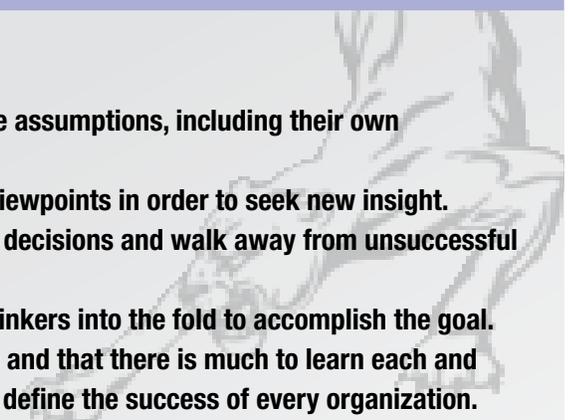
November 2015

Dear Member of the Monticello Community,

Already in our third month of school, we are on the downhill slope of our studies around leadership. Our first month we realized that we needed to be the (wo)man in the arena. We realized that we must dare greatly in order to achieve amazing outcomes. In the midst of our daring greatly, we knew that we would hit snags and reasons to excuse why the status quo is ok, but we were reminded by Simon Sinek that, "Great leaders do not blame the tools they are given. Great leaders work to sharpen them." And once we sharpened our tools in order to hunker down around our ambitious expectations for both ourselves and our students, we put ourselves in check – remembering that we needed to be reticently aware of our tone. After all, great leaders are aware of their audience, purpose and intent in each and every exchange. If we expected our kiddos to believe that education, without question, leads to a life rife with positive opportunities, we needed to convey that in every exchange. Our last week in September, armed with the leadership skills required to greatly impact the learning success of our students, we were reminded by Muhammad Ali that, "Great leaders are not made in gyms. Champions are made from something deep inside of them – a desire, a dream, a vision." In his own way, Ali was echoing the lessons taught by Teddy Roosevelt so many years before – that it is imperative to be the man in the arena, but true winners are driven by the passion to achieve their WHY.

In month two, we dove into the 4 key attributes of WHY-driven leaders. First, these leaders are eternal optimists. They see the glass as half full, and every roadblock as nothing more than an opportunity to improve. Nothing gets in the way of their WHY. They know that the outcome they seek is critical. They also know that there are (and should be) many ways to get to that end point. WHY-driven leaders are also committed to the service of others. They crave a more beautiful tomorrow for every one of us, and thus, are society driven, not self-serving. The agenda of these fine folks is clear to see. Popular or not, every action is focused on the WHY. These folks in their society-driven optimism are not immune to frustrations. However, they shift their focus away from becoming stuck in the mire of negativity and become solution seekers. The last attribute inherent in WHY-driven leaders is courage. The status-quo, excuse-driven, self-serving population can be quite the contender. Very often, backed by folks who also seek to secure their own comfort, this uninspiring majority will win. The WHY-driven leaders response to this?.....They know that NOTHING will get in the way of the WHY. They know that this battle lost is nothing more than an opportunity to refine the approach taken to find success in the overall goal. They get busy building strategy.

In this last month of leadership training will focus on just that – strategy. Will and skill will take you far. Passion and vision coupled with prowess and ingenuity will, without question, prepare you to find positive or promising outcomes, but the greatest leaders are strategic artists. In its white paper entitled Strategic Leadership: The Essential Skills, The Harvard Business Review defines the six skills required of strategic leaders. These skills are:

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1. **Anticipation:** The ability to detect threats and opportunities.
 2. **Challenge:** The ability to question the status quo and challenge assumptions, including their own personal assumptions.
 3. **Interpret:** The ability to synthesize information from multiple viewpoints in order to seek new insight.
 4. **Decide:** The ability to entertain multiple solutions, make quick decisions and walk away from unsuccessful decisions to implement alternate solutions quickly and deftly.
 5. **Align:** The ability to find common ground and pull divergent thinkers into the fold to accomplish the goal.
 6. **Learn:** The ability to know that lessons are hidden everywhere and that there is much to learn each and every day – and the ability to realize that lessons and learning define the success of every organization.

The full white paper can be found [here](#).

This month we will focus on these six skills of strategic leaders with a spotlight on our WHY, that Education = Opportunity. Each week we will take an in-depth look at two of the skills and continue our study of great leaders who embody the key leadership traits.

THOUGHT OF THE WEEK

**Strategic Leadership Reminder: Trust me, when you think you can't, you can.
Adjust your attitude, train your brain and watch magic happen.**

Be well,

Tammy Mangus
Superintendent of Schools