

MICHIGAN LEADERSHIP INSTITUTE

DEVELOPING, DEPLOYING
AND SUPPORTING
OUTSTANDING LEADERS

[Home](#) | [Services](#) | [Support - 1st Yr Supes](#) | [Search Process](#) | [Searches in Progress](#) | [Academies](#)
[MLI Team](#) | [About Us](#) | [References](#) | [Business Partners](#) | [Leaders' Almanac](#) | [Contact Us](#)

Volume 21 Issue Number 4, May-June 2018

What's in this issue?

1. What's New?
2. Following Up
3. Research/Reading Roundup
4. Leaders' Speech File
5. Notes from the Asylum
6. Sponsor Highlight

1. What's New?

Leadership Opportunities

2018 Superintendent Professional Preparation Series Academy (SUPES I) Applications Now OnLine

The nineteenth annual Superintendent Professional Preparation Series Academy will be offered this year in Bay City at the DoubleTree Hotel on the following dates: August 14-15, 2018; September 11-12, 2018; October 8-9, 2018; and November 1-2, 2018. The Academy is professional development for those aspiring to the Superintendency who have the administrative and academic credentials appropriate for a Superintendent candidate as well as for those new to the Superintendency (first year). Those who participate in the Academy are required to attend all four of the monthly sessions. The application/registration for the Academy can be found on the MLI website (www.mileader.com). Applications are reviewed on a rolling basis and applicants are enrolled until the cohort is filled. Application by June 15 is strongly encouraged.

Current Searches

Detailed information about Michigan Leadership Institute Searches in Progress and the on-line application can be found at the Michigan Leadership Institute website, www.mileader.com. The following are searches in progress at this time:

Sparta Area Schools

Michigan Leadership Institute is facilitating the search for Superintendent of Sparta Area Schools. The application deadline is May 18, 2018, at 4:00 p.m. Interested candidates should complete the Applitrack online application available on the MLI website. Questions regarding the search should be directed to the search consultant, MLI Regional President Gary Rider, at gridermli@gmail.com or 616-901-3738.

Cedar Springs Public Schools

Michigan Leadership Institute is facilitating the search for Superintendent of Sparta Area Schools. The application deadline is May 16, 2018, at 4:00 p.m. Interested candidates should complete the Applitrack online application available on the MLI website. Questions regarding the search should be directed to the search consultant, MLI Regional President Gary Rider, at gridermli@gmail.com or 616-901-3738.

Bentley Community Schools

Michigan Leadership Institute is facilitating the search for Superintendent of Bentley Community Schools. The application deadline is June 8, 2018, at 4:00. Interested candidates should complete and submit the Applitrack online application available on the MLI website. Questions regarding the search should be directed to the search consultant, MLI Regional President Charles Andrews, at candrewsmli@gmail.com or 810-434-5631.

Huron Valley Schools

Michigan Leadership Institute is facilitating the search for Superintendent of Huron Valley Schools. The application deadline is August 31, 2018, at 4:00 p.m. Interested candidates should complete and submit the Applitrack online application available on the MLI website. Questions regarding the search should be directed to the search consultant, MLI President/CEO Dr. Michael Wilmot, at drmwilnotmli@hotmail.com or 248-755-7596.

Placements in Recent MLI Searches

Congratulations to Rob Blitchok selected as Superintendent for Thornapple-Kellogg Schools. Rob was previously Assistant Superintendent at Thornapple-Kellogg Schools.

Congratulations to Carrie Wozniak selected as Superintendent for Fraser Public Schools. Carrie previously served as Assistant Superintendent for Curriculum in Fraser.

2. Following Up

Michael Behrmann (SUPES 2016) has been selected as Superintendent of Harbor Springs Public Schools.

Carrie Wozniak (SUPES 2015) has been selected as Superintendent of Fraser Public Schools.

Note: If you are a graduate of any Superintendent Preparations Series Academy class, please keep us posted as you assume new education leadership roles.

3. Research/Reading Roundup: Articles of Interest

“How Successful CEOs Manage Their Middle Act;” Rodney Zemmel, Matt Cuddihy and dennis Carey; *Harvard Business Review*, May-June 2018; pp 99-105.

This *Harvard Business Article* is interesting in its focus on leaders in the middle years of their tenure and how their operating style and goals differ from those of new leaders and those transitioning to other positions. The authors say that once a leader has survived the urgency of the initial years, he/she faces different challenges. These include maintaining momentum, avoiding organizational exhaustion, focusing on internal processes, addressing silos, and re-examining key staff positions. The middle years, according to the authors, are also the time for the leader to be less directive, to mentor and to develop a succession plan and focus on the long term. Read the full article for an informative perspective on the shifting leader role as tenure allows for/demands new approaches from leaders.

“The Surprising Power of Questions,” Alison Wood Brooks and Leslie K. John, *Harvard Business Review*, May-June 2018, pp.60-67.

In this article, the authors maintain that effective questioning is an important and undervalued skill for leadership success. Questioning, they say, is a key means for improving emotional intelligence, and it impacts both learning and building relationships. The authors draw from behavioral science research to make recommendations on tone, sequence, framing and sharing in asking and responding to questions. They discuss four kinds of questions, and they point to the special impact of follow up questions. The article provides interesting studies on the use of questions in conversations, surveys, relationship building and sales that support the idea that skillful questioning can offer many benefits including supporting idea exchange, building trust, and spurring innovation.

“On Social Media, Principals Struggle to Keep Pace;” Benjamin Herold; *Education Week Technology Counts*; April 18, 2018; pp. 20-22.

A national survey conducted by Education Week Research Center found that more than half of US school principals are extremely concerned about children’s use of social media, but only a small percent of them feel prepared to help kids use social media responsibly. According to the author, social media is now an integral part of the messy developmental processes of risk taking, establishing identity and exploring relationships that mark the pre-teen/teenage years. The result is that “spill over” of social media use after school, on weekends and on buses leads to disruption at school. The many platforms for student media use and the legal and first amendment rights of kids make the issue a complex one for school administrators. Read this article and the others in this publication that explores the results of a national survey on what principals believe.

“The Best Leaders are Great Teachers,” Sydney Finkelstein, *Harvard Business Review*, January-February 2018, pp.143-145.

The author of this HBR article writes that a surprising finding of his 10-year study of world class leaders was the extent to which they acted as teachers in their daily work. He says that the exceptional leaders provided lessons in professionalism, craft, and wisdom about life. This teaching happened in teachable moments and manufactured opportunities and was personalized for individuals. The article gives specific examples of leaders whose proficiency as teachers impacted their reports and their organizations.

4. Leaders’ Speech File: Quotes on Growth

- “Support can come from many, but growth is only achieved by the individual.”—Tyconis D. Allison
- “All constructive changes in life begin with an explicit choice to either start doing something new or to stop doing something old.”—Glenn A. Maltais

- “Life is an ongoing process of choosing between safety (out of fear and need for defense) and risk (for the sake of progress and growth). Make the growth choice a dozen times a day.” —Abraham Maslow
- “Unless you try to do something beyond what you have already mastered, you will never grow. Every job is a self portrait of the person who did it.” —Ralph Waldo Emerson
- “A mind that is stretched by new experiences can never go back to its old dimensions.—Oliver Wendell Holmes Jr.
- “Growth is the only evidence of life.”—Cardinal John Henry Newman
- “A lot of people desire to go to their next level, but only a few are determined to grow to their next level.”—Saji Ijiyemi
- “Life is change. Growth is optional. Choose wisely.”—Albert Einstein
- ““Everyone wants to live on top of a mountain, but all the happiness and growth occurs while you’re climbing it.”—Andy Rooney
- “Without continual growth and progress, such words as improvement, achievement and success have no meaning.”—Benjamin Franklin.
- “We cannot become what we need to be by remaining what we are.”—Max DePree
- “Don’t be frightened of the sad, dark spots in you life; if it never rained, nothing would ever grow.”—Unknown
- “For a seed to achieve its greatest expression, it must come completely undone. The shell cracks, its insides come out and everything changes. To someone who doesn’t understand growth, it would look like complete destruction.”—Cynthia Ocelli

5. Notes from the Asylum: Things Mother Would Never Say

- Don’t you think your music would sound better if you turned it up some more?
- You want a snake? I think we should get 2 so they can keep each other company.
- If all the kids are doing it, it must be OK.
- Yeah, I used to sneak in after curfew a lot too.
- Dinnertime? Whenever. This isn’t the military.
- No need to make your bed. You’ll just sleep in it tonight anyway.
- Homework! Don’t those teachers know you have a life?
- You’ll get more attention if you cut a few more holes in those jeans.
- Your boyfriend’s sleeve tattoos are really cool!
- Sure, you can have an allowance advance for a navel piercing.

6. Sponsor Highlight—Hutchinson, Shockey, Erley & Co.

The Michigan Public Finance team at HSE provides small and large school districts and other municipal issuers with financial expertise in capital planning, budgeting and debt management. Their industry

expertise and long term relationships bridge the lines of communication between issuers and the investment community. They respond to and help clients understand current interest rates, bond market conditions and trends, and changes in federal and state laws and regulations which affect their bonds and future borrowing plans.

7. About Us

Michigan Leadership Institute is committed to supporting the success of public education by developing, deploying and supporting outstanding executive leadership. Based in current leadership research, all MLI services are developed and delivered by successful leader-practitioners. For more information about MLI services, please visit our web site www.mileader.com or contact any of the regional presidents:

Dr. Michael Wilmot - President/CEO
Michigan Leadership Institute (Office)
P.O. Box 62
Ossineke MI 49766
989-471-2686 (o)
248-755-7596 (c)
drmwillmotmli@hotmail.com

Charles S. Andrews - Regional President - East-Central Michigan
810-434-5631
candrewsmli@gmail.com

Mark Eckhardt - Regional President - Northern Michigan
231-590-4920
eckhardm@hotmail.com

Kathleen Eiler - Regional President - Northeast Michigan
989-354-6071
kathy_eiler@hotmail.com

David Killips - Regional President-South Central Michigan
734-320-6572
dkkillips@gmail.com

John Silveri - Regional President - Southeast Michigan
248-420-9354
silverimli@gmx.com

Our purpose in publishing this newsletter is to share some of the more interesting and useful information gleaned from our ongoing research on the topic of leadership. Please feel free to forward this message to colleagues who may be interested. If they would like to subscribe directly, they can email us at kathy_eiler@hotmail.com and ask to be added to the mailing list. To unsubscribe, email us at the e-mail address above and ask to be removed from the list.