

MICHIGAN LEADERSHIP INSTITUTE

DEVELOPING, DEPLOYING
AND SUPPORTING
OUTSTANDING LEADERS

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1. What's New?

2017 Superintendent Professional Preparation Series Academy Application/Registration materials are now available

Application/Registration materials for the 18th annual Superintendent Professional Preparation Series Academy are now available on the MLI website (www.mileader.com). Applications will be reviewed on a rolling basis beginning April 1. Qualified applicants with completed application/registration materials will be accepted until the 2017 cohort of 45 participants is filled.

MLI/MASA Present the New Superintendents Leadership Academy

MLI and MASA are teaming to present the **New Superintendents Leadership Academy** designed to support Superintendents who are new to the position as well as Superintendents who want to continue to grow and build new strengths in this tough but rewarding job. The cost to participants is \$150 per session. Registration is now open on the MASA website. The remaining New Superintendents Leadership Academy session will be offered follows:

- April 20, 2017: HR Practices and Procedures for Success

Leadership Opportunities

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.

Dearborn Heights School District 7

Michigan Leadership Institute is facilitating the search for Superintendent of Dearborn Heights School District 7. The application deadline is March 31, 2017. Questions regarding the search should be directed to the search consultant, MLI Regional President John Silveri, at 248-420-9354 or silverimli@gmx.com. See the MLI website "Searches in Progress" for more details.

Deckerville Community Schools

Michigan Leadership Institute is facilitating the search for Superintendent of Deckerville Community Schools. The application deadline is May 19, 2017. Questions regarding the search should be directed to the search consultant, MLI Regional President Charles Andrews, at 810-434-56331 or candrewsmli@gmail.com. See the MLI website "Searches in Progress" for more details.

Placements in Recent MLI Searches

Congratulations to Michael Lytle selected as Superintendent of Lakeville Community Schools. Michael moves to this position from his role as Principal of Clio High School.

Congratulations to Jason Kennedy selected as Superintendent of Ludington Area School District. Jason moves to this Superintendency from his position as Superintendent of Holton Public Schools.

2. Following Up

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

Congratulations to Dr. James Konrad (SUPES 2015) selected as Superintendent of Washington School District-Washington, Pennsylvania. Previously James served as the Principal of Robichaud High School in Westwood Community Schools.

Congratulations to Blake Prewitt (SUPES 2013) selected as Superintendent of Lakeview School District in Battle Creek. Blake comes to this position from his role as Superintendent of Ferndale Public Schools.

2. Research/Reading Roundup: Articles of Interest

["Pioneers, Drivers, and Integrators and Guardians," Suzanne M. Johnson Vickburg and Kim Christfort, *Harvard Business Review*, March-April 2017, pp. 51-59.](#)

The idea that teams are made up of individuals with different personalities and personal styles is not new. Neither is the idea that a balance of styles is desirable for creating effective teams. In this article, the authors describe a system ("Business Chemistry") that looks at style and perspective differences in team members specifically as they impact the ability for a team to accomplish shared goals. The system groups team members into four reconfigured types based on their operational style within a team. The strengths of the article are: 1) its examination of how the different types within a team may cause tension that impedes accomplishing the goals, 2) its consideration of how important perspectives may never be accessed by a team because of the style differences, and 3) most importantly, its presentation of strategies for including and maximizing the contribution of all styles within a team. The article offers interesting ideas for thinking about yourself as a leader and about the dynamics within your team. Read the full article in *HBR*.

["Bursting the CEO Bubble: Why Executives Should Talk Less and Ask More Questions," Hal Gregersen, *Harvard Business Review*, March-April 2017, pp.77-83.](#)

This HBR article suggests that top leaders are vulnerable to being insulated from important information that is critical to decision making and innovative thinking. This insulation is attributed to a number of factors including role intimidation (team members only answer what is asked), failure to ask the right questions (about "unknown unknowns"), unwillingness to be uncomfortable/uncertain/wrong, poor listening, and physical isolation. This article gives concrete examples from business CEO's who are sensitive to this insulation issue and who have employed specific strategies to open themselves and their organizations to divergent thinking, innovative ideas, and looming problems/challenges. Good ideas for forward-thinking, strategic leaders.

["After a Feud, Hard for Schools Chiefs and Boards to Make Up," Francisco Vara-Orta, *Education Week*, March 8, 2017, p.8.](#)

In this "no surprise" article, the author finds that Superintendents who sue their Boards and Boards that sue their Superintendents have a difficult time resuming a positive working relationship. Most of these situations result in the Superintendent leaving and/or the Board members facing recall. Clearly, (duh!) publicly battling in a lawsuit is not in the best interests of a Superintendent, Board or district. Prevailing in a lawsuit is only a "win" in legal terms.

["New Magazine Seeks 'Civil Discourse' on K-12," Denisa R. Superville, *Education Week*, March 8, 2017, p.9.](#)

This article reports on a new on-line magazine aimed a school leaders. The magazine's purpose is to provide a platform for **civil** discussion of education issues that reflects diverse political and geographic perspectives and the viewpoints of leaders in differing education roles. The magazine's founders and advisory board hope that not only will the magazine explore important education issues, but that it will be a model for seeking common ground and discussion without the polarization we see in our larger society. The magazine can be accessed at TheLineK12.com.

4. Leaders' Speech File: Quotes on Achievement

"There is no shortcut to achievement. Life requires thorough preparation—veneer isn't worth anything."—George Washington Carver

"Definiteness of purpose is the starting point of all achievement."—W. Clement Stone

"Failures, repeated failures, are finger posts on the road to achievement. One fails forward toward success."—C.S. Lewis

"Happiness does not come from doing easy work but from the afterglow of satisfaction that comes after the achievement of a difficult task that demanded our best."—Theodore Isaac Rubin

"Nothing stops the man who desires to achieve. Every obstacle is simply a course to develop his achievement muscle. It's a strengthening of his powers of achievement."—Thomas Carlyle

"Spectacular achievement is always preceded by unspectacular preparation."—Robert H. Schuller

"The most splendid achievement of all is the constant striving to surpass yourself and to be worthy of your own approval."—Denis Waitley

"Nothing in the world is worth having or worth doing unless it means effort, pain, difficulty...I have never in my live envied a human being who led an easy life. I have envied a great many people who led difficult lives and led them well."—Theodore Roosevelt

“Only those who attempt the absurd can achieve the impossible.”—Einstein

“If you want to find the real competition, just look in the mirror. After a while you’ll see your rivals scrambling for second place.”—Criss Jami

“Who you are tomorrow begins with what you do today.”—Tim Fargo

5. Notes from the Asylum:

If I am ever on life support, unplug me...
Then plug me back in again...
See if that works.

I tried to catch some fog, but I mist.
They told me I had type A blood, but it was a typo.
I know a guy who’s addicted to brake fluid, but he says he can stop any time.
This girl said she recognized me from the vegetarian club, but I’d never met herbivore.
When chemists die, they barium.
Did you hear about the cross eyed teacher who lost her job because she couldn’t control her pupils?
I dropped out of communism class because of lousy Marx.
Velcro—what a rip off!

6. Sponsor Highlight—GCA Educational Services

GCA Educational Services is a leading national provider of facility services specializing in the education landscape. Nearly a \$1 billion company, they boast a 98% client retention rate for cleaning, maintenance and grounds services. GCA focuses on clients where the quality of facility management, cleaning, grounds and, most importantly, safety is critical to the basic function of the district. They currently service over 250 school districts throughout the country and are a recognized leader in their field.

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:

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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.