



LEADERSHIP TEAM EFFECTIVENESS WORKSHOP

434.295.9122
SouthernTeachers.com



EST. 1902

SOUTHERN
TEACHERS
AGENCY

IMPROVING LEADERSHIP TEAM EFFECTIVENESS

WHY ENGAGE IN A LEADERSHIP TEAM WORKSHOP?

Leading independent schools has moved from focusing primarily on the Head of School to ensuring a strong, collaborative team that builds on strengths and avoids the trap of operating in silos. As NAIS President Donna Orem noted in the 2018-2019 NAIS Trendbook: “Great leaders don’t create successful organizations themselves, Increasingly, it is how leaders use their skills to leverage the talents of others that can make or break an organization.” (p. 95) The individuals who make up a school’s leadership team are selected because of their competence in their area—from admissions to finance to academics. Yet the ability to work together as a team is a different skill set, one that can create problems when missing.

Developed in the 1980s, the Hogan Personality Inventory (HPI) describes a person’s normal, or bright-side, personality. A key difference with the HPI from other personality assessments is that it is reputational, i.e., how others perceive the person, and not based upon how an individual perceives himself or herself. Through the use of the HPI, the team learns which personalities tendencies are prevalent—and if some approaches to issues are missing. When combined with research on effective teams and decision-making, a Leadership Team will understand their strengths and then create action steps to support on-going improvement.

Dr. Rod Chamberlain facilitates this assessment process for Southern Teachers’ member schools. He brings three essential components to this coaching: (a) proven independent school leadership—including the development of leadership teams, (b) International Coaching Federation training (the largest coaching certification organization in the world), and (c) Advanced Hogan Assessment certification. Rod partners with independent school leaders to increase their performance.

WHAT TO EXPECT

Southern Teachers has developed a comprehensive approach to best support school leadership teams through this assessment and improvement process. This includes:

- 1. Plan** for the Leadership Team Assessment: after a preliminary meeting with Southern Teachers, the Head of School and Leadership Team take the Hogan Assessment.
- 2. Engage** with the Leadership Team:
 - Review the report with each member to understand his or her results
 - Participate as a Team in a half-day workshop.
- 3. Document** the Leadership Team Workshop Results:
 - Submit a summary report of the Leadership Team Workshop, key research with Team insights, and identified action steps to the Head of School.
 - Review and process the report with the Head of School and designees.

SCHEDULE

Requests for the Leadership Team Workshop can be made to Rod Chamberlain at **Consulting@SouthernTeachers.com**. This will initiate a conversation that will address any questions. Together, Rod and the school leader will work together to coordinate the process, resulting in a development plan which will improve the Leadership Team’s practices and performance.





ROD CHAMBERLAIN

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434-295-9122

EDUCATION

Pennsylvania State University, University Park, PA

D.Ed. in Curriculum & Supervision

1987

Pennsylvania State University, Capital College, Middletown, PA

M.Ed. in Teaching & Curriculum

1982

Elizabethtown College, Elizabethtown, PA

B.S. in Elementary Education, Teaching Certification

1974

EXPERIENCE

Southern Teachers Agency

Director of Consulting

2020-present

Charlotte Latin School, Charlotte, NC

Associate Headmaster for Academic Affairs

2016-20

Kamehameha Schools, Honolulu, HI

Head of Schools

2013-16

Vice-President for Campus Education

2010-13

Vice-President for Campus Strategies

2006-10

Headmaster, Maui Campus

2001-06

University Lake School, Hartland, WI

Head of School

1997-01

Milton Hershey School, Hershey, PA

Dean of Scholastic Affairs

1991-97

Assistant to the President

1990-91

Curriculum Coordinator

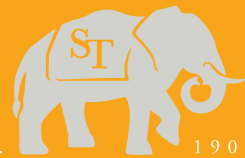
1987-90

Teacher

1975-86

HONORS AND PROFESSIONAL DEVELOPMENT

- Commissioner, Western Association of Schools and Colleges (WASC), 2011-16
- Founding Board Chair, National Network of Schools in Partnership, 2011-16
- Hawai'i Association of Independent Schools (HAIS) Board, 2003-16
- O'ahu Association United Church of Christ Board of Directors President, 2009-13
- Certified Coach, International Coaching Federation, 2021 - present
- Harvard Graduate School of Education Principal's Center Institute Facilitator, 2006-19
- Harvard Graduate School of Education Principal's Center Advisory Board, 2003-07
- Independent Schools of Maximum Complexity (INMAX) Network, co-creator, 2002-16
- Chair of 20+ school accreditation visiting committees in PA, WI, IL HI, CA, and NC
- Author: *Leading Stories*: reflections on school leadership for the future, 2021



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