




The Future of Leadership to Accelerate Learning

A Decade's Worth of Change in One Year

May 14, 2021

A circular photograph of Anthony Kim, CEO of Education Elements, speaking at a podium. He is wearing a patterned blue and white jacket and glasses. A microphone is in front of him.

Anthony Kim
CEO
Education Elements



Kelly Freiheit

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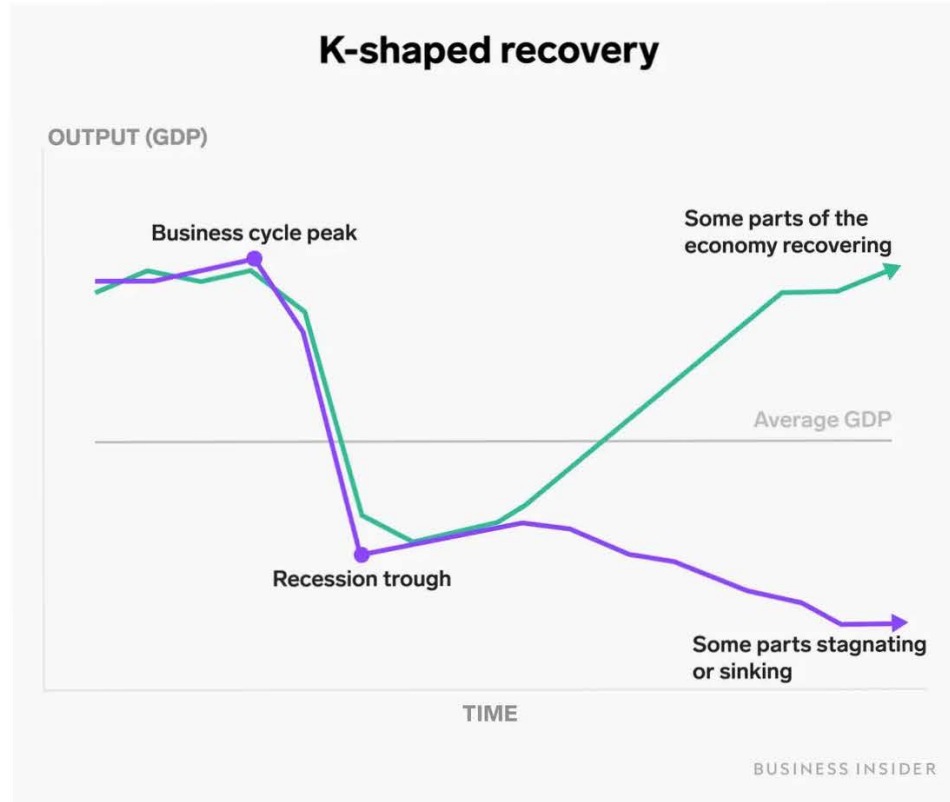
What the change curve looks like



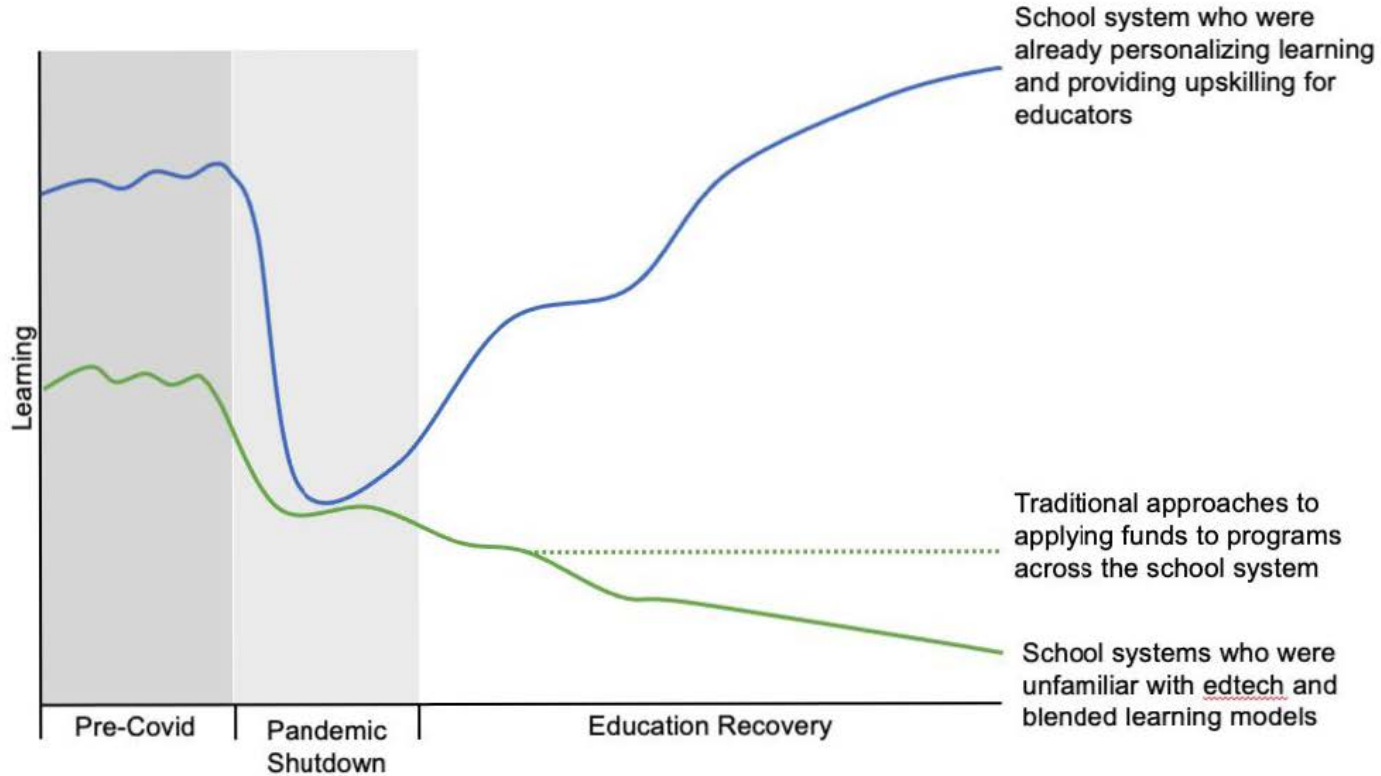
It's really hard if not practiced



Economy Recovery Show Growing Disparities

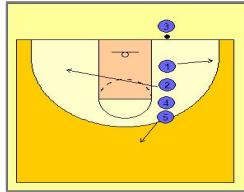


Education Recovery Will Look Similar



Planning vs Preparation

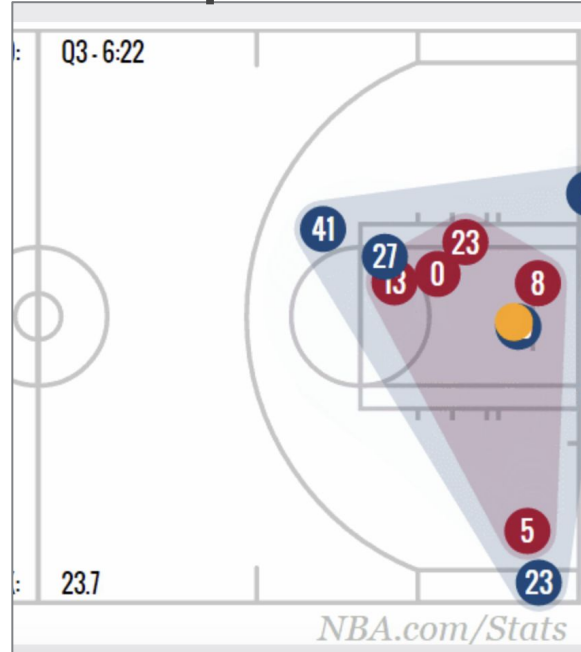
Plan



(Hours, Days)

Often overlooked or no time because Planning took so long

Preparation



(Days, Weeks, Months)

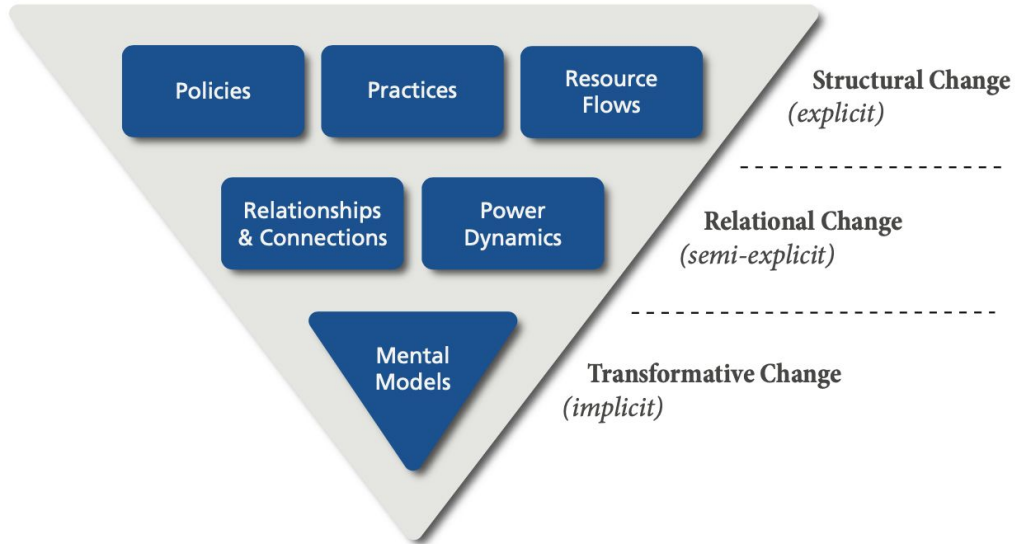
Reality



(Seconds)

Responsive Leadership is about Systems Change

Six Conditions of Systems Change



Policies: Rules and regulations

Practices: Procedures and shared habits

Resource Flows: How assets are allocated

Relationships & Connections:
Communications between different actors

Power Dynamics: Decision-making power and influence

Mental Models: Habits of thought - deeply held beliefs

Kania, Kramer, Senge *The Water of Systems Change*, June 2018

Purpose of Leadership

1. Equity, responsive, innovation, agile - all requires constant change.
2. Can we define it?
 - a. **Peter Senge's definition of leadership:** it is a system's capacity to shape its future. **Leadership** is a system capacity, not an individual trait or the possession of power and authority. Certainly people with power and authority have an important role to play in shaping the future of an organization.
 - b. We are defining the attributes of a leader of **a learning organization.**

Senge defines a 'learning organization' as a dynamical system that is in a state of continuous adaptation and improvement.

Peter Michael Senge is an American systems scientist who is a senior lecturer at the MIT Sloan School of Management, co-faculty at the New England Complex Systems Institute, and the founder of the Society for Organizational Learning. [Wikipedia](#)

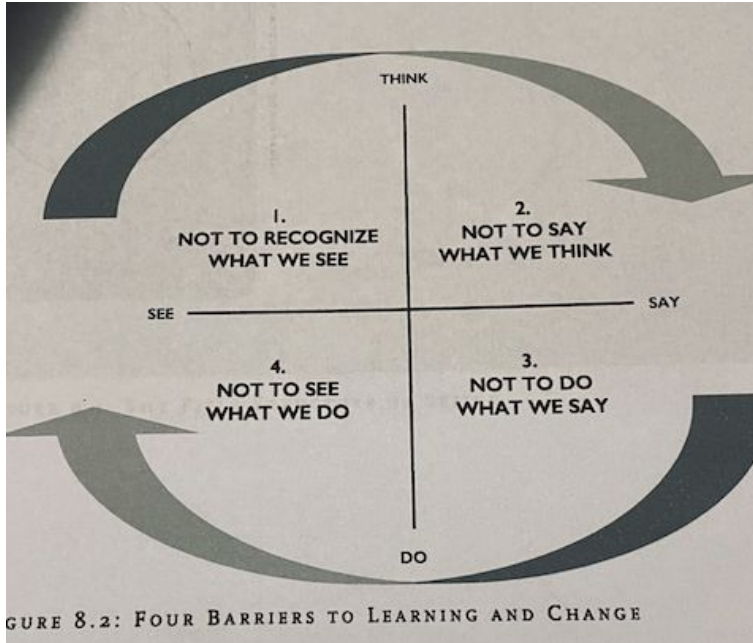
Born: 1947 (age 74 years), Stanford, CA

Another Version

A learning organization is an organization skilled at creating, acquiring, and transferring knowledge, and at modifying its behavior to reflect new knowledge and insights.

- David A. Garvin, Harvard Business Review

How you lead creates organizational learning

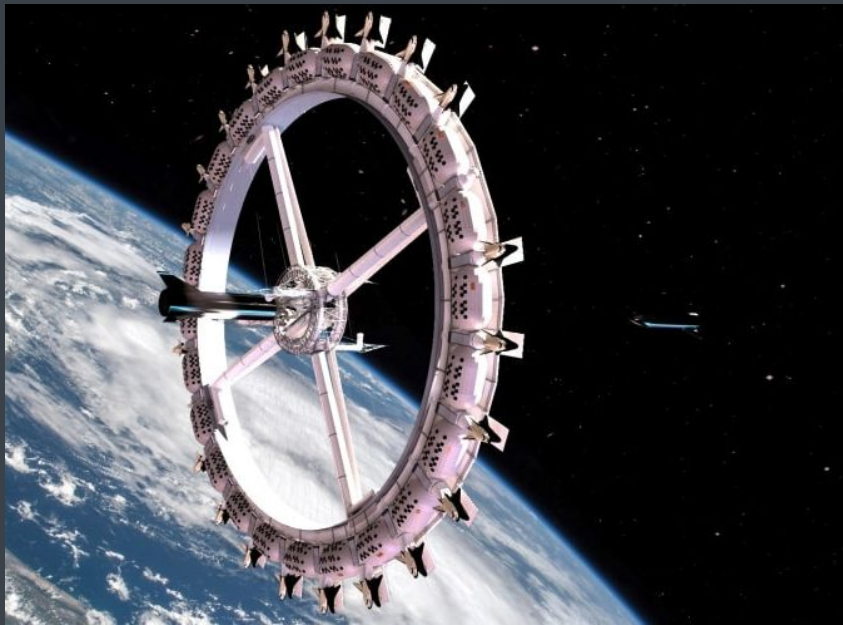


Schools/organizations are a group of people who agreed to come together and operate on a set of rules.

What prevents organizations from changing based on the same barriers individuals find it difficult to change.

Each element of your culture is represented through 1000s of habits and behaviors of the individuals in on your team.

Systems level leadership means that everyone understand how they lead that change and change results in learning.



Space Hotel opening in 2027

Digital object: Dragon

Price: 600 ETH



Non Fungible Token
600 ETH = \$1.1M on March 9, 2021
ETH is cryptocurrency like Bitcoin

CATEGORY	BUILDERS	BABY BOOMERS	GENERATION X	GENERATION Y	GENERATION Z	GEN ALPHA
Slang terms	 <p>We prefer proper English if you please</p> <p>Born: < 1946 Age: 74+</p>	 <p>Be cool Peace Groovy Way out</p> <p>Born: 1946-1964 Age: 55-73</p>	 <p>Dude Ace Rad As if Wicked</p> <p>Born: 1965-1979 Age: 40-54</p>	 <p>Bling Funky Doh Foshizz Whassup?</p> <p>Born: 1980-1994 Age: 25-39</p>	 <p>Fam GOAT Slay Yass queen</p> <p>Born: 1995-2009 Age: 10-24</p>	 <p>lit yeet hundo oof rn idrc</p> <p>Born: 2010-2024 Age: under 10</p>
Social markers	World War II 1939-1945	Moon landing 1969	Stock market crash 1987	September 11 2001	GFC 2008	Trump / Brexit 2016
Iconic cars	 Model T Ford Final, 1927	 Ford Mustang 1964	 Holden Commodore 1978	 Toyota Prius 1997	 Tesla Model S 2012	 Autonomous vehicles 2020s
Iconic toys	 Roller skates	 Frisbee	 Rubix cube	 BMX bike	 Folding scooter	 Fidget spinner
Music devices	 Record player LP, 1948	 Audio cassette 1962	 Walkman 1979	 iPod 2001	 Spotify 2008	 Smart speakers Now
Leadership style L - Leader l - New leaders	 Controlling	 Directing	 Coordinating	 Guiding	 Empowering	 Inspiring
Ideal leader	Commander	Thinker	Doer	Supporter	Collaborator	Co-creator
Learning style	Formal	Structured	Participative	Interactive	Multi-modal	Virtual
Influence/advice	Officials	Experts	Practitioners	Peers	Forums	Chatbots
Marketing	Print (traditional)	Broadcast (mass)	Direct (targeted)	Online (mixed)	Digital (social)	In situ (real-time)



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Music devices						

Leadership style	Commander	Thinker	Doer	Supporter	Collaborator	Co-creator
<p>Leadership style</p> <p>L - Leader l - New leaders</p>						
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Influence/advice
Marketing

Officials	Experts	Practitioners	Peers	Forums	Chatbots
Print (traditional)	Broadcast (mass)	Direct (targeted)	Online (price)	Digital (target)	In situ (personal)

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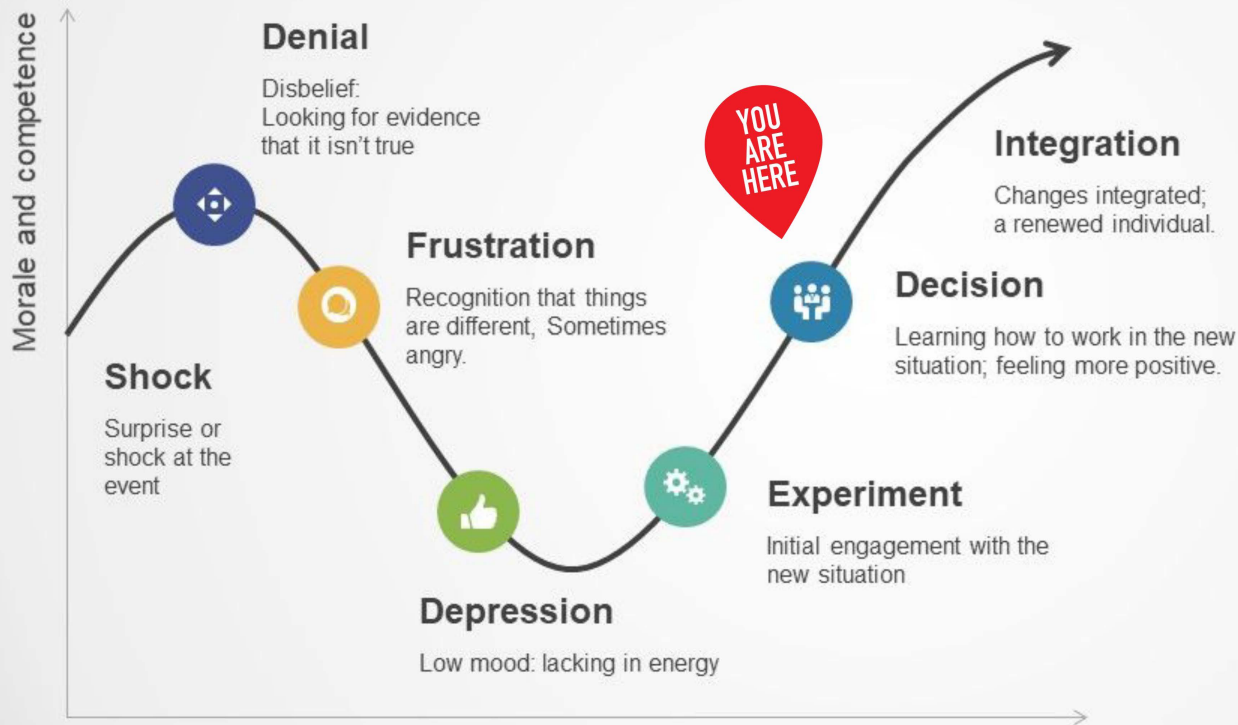
Predictable (Pre-COVID)	Uncertain (COVID)
Self Assurance	Self Awareness
Working from Experience	Collecting Inputs
Overwhelming Communications	Deliberate Communications
Sticks to the Plan	Agility
Working at Repetitions	Working at Scale
Managing Production	Condition Setting
Directing Others	Develops Others
Linear Thinker	Systems Thinker

Personal Reflection - how are you surviving COVID

During COVID	How it's defined	Concept
Upped my meditation game. Short burst workouts and long endurance activities. More time with family. Good decisions?	Access tools to manage emotions, set goals, have empathy, maintain relationships, and make good decisions.	SEL
Figuring out what this means for schools, our employees, communities we live in and serve.	Recognizing that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.	Equity
Deliberate outreach is required. Not as fun or memorable as before, but necessary.	Having commonality of norms, values, or identity and being able to connect in those ways.	Community
Get up at 4:30a/5a. Read for 30 minutes.	Learning experience designed for each student with their specific needs in mind.	Personalization

The Kübler-Ross Change Curve

Emotional Response to Change



Creative Alignment

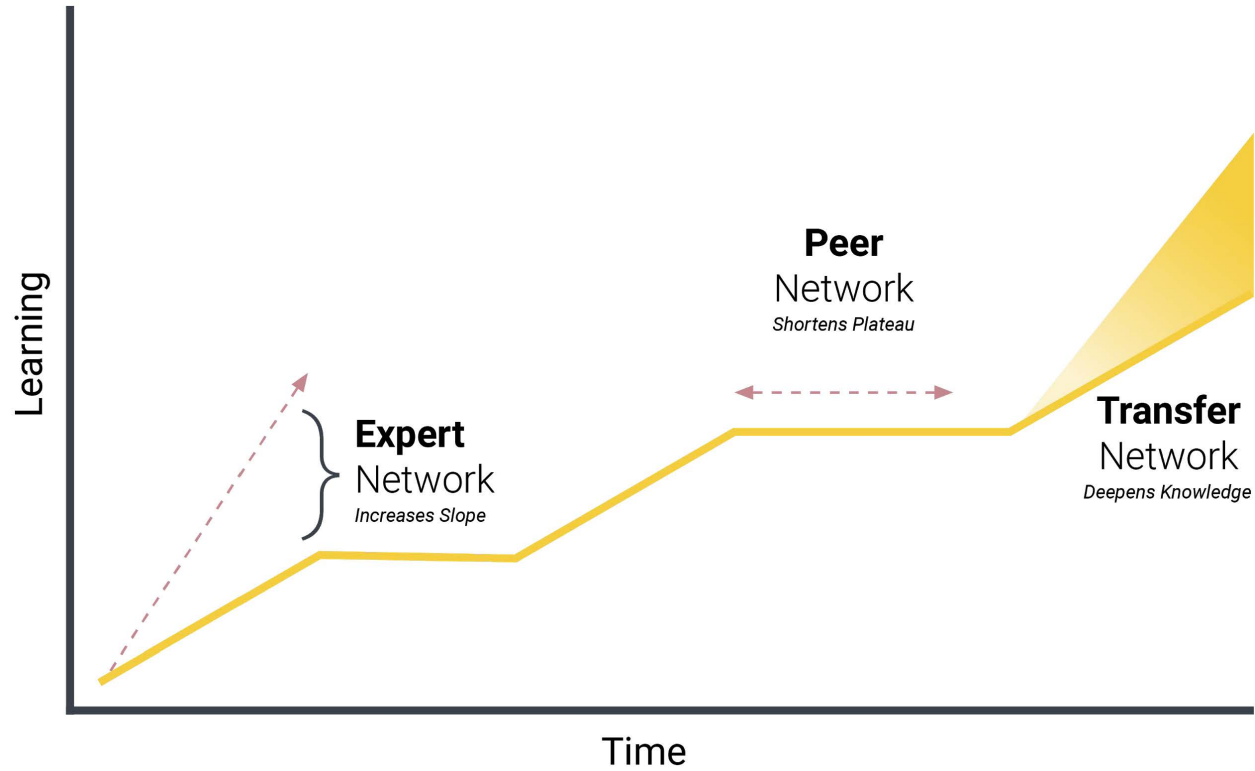
Maximize Communication

Spark Motivation

Develop Capability

Share Knowledge

Learning happens when

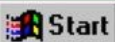




What systems still hold true for me since 95, when I was 25 y/o?

Would you? Or can you operate with upgrades or so you need to change the operating system?

What do you still hold on to about education from over 25 years ago?



Welcome

6:18 PM



proprietary an

"Your Whole Audience Will Say, 'Oh My God, That Guy Has A Mullet!'"



Getting haircut today!



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