

Educational leadership: Empowering teachers to the future

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Please come together in mixed groups of 4-5 persons.

Please talk together about your own experiences with leaders and leadership.

What did leaders do to empower you for your tasks?
Please write it down on green cards (max. 5)!

Which kind of leader activities broke your motivation and your engagement for your job?
Please write it on red cards (max. 5)!

Work in groups (10min.)

Please present your results to the plenum (max. 2min.).

**The worst sin which leaders do
is the disregard of human dignity.**

(Reinhard K. Sprenger)

**When was the last time
your leader asked you:
„Are you happy?“**

The main driving force of human activities is the wish to become happy.

Human happiness is the most neglected aspect of leadership.

Leaders can't make everybody happy, but they have the power to make everybody unhappy.

But they can give you the chance to become happy.

What makes people happy?

1. Self – affirmation
2. Self – determination
3. High regards from other people
4. Trust
5. The feeling to have control over what happens with themselves
6. To do significant things

Educational leadership is more than a box of tools.

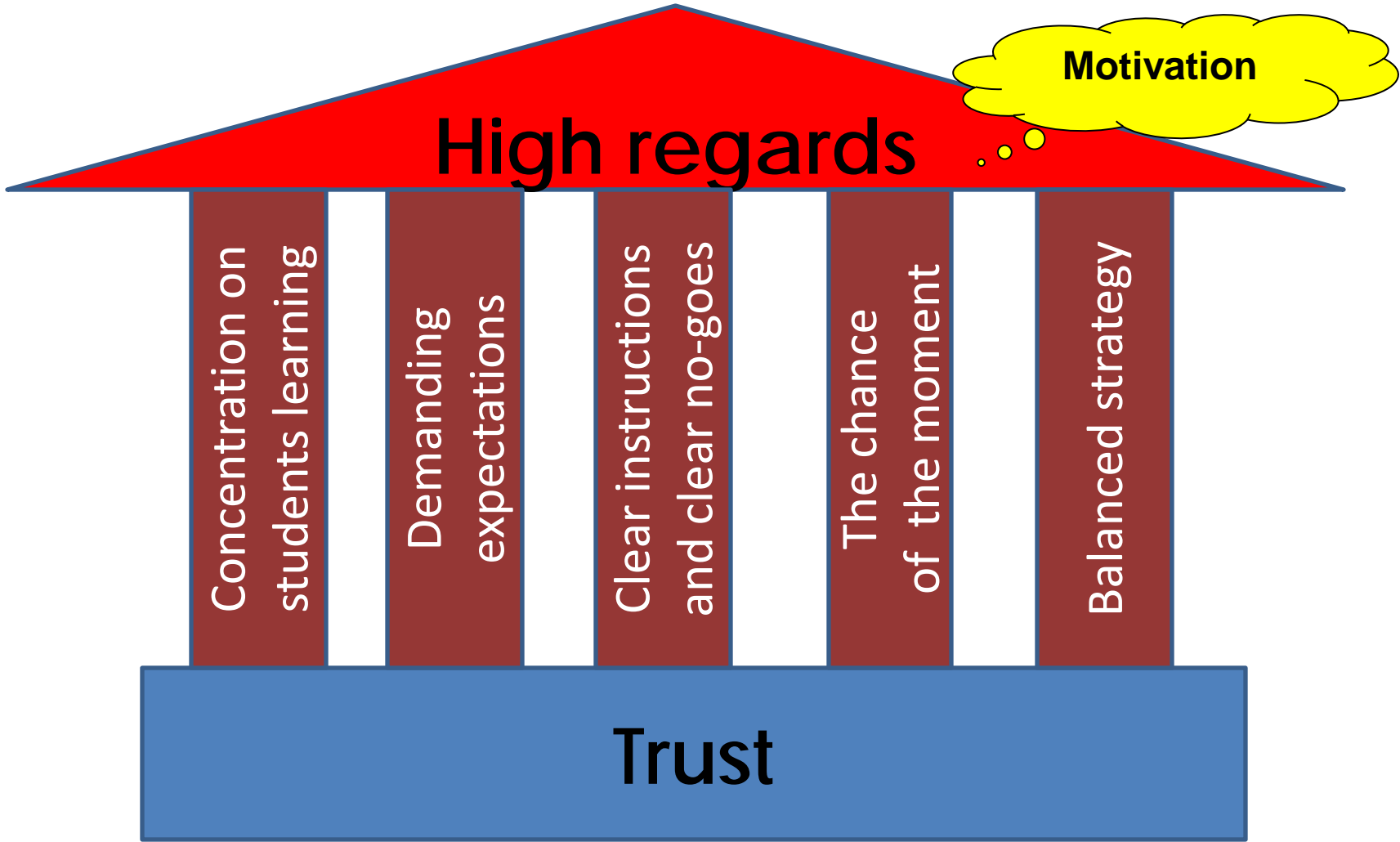
First of all Educational leadership is a result of the mental models of the leader, his ethic and pedagogic attitude, his image of the people.

And it *has* a toolbox, too.

The administrative system follows the logic of administration. It is not the logic of teaching and learning.

From teacher's perspective it is often pointless.

So one of the key tasks of principals Educational Leadership is to protect teachers against a pointless system to give them the opportunity to do intelligent things in the classroom.



High regards

Motivation

Concentration on students learning

Demanding expectations

Clear instructions and clear no-goes

The chance of the moment

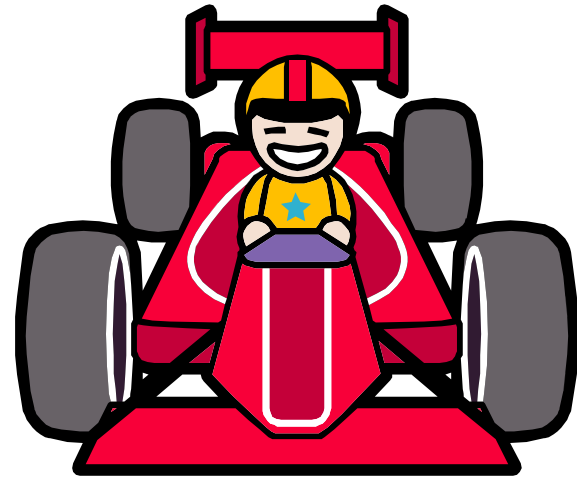
Balanced strategy

Trust



**Mental types
in schools**

**Everybody needs
his own place!**

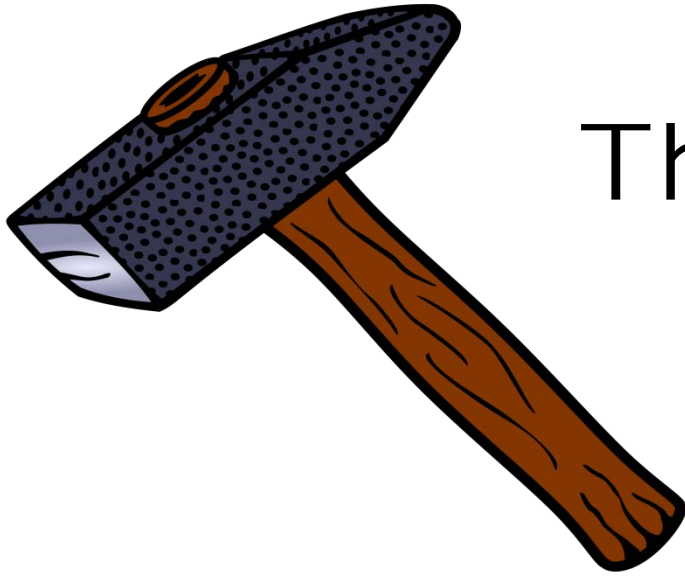


During the last 20 years we did a lot to perfect principals' behavior:

We cared about styles and methods, structures and processes, tools and leaders' handycraft.

We cared about goals and quality circles, measurability and profitability.

But sometimes we forgot the human charakter of leaders and followers.



This is a hammer.

You can use it
to build a house.

**But you also can kill
somebody with it.**

The decision is yours!

Thank you for your attention!

We would like to stay in contact:

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