Leading Through Ten Mindset Shifts

From Transactional to Transformational	Rather than focusing on a series of transactions that lead to technical changes, focus on shifting belief systems to bring about a transformation. Transformational change is lasting change.
From Engagement to Empowerment to Efficacy	Create the conditions to engage members of the organization in solving a meaningful challenge or problem; then empower them to make decisions about their own learning. This creates efficacy.
From Ferry to Bridge	Employ structures that allow members of the organization to take charge of their own professional learning and actions (bridge) versus "ferrying" them through an experience, which often breeds compliance as opposed to engagement.
From Mandating Change to Inspiring Change	Bring about true and lasting change by inspiring others to step outside of their comfort zones and challenge their own beliefs. Beliefs cannot be mandated; they must be personally embraced.
From Silos to Teams	Silos create isolation that inhibits district-wide, continual innovation and can create a culture of cliques that derail positive culture. Build mixed teams to allow members of the organization to engage with various groups on a regular basis.
From Nodes to Lines: Systems Thinking in Action	Every department within an organization is a system. Pay attention to the system as a whole and the interrelationships that exist, focusing on the connections versus the individual components.
From Surface Innovation to Deep Innovation	What is visible and obvious must be grounded in strongly held beliefs so that it does not falter when challenged; implement processes that drive an organization to a deep level of innovation.
From Office-Based to Classroom-Based	The work of a school occurs where the students are; although paperwork and managerial tasks may draw one into an office, these must never replace the priority of being in classrooms and with faculty.
From Dissemination to Conversations	True innovation emerges from conversations and creative collaboration. Create opportunities for productive conversations at all levels of the organization that lead to changes in beliefs and actions.
From Dutiful Administrator to Warrior/Advocate	Realize that innovation and results take time. As members of an organization embark on a journey for greater innovation, protect and support them along the way.

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INNOVATIVE DESIGNS FOR EDUCATION