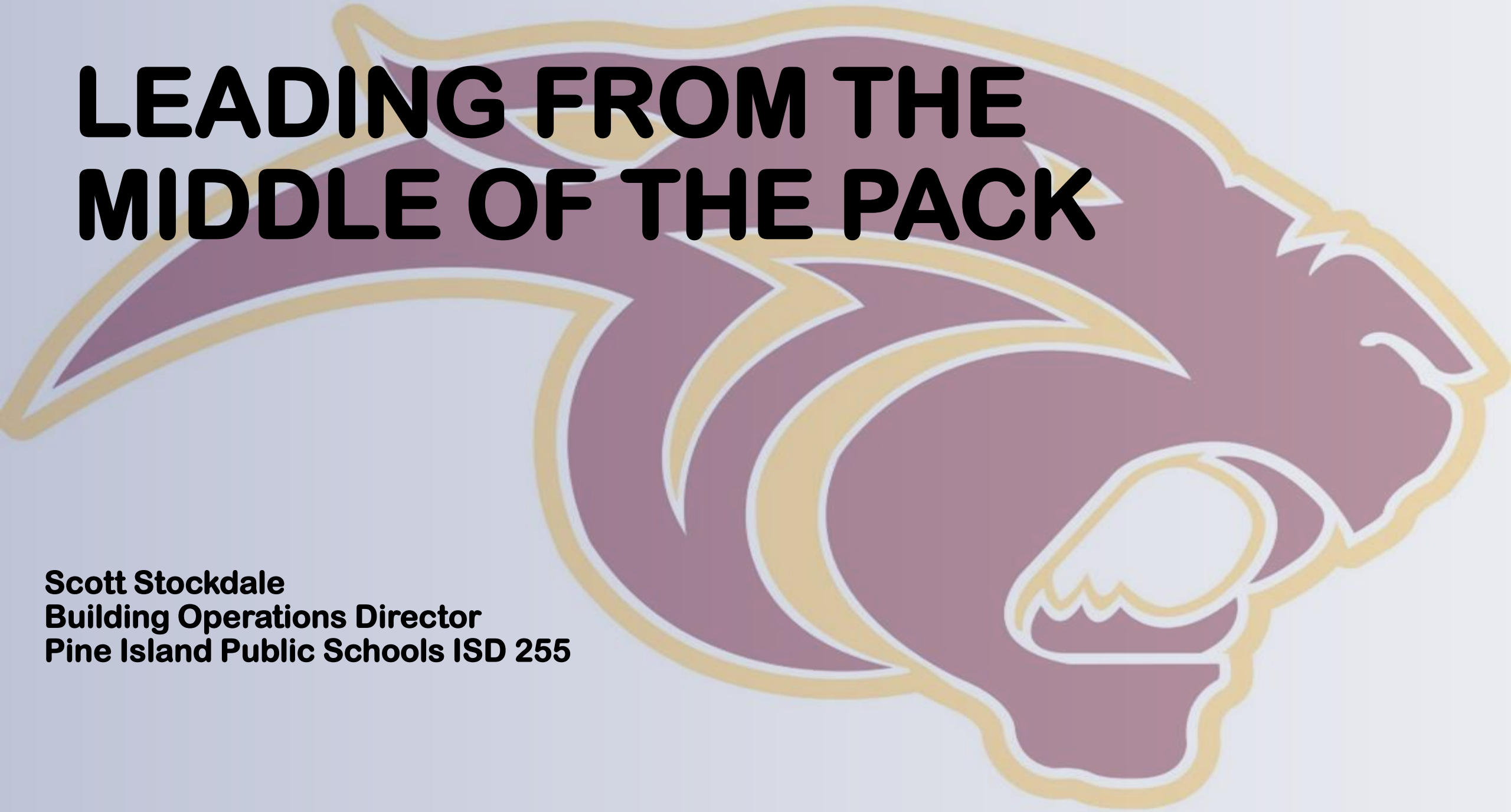


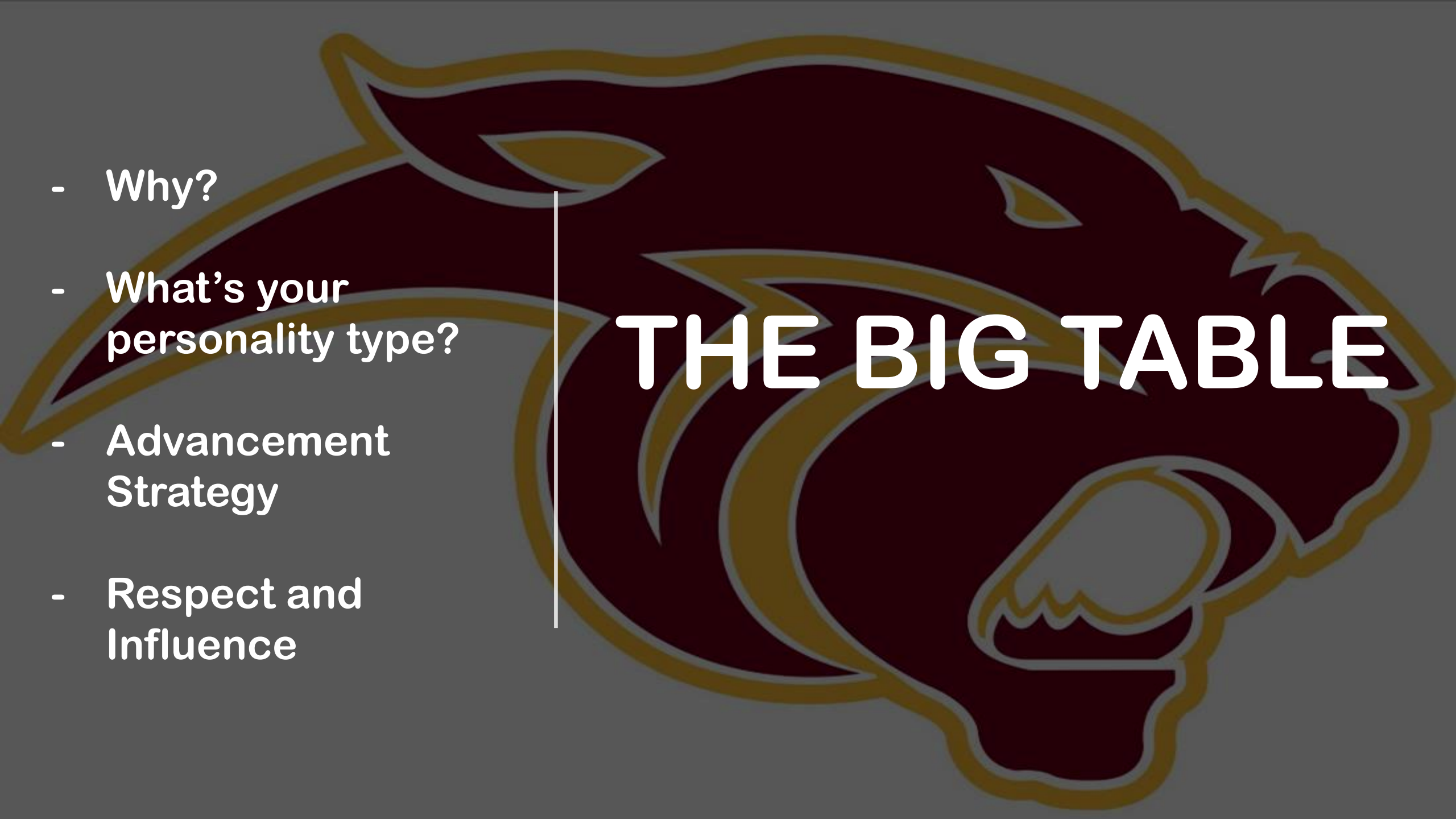
# **LEADING FROM THE MIDDLE OF THE PACK**

**Scott Stockdale  
Building Operations Director  
Pine Island Public Schools ISD 255**



- Why?
- What's your personality type?
- Advancement Strategy
- Respect and Influence

# THE BIG TABLE






- Become an Advocate with Authority!

- Definitions...

- Keith Bennett Mentor Lesson.

- An authority is truly appreciated when they advocate for you!

How do you gain respect and influence?



- Reality w/o Judgement

- Just the facts

- Leadership Ability

- Attitude

- Communication Style

- Skills

What is your district  
leadership's current  
perception of you?

Change begins with...

Hard work is not enough – any good head custodian is a hard worker.

Perception is about them,  
TRANSFORMATION is about YOU!

This perception is your starting point!

How can we change in a way that gains us the Respect and Influence to sit at the “Big Table”?

Becoming an Advocate with Authority!

Growth in:

- Who we are
- What we do
- What we know

# LEADERSHIP TRANSFORMATION

THAT COMMANDS RESPECT  
&  
EMPOWERS INFLUENCE

Knowledge +  
Implementation =  
Transformation

- SERVICE
- PROFESSIONALISM
- KNOWLEDGE
- COMMUNICATION/  
RELATIONAL
- WEEKLY MEETING

# 5 AREAS OF TRANSFORMATION

(KNOWLEDGE + IMPLEMENTATION)

This is not doing more,  
or improving tasks!

It is #1 Attitude  
Secondly it's Culture

Organizing people and  
projects in the District's  
best interest

How can you best serve  
as a leader?

**#1 SERVICE**

**STEP DOWN TO STEP UP!**







**Dress the part!**

**-incremental steps**

**-get past the discomfort**

**Know the lingo!**

**-How does your  
leadership think and  
talk?**

**-This is not a sell out!**

**#2**

**PROFESSIONALISM**

Be organized!  
(in your own way)

Not “just one of the guys”

-What sets us apart?

- Leadership Skills
- People Skills
- Emotional Maturity
- General Knowledge
- Communication Skills

# #2 PROFESSIONALISM Cont.



**We can't stop learning  
and growing!**

**We work in an  
educational setting. This  
is generally a closely  
held value.**

**Ask for training!!!**

# **#3 KNOWLEDGE**

## Budget:

- Ask for it
- Understand it
- Develop it
- Respect it

## People:

- Know your team
- Know other staff
- Walk slowly through the crowd
- Take time to Listen!

# #3 KNOWLEDGE Cont.

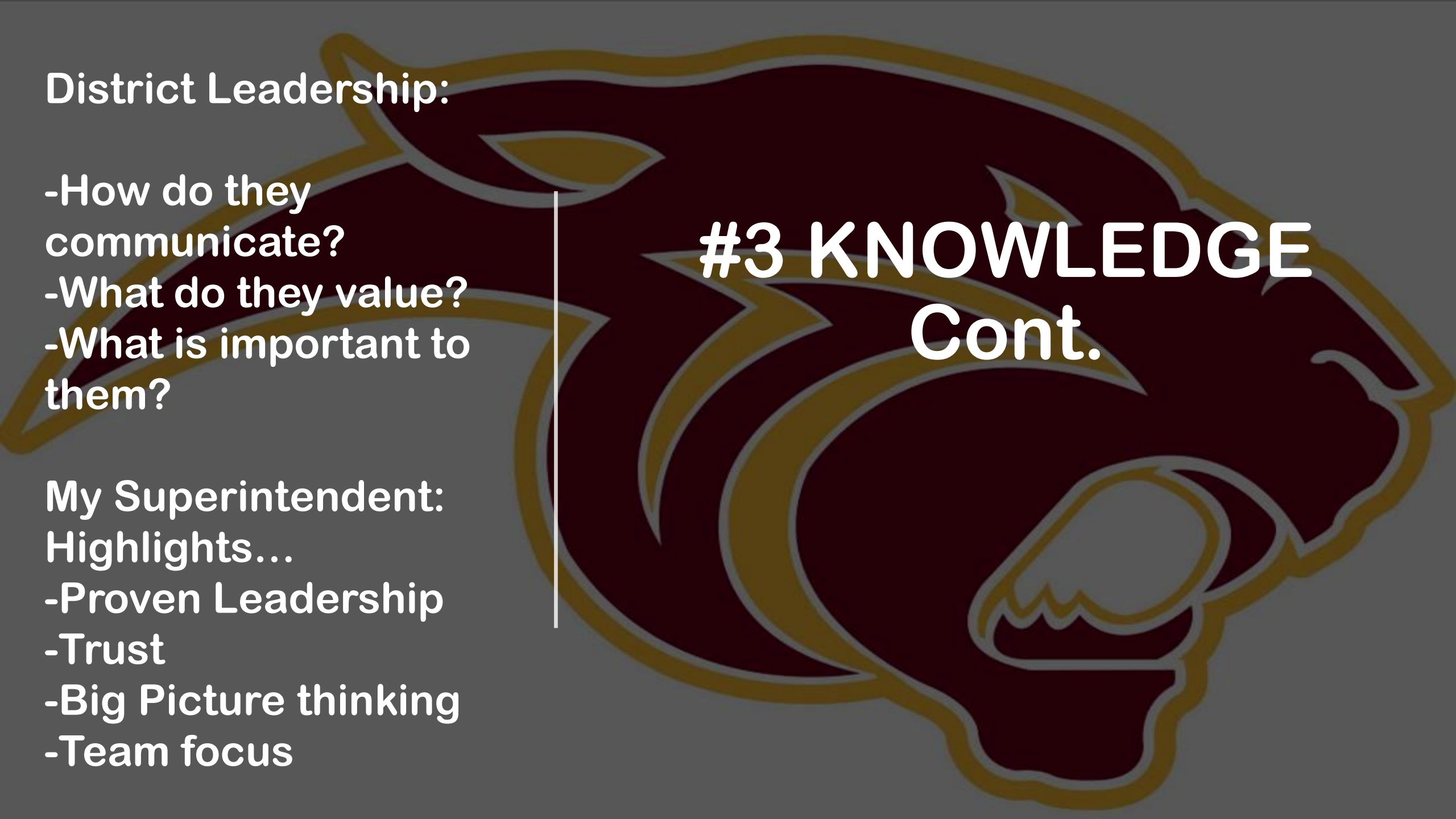
## District Leadership:

- How do they communicate?
- What do they value?
- What is important to them?

## My Superintendent: Highlights...

- Proven Leadership
- Trust
- Big Picture thinking
- Team focus

# #3 KNOWLEDGE Cont.





**Stay Positive!**

**Share wins: Your team,  
other teams & people**

- Build other up**
- Sets the culture**
- Solidifies you as a leader**
- Helps others see you as a team player & big picture thinker**
- Builds favor**

## **#4 COMMUNICATION / RELATIONAL**



**LANGUAGE**  
(Speaking and Writing)

-Don't use blue collar language with white collar staff!

-Grammar matters!

**#4 COMMUNICATION /  
RELATIONAL  
Cont.**

Modes of communication:

- email
- text
- phone
- in person

Share key information in a timely manner!

What is Key Info???

- Your team
- Task & Project updates
- Anything tasked or requested

# #4 COMMUNICATION / RELATIONAL Cont.





**ASK!!!**

Even if it is a 15min.

Check-in.

Don't stay in your  
corner!!!

-MASMS Poll: "No, I'm  
scared of him".

-Practics

- Have a purpose
- Write an agenda

# **#5 WEEKLY MEETING (With the Sup.)**

## -Practices Cont.

- Keep it brief, but stay available
  - It's not a waste of time to shoot the breeze with your Sup!
- Not a complaint session!
- Read your Sup.
  - Engaged/  
Disengaged
  - Body language
  - Tone

# #5 WEEKLY MEETING (With the Sup.) Cont.



Transformation:  
Knowledge +  
Implementation

- Service
- Professionalism
- Knowledge
- Communication /  
Relational
- Weekly Meeting

**REVIEW:**



Questions:

- Practical application
- Challenges not addressed
- Experience/ advice to share

**Q&A**

THANK YOU!

THE END!

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