

LEADERSHIP PROXIMITY

**A Practical Means of
Approaching Leadership
Amidst Complexity**



EXPLOELEVATE
INNOVATIVE SCHOOLS COOPERATIVE





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EXPLO Elevate



EXPLO ELEVATE OFFERS A WIDE RANGE OF SCHOOL CONSULTING OPTIONS.

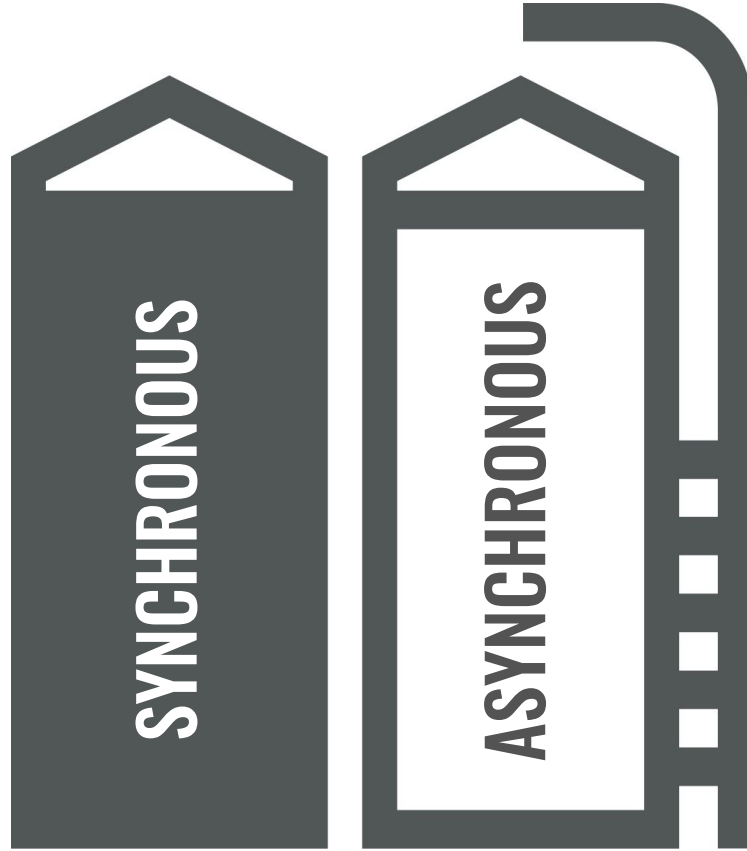
Balancing both time-tested and emerging best practice, we help schools and leaders transcend the moment to meet what lies ahead with tailored research, effective change management, strategy development, and one-to-one leadership support.



At start of remote learning...

**Some of our language seemed ill fit
to capture the nuance of what we
are trying to accomplish.**





THIS

THAT

SYNCHRONOUS and ASYNCHRONOUS are not only confining as silos, they create limits that may prevent teachers from developing the complete toolbox they need to be effective learning designers.



ELASTIC PROXIMITY

Teacher makes decisions about delivery, student guidance, and student skill development based on the ideal proximity of:

- teacher to students
- students to other students
- individual students to the teacher
- student(s) to learning objective(s)

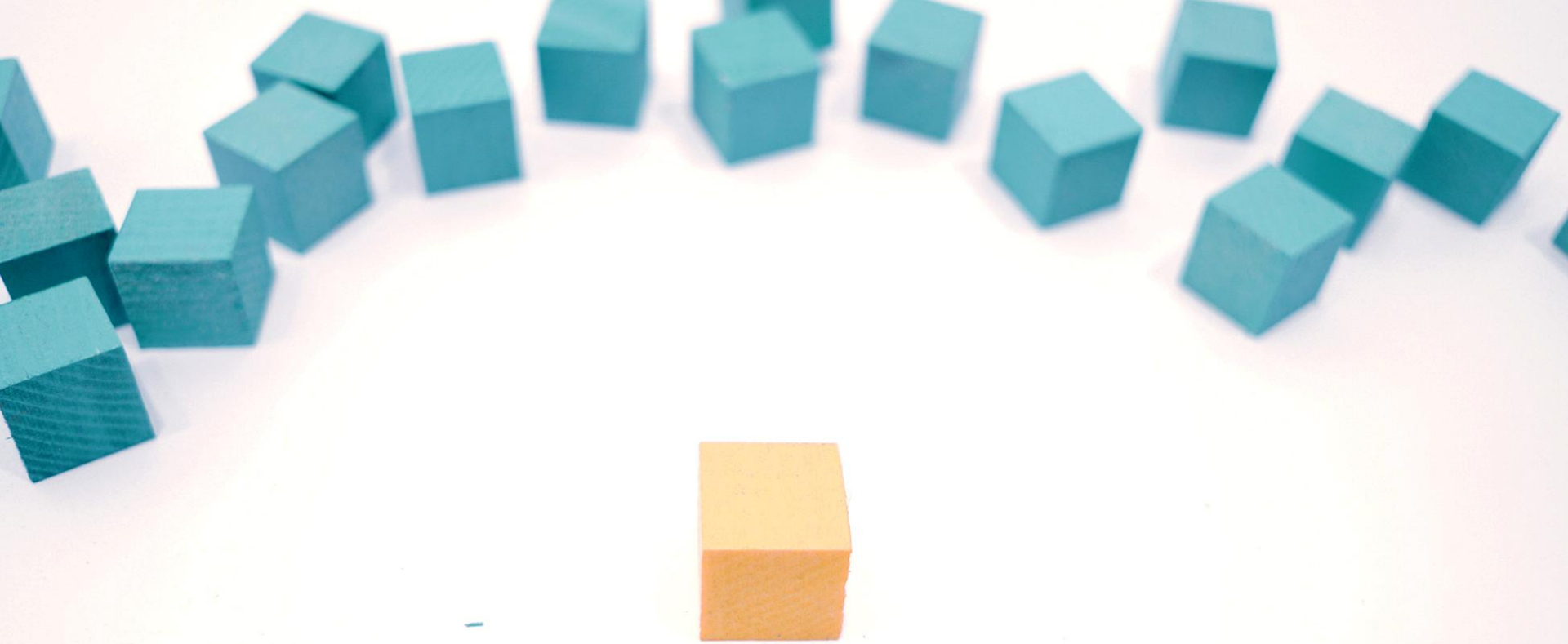


LEADERSHIP PROXIMITY

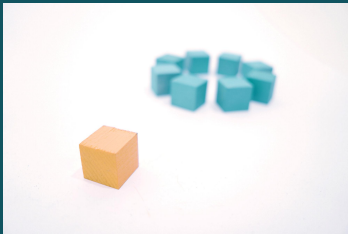
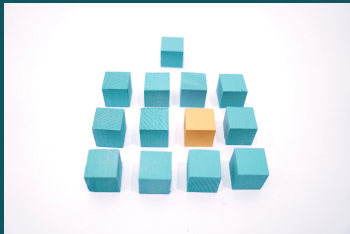
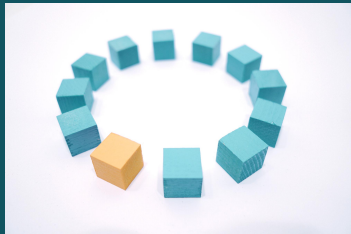
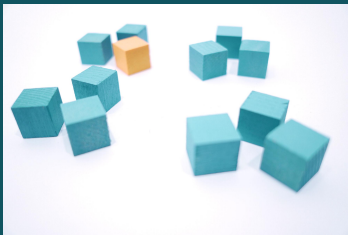
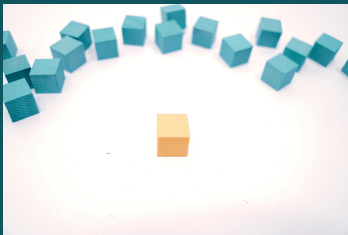
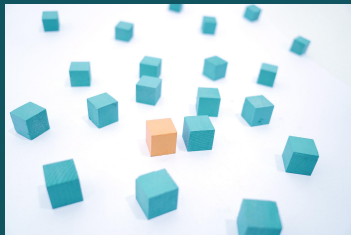
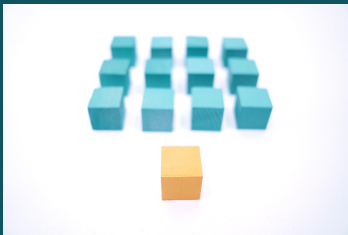
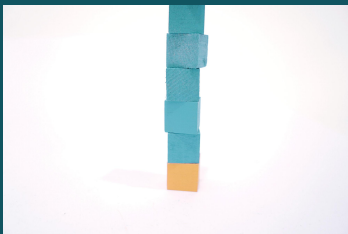
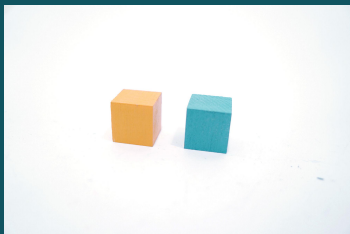
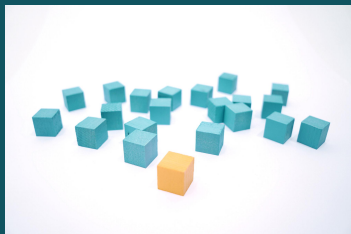
An approach to leadership in which the leader makes decisions about personnel, strategy, execution, and stewardship based on the ideal proximity of :

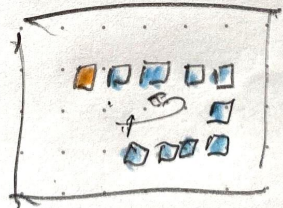
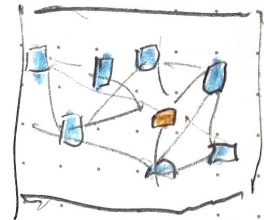
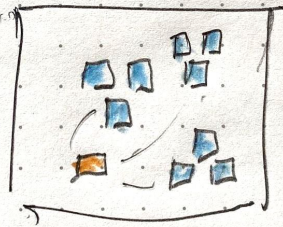
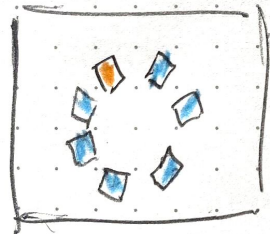
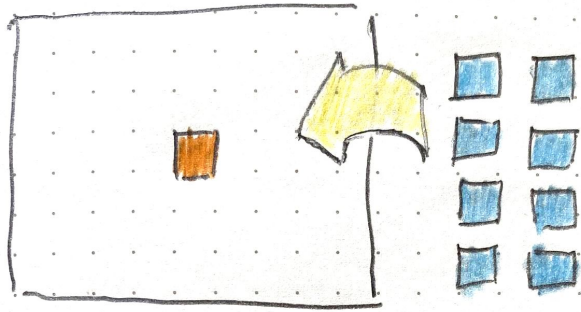
- the leader to constituent groups
- constituents to other constituents
- individual constituents to the leader





Leadership strategies become elastic based on the ideal (healthiest/most productive) proximity to constituent needs and strategic objectives.





ACTIVITY

Draw a picture of your default/preferential leadership proximity.



A collection of wooden blocks, mostly teal and one orange, scattered on a white surface. A dark teal horizontal band is overlaid across the middle of the image, containing white text.

Leadership Proximity can describe
a lasting condition or a temporary state.

ALL LEADERS HAVE PREFERENCES

Addressing forever adjusting contexts requires:

- Reflection
- Finesse (mid-course adjustment)
- Empathy
- Clarity

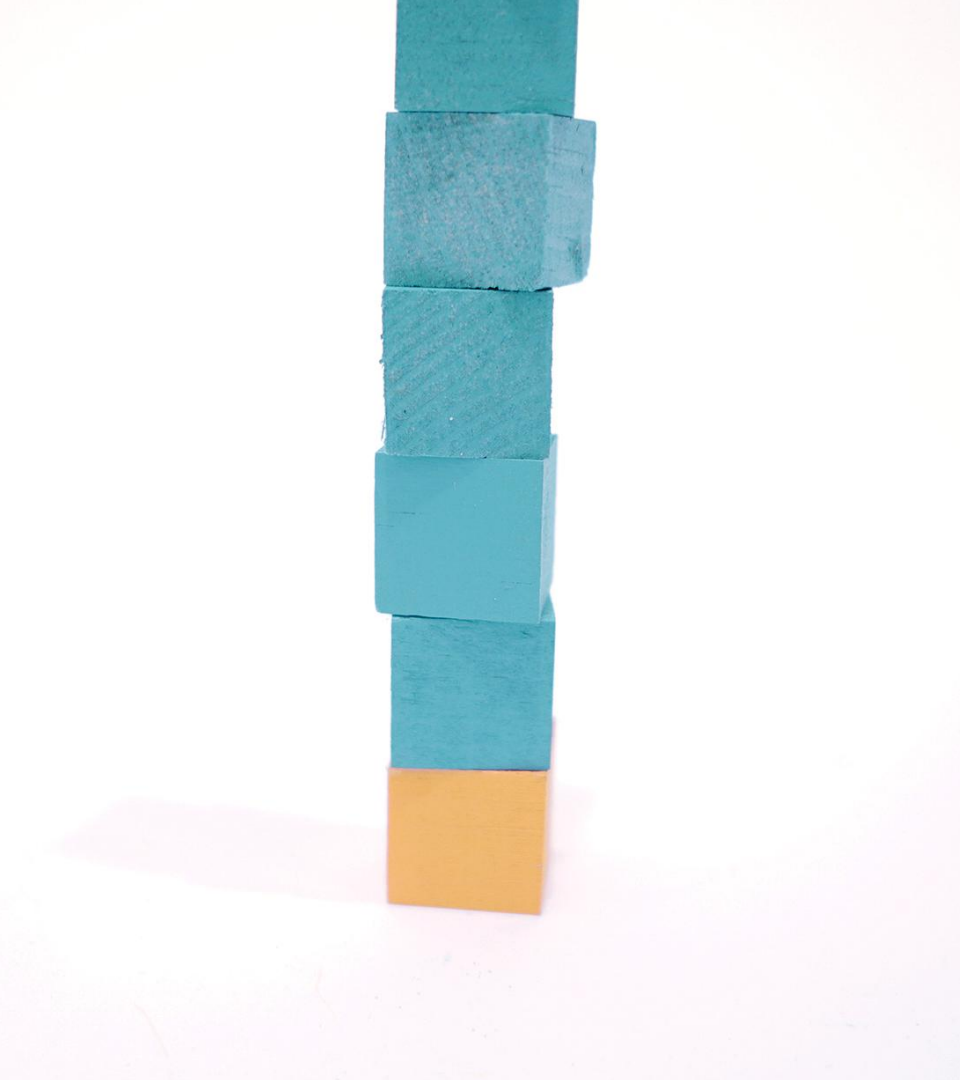




LEADERS CANNOT BE EVERYWHERE

not in every conversation, not in
every moment when a dialogue
moves from decision to execution.





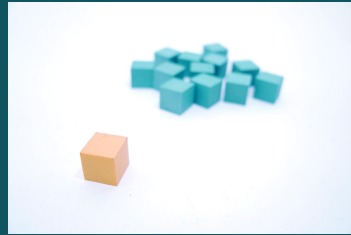
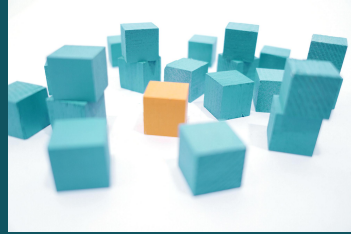
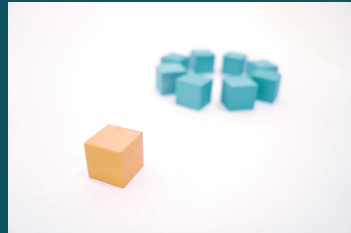
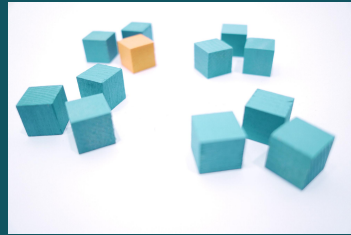
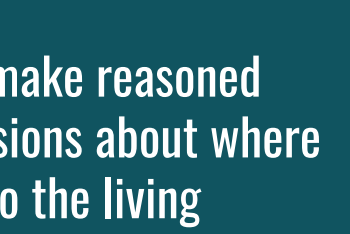
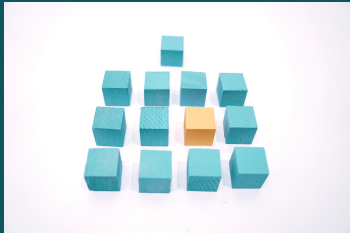
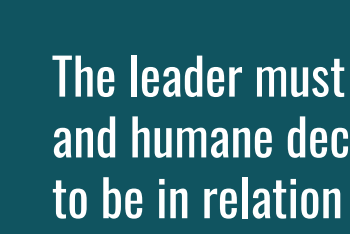
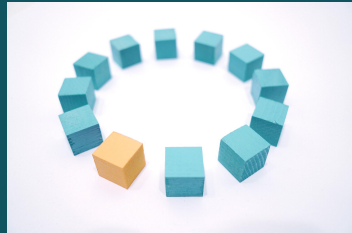
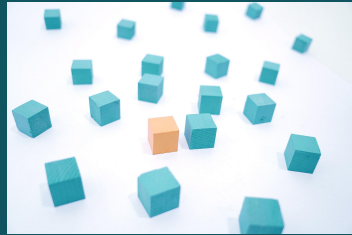
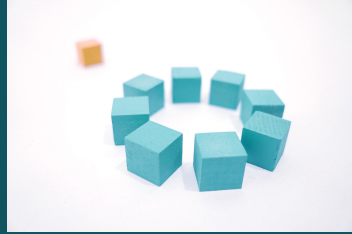
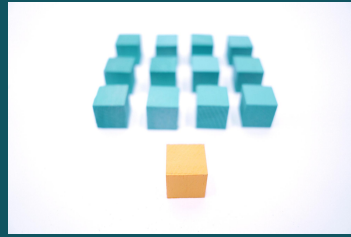
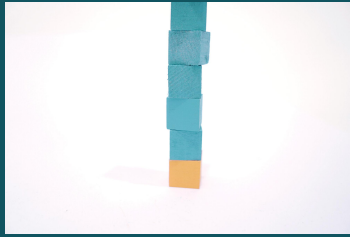
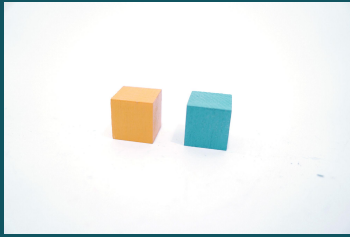
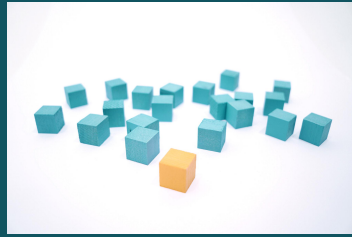
THE LEADER CANNOT BE AND SHOULD NOT BE ATLAS

The weight of the world
is not his/her/their job
to bear alone.



It is the leader's
responsibility to
CREATE THE CONTEXT
(strategic and built-cultural)
that sustains and
supports a system
that can bear the
weight.





The leader must make reasoned
and humane decisions about where
to be in relation to the living
systems of the institution.
**THIS IS THE CATALYST FOR
LEADERSHIP PROXIMITY.**

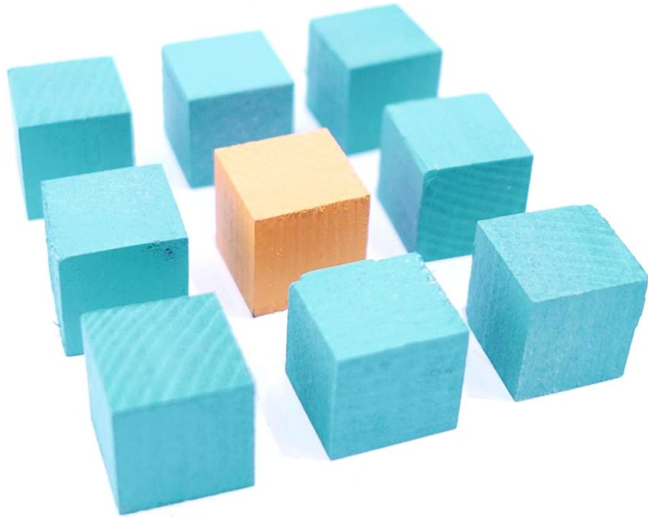




**Leadership
Orientation**



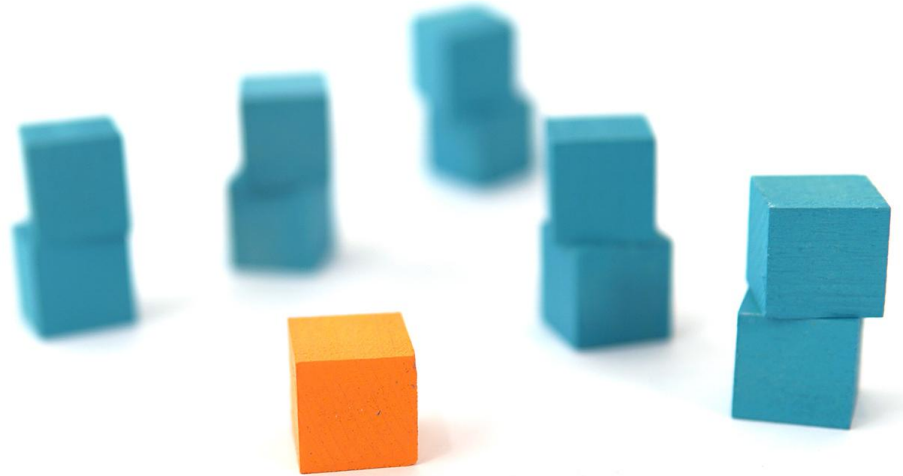
NINE VIRTUES



Humility
Honesty
Courage
Perseverance
Hope
Charity
Balance
Wisdom
Justice



Leaders must spend
as much time
identifying
WHO THEY SHOULD BE
as they do
WHAT THEY ARE
GOING TO DO.



Leaders should underpin Leadership Proximity with an understanding of and embodiment of leadership virtues that translate into actions in the context within which the leader operates.



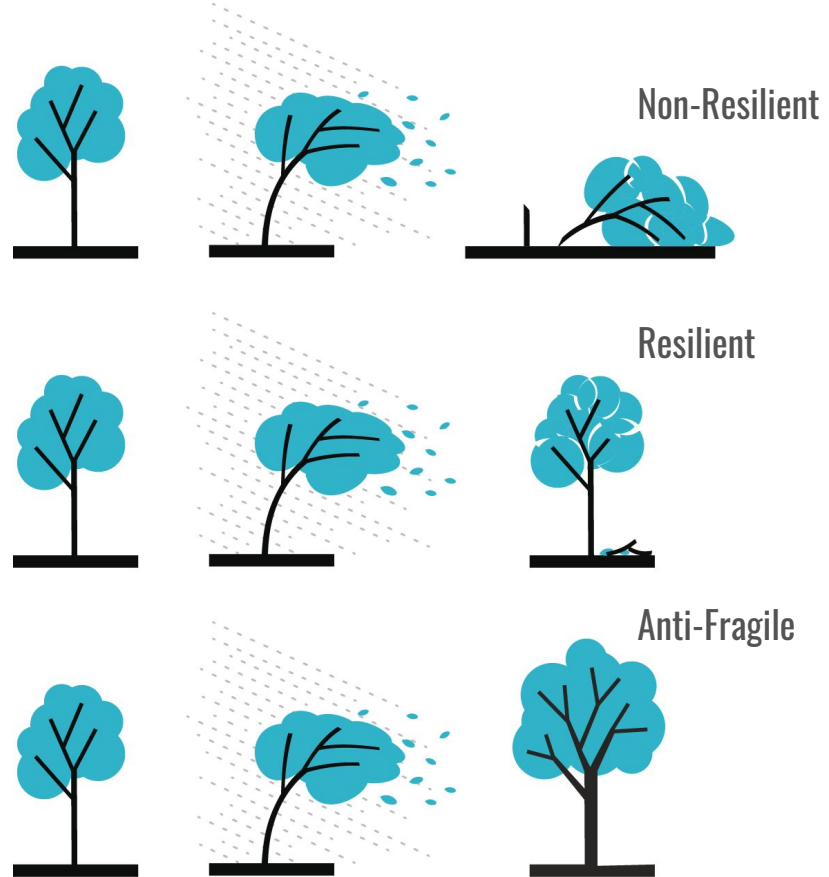
SELF-CARE

Without prioritizing self-care, a leader might create equilibrium between Leadership Proximity and the Nine Virtues with grace... for awhile



Anti-Fragility Quotient

1. Resilience
2. Curiosity
3. Flexibility
4. Ability to Trust
5. Creativity
6. Reflectiveness
7. Commitment to Mission, Values, Strategy
8. **Discipline:**
Ability to prioritize one's self care even when difficult.
Exercise, reading, reflection, and curiosity take time.



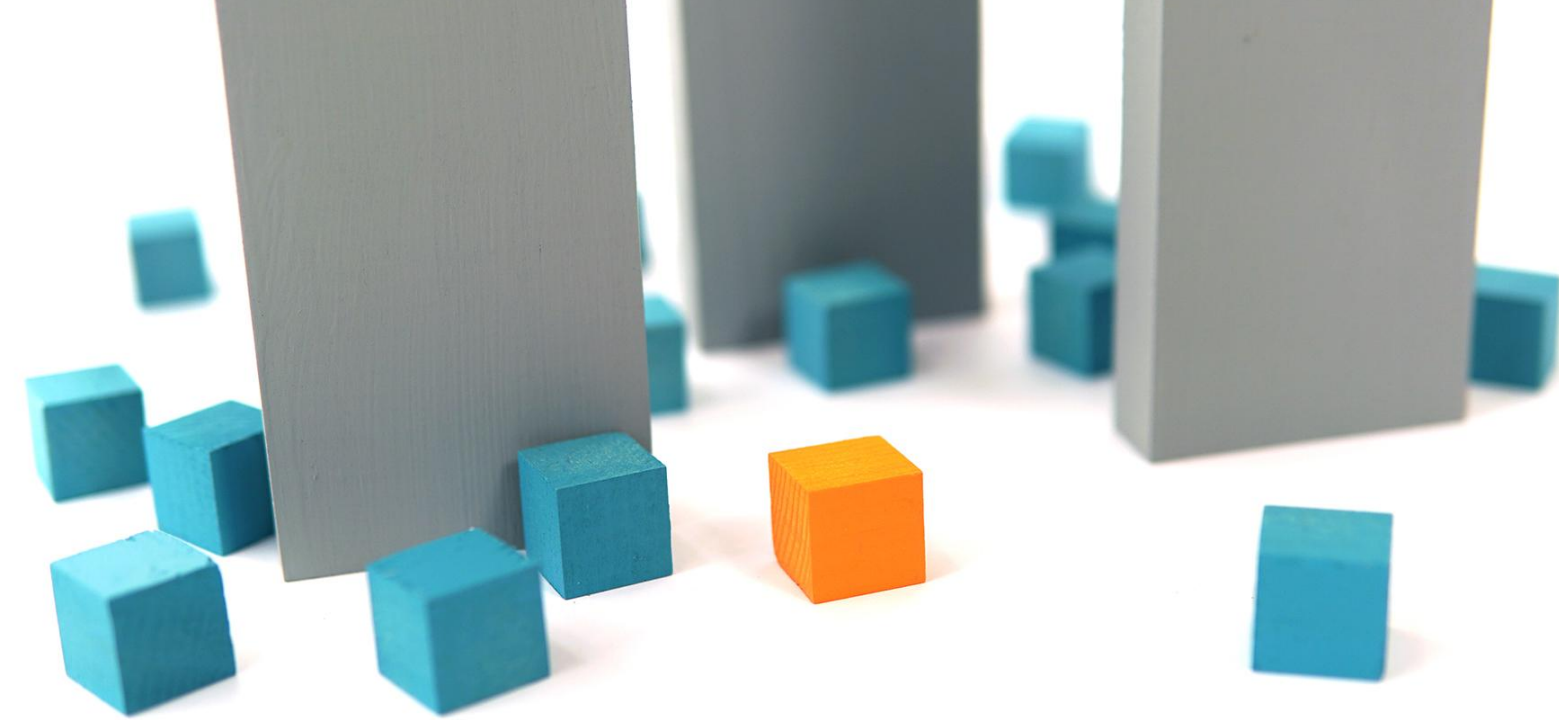
THOSE TO WHOM ONE REPORTS
(Supervisor, a Board of Trustees)

DIRECT REPORTS

OUTSIDE PERSON/GROUP
(often neglected)

3 LEGS





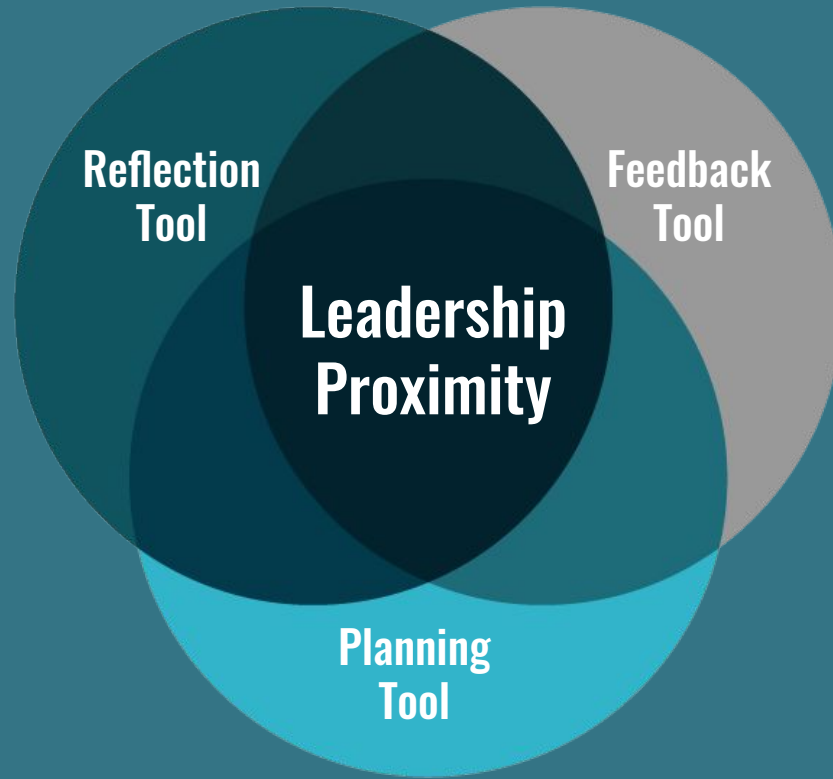
Developing a fluid understanding of
where to be in relation to personnel
and to strategic or tactical demands.





Successful field team athletes and leaders understand spacing and are in a constant process of adjusting where they are in relation to others.





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