Leadership in an Era of Change

Dr. Annette Smith and Kara Gann
@smithandgann
#ISTE2016
Introduction

What is your vision?

“Vision is the art of seeing things invisible”
Jonathan Swift
Vision

How are you communicating and articulating...
Communication

Conversation! Always, with anyone and everyone
Adoption Curve

Where are your leaders?
<table>
<thead>
<tr>
<th>Group</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Innovators</td>
<td>(2.5%) are risk takers who have the resources and desire to try new things, even if they fail</td>
</tr>
<tr>
<td>Early Adopters</td>
<td>(13.5%) are selective about which technologies they start using. They are considered the “one to check in with” for new information and reduce others’ uncertainty about a new technology by adopting it.</td>
</tr>
<tr>
<td>Early Majority</td>
<td>(34%) take their time before adopting a new idea. They are willing to embrace a new technology as long as they understand how it fits with their lives.</td>
</tr>
<tr>
<td>Late Majority</td>
<td>(34%) adopt in reaction to peer pressure, emerging norms, or economic necessity. Most of the uncertainty around an idea must be resolved before they adopt.</td>
</tr>
<tr>
<td>Laggards</td>
<td>(16%) are traditional and make decisions based on past experience. They are often economically unable to take risks on new ideas.</td>
</tr>
</tbody>
</table>

*Bryce Ryan & Neal Gross (1943)*
Leadership

Building leaders and connecting the team.
Connect and Collaborate

Participation in planning and design by key leaders
Relationships

Sustainability and the human element
Policies & Processes

Flexibility while still keeping vision front and center
Professional Learning

Modeling and engaging everyone
Metrics

Have you identified these?
Celebrating Often
Questions?

smithandgann.com
Credits

Change Navigation Resources
http://partneringresources.com/change-navigation-resources/

Bridges 3 Stages of Transition

Ryan & Gross Adoption Curve
http://www.uqol.org/wp-content/uploads/2013/12/figure-1.jpg

Morris Moss Video
Youtube.com