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**Compliance Cop to Culture Coach**

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These workshop offerings, individually or collectively, can build leadership capacity in your organization. Developing a culture for learning will result in a more productive staff, students, and society.

1. **Internal and External Communication** – Communication is both internal (within the school and district) and external (parents and community). How the message is delivered is as important as the content of the message. How do you increase readership and impact of your weekly announcements, district information, and community newsletters?
2. **Facilitating Collaboration** – Working effectively with multiple groups (grade-level, departments, site councils, student leadership, etc.) requires skilled facilitation. People tend to dislike meetings so using time wisely is critical to getting good ideas from talented and committed people. Creating Talent Density will be released August 2021 by Rowman Littlefield Publishers.
3. **Coaching and Supervision Strategies** – Having a repertoire of conversational strategies from open reflection, coaching for excellence, and moving ineffective people on, will enable leaders to use the right strategy for the right situation. My book, written with Diane Zimmerman, is *9 Professional Conversations to Change Schools: A Dashboard of Options.*
4. **Managing Conflict** - Working with kids, colleagues, and community often results in conflict. Having smart people, who don’t necessarily agree with one another, can be the best learning situation or the worst nightmare, My book *Responding to Resistance*, published by Solution Tree in 2020, has thirty conflict management strategies, for individual and group situations.
5. **Managing Change** – According to General Eric Shinseki, Army Chief of Staff, “If you disike change, you will like irrelevance a lot less.” Managing change effectively reduces anxiety for leaders and those who depend on leadership. Charters, online options, and governmental decisions continue to affect our schools and funding. Globalization and technology will continue to drive change and learning.
6. **Leveraging Creativity for Problem Solving** – Einstein said it best, “No problem can be solved from the same level of consciousness that created it..” The best organizations keep thinking creatively about what works, what doesn’t, and what to try next. Creativity is the lifeblood of a system and helps the growing diversity of learners be more successful. As I say often, “if it isn’t working, try something else.”
7. **Courage to Sustain Values** - Leadership is not for the faint of heart. Speaking truth to power, managing up, having strong values, and making timely and tough decisions are at the heart of leadership. Choosing the “right fight” is critical in developing people and systems. There are courageous leaders out there. Be one of them.