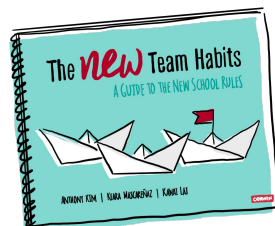




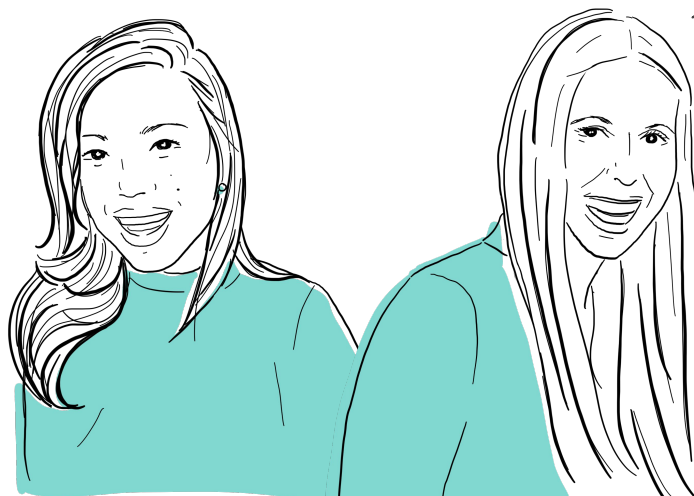
# ACIS LEADERSHIP CONFERENCE

Session 1: Board Habits to Foster Generative  
Thinking and Collective Purpose

HI I'M  
KAWAI!



HI I'M  
KEARA!



 [linkedin.com/in/kawailai](https://www.linkedin.com/in/kawailai)  
 [@kawai\\_lai](https://twitter.com/kawai_lai)

 [linkedin.com/in/keara-m](https://www.linkedin.com/in/keara-m)  
 [@kearamas](https://twitter.com/kearamas)



**Deloitte.**

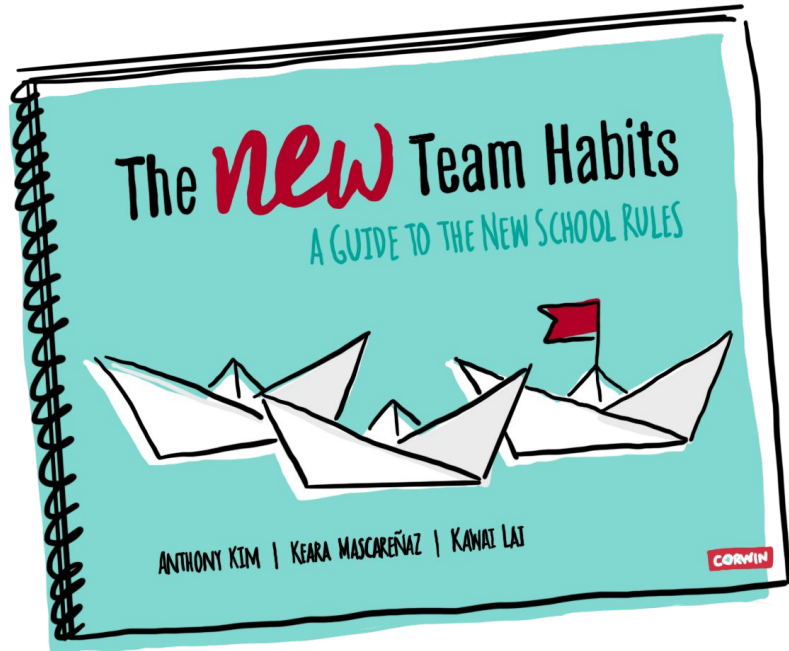


**TEACHFORAMERICA**



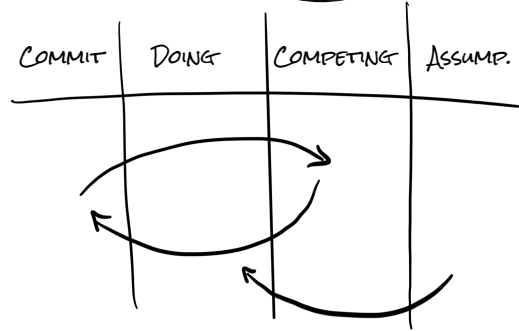
**august**

WHAT'S BRINGING YOU **joy** THIS WEEK?



IMPROVE **HOW** TEAMS WORK,  
BY CHANGING TEAM **HABITS**

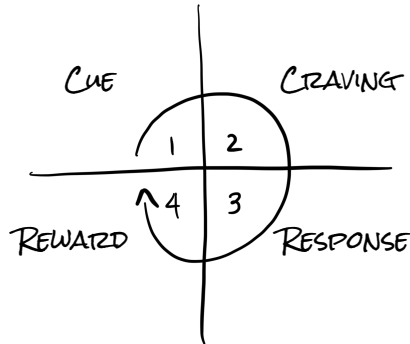
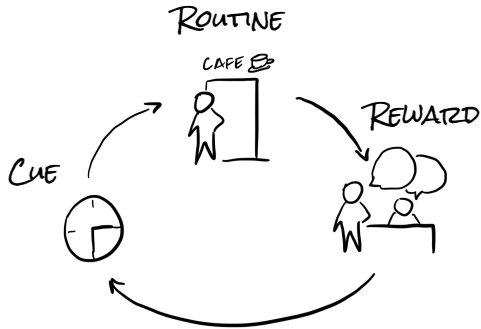
SO HOW DO WE  
CHANGE HABITS?



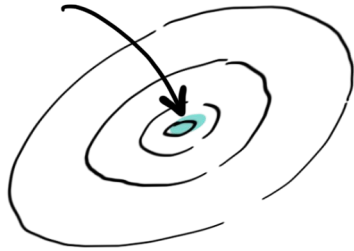
# 改善

Kai = Change    Zen = Good

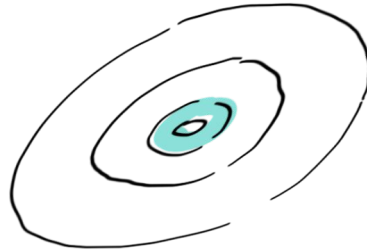
SMALL AND  
SIMPLE ACTIONS



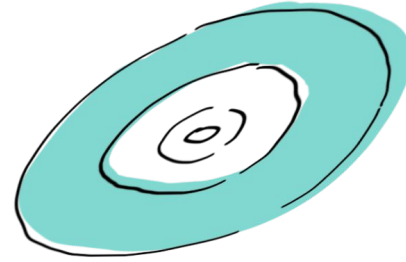
# SMALL HABITS CONNECT TO A LARGER PURPOSE



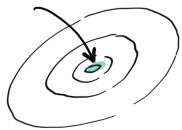
SMALL HABIT



TINY RIPPLE



BIG RIPPLE (GOAL!)

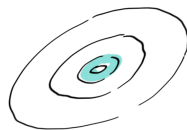


## SMALL HABIT

I'LL START BY...

5 MIN OF BABEL  
EACH MORNING

ASK TWO PEOPLE IN  
OUR NETWORK PER WEEK

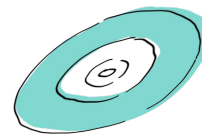


## HYPOTHESIS

SO I NEED TO...

IMPROVE MY  
PROFESSIONAL VOCAB

GET OUR FIRST  
LEADERSHIP DONOR



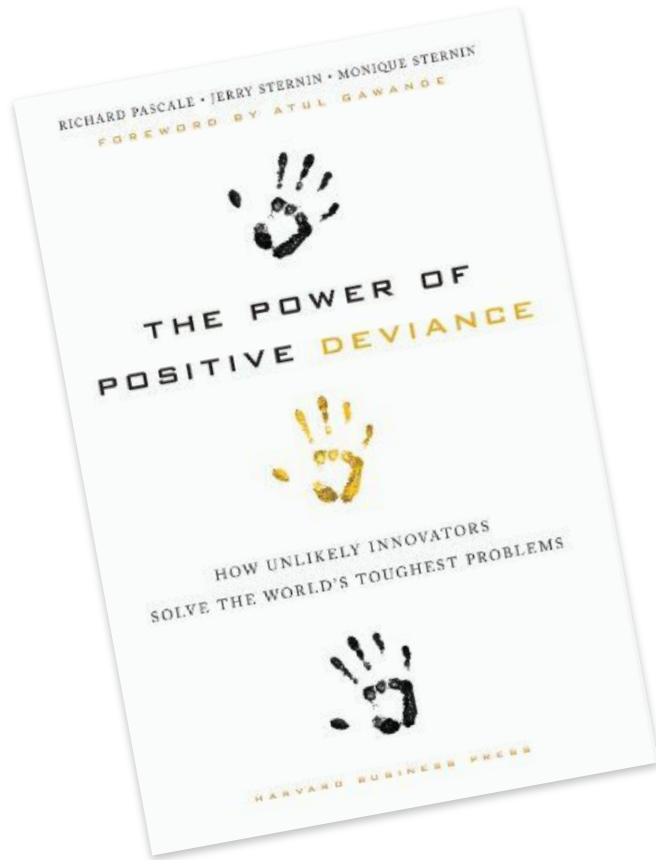
## GOAL

MY GOAL IS TO...

I WANT TO LEARN  
PROFESSIONAL SPANISH

WE WANT TO START  
AN ENDOWMENT





“It’s easier to act your way into thinking, than to think your way into acting.”

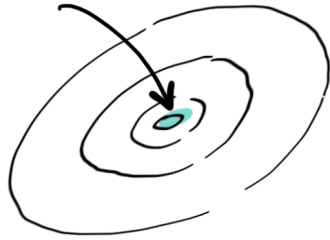
-Jerry Sternin-

WHAT ARE YOUR BOARD GOALS?

# 2 HABITS TO HELP YOUR BOARD...

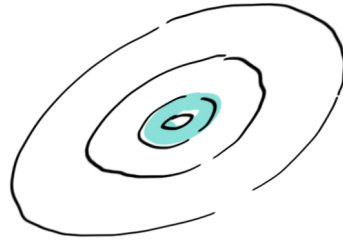
# HABIT #1

WE NAME HOW WE ARE SHOWING UP



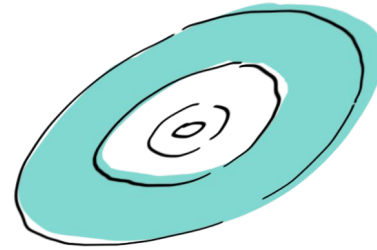
HABIT

WE NAME HOW  
WE'RE SHOWING UP



TINY RIPPLE

TO BUILD AWARENESS  
& EMPATHY



BIG RIPPLE

SO WE ARE MORE  
INCLUSIVE



**NEW  
TRUSTEE /  
HEAD**



**VETERAN  
TRUSTEE /  
HEAD**

**RELATIONSHIP**



**TASK**



**DETAILED  
ORIENTED**



**BIG PICTURE  
ORIENTED**

**INTERNAL  
PROCESSOR**

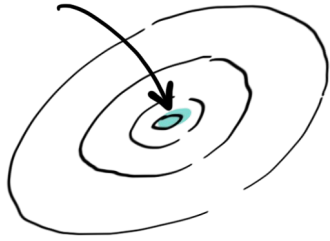


**EXTERNAL  
PROCESSOR**

OTHER WAYS TO  
NAME HOW YOU'RE SHOWING UP...

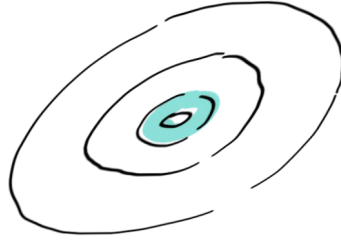
# HABIT #2

## WE MAKE IT VISUAL



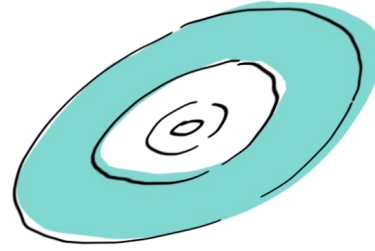
HABIT

WE MAKE  
IT VISUAL



TINY RIPPLE

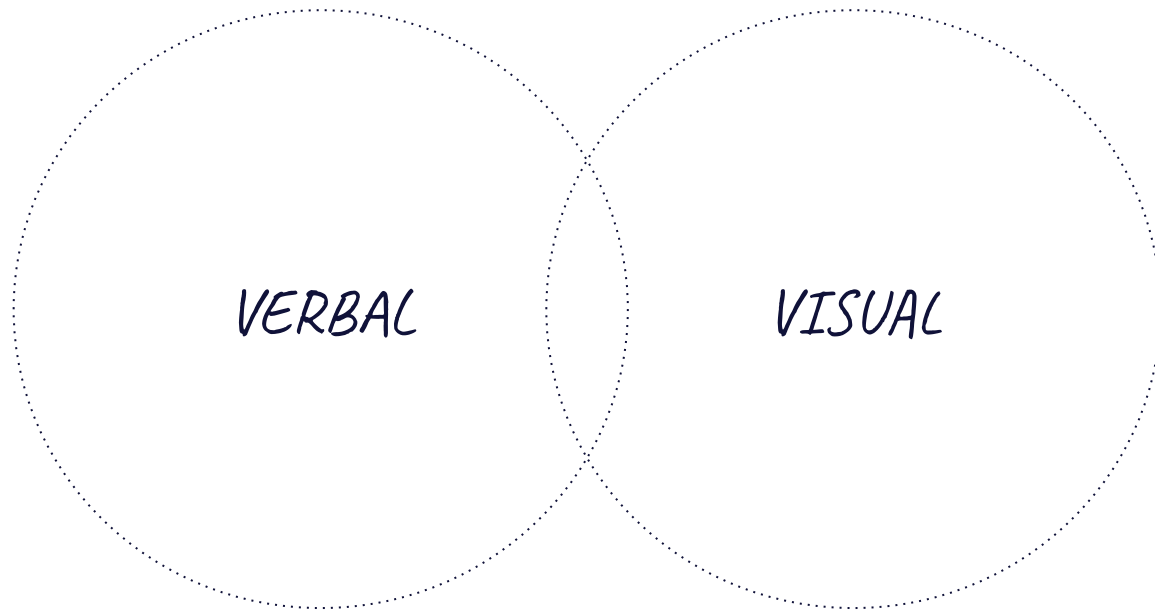
TO CLARIFY OUR  
THINKING



BIG RIPPLE

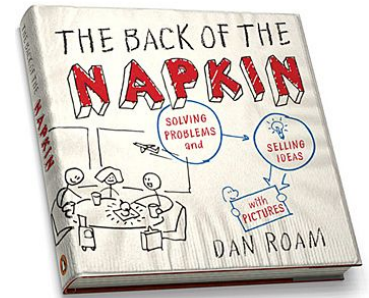
SO WE CAN MAKE MORE  
STRATEGIC DECISIONS





“Drawing is NOT an art process.  
It’s a THINKING process.”

**DAN ROAM**



Source: *The Back of the Napkin* by Dan Roam



PICTIONARY, NOT PICASSO

# 5 SHAPES TO BRING CLARITY TO ANYTHING...

HOW MIGHT YOU USE VISUALS  
TO CLARIFY THINKING?

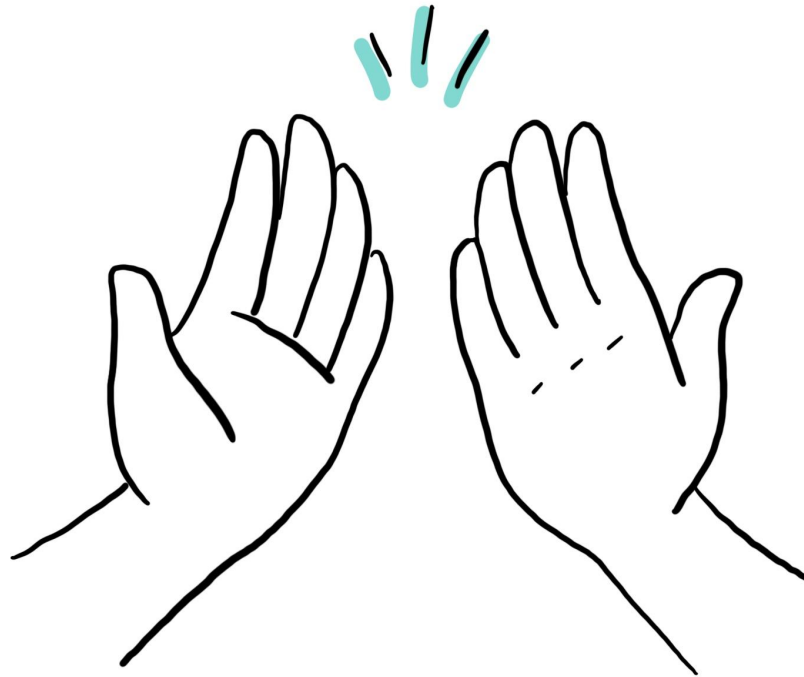
SO YOU JUST LEARNED...

#1 WE NAME HOW WE'RE SHOWING UP

#2 WE MAKE IT VISUAL

"ONE THING I  
COMMIT TO TRY..."

# AIR HIGH FIVES!



**That's why we use  
VISUALS.**







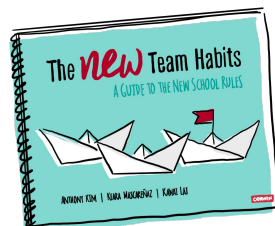


ASSOCIATION *of* COLORADO  
INDEPENDENT SCHOOLS

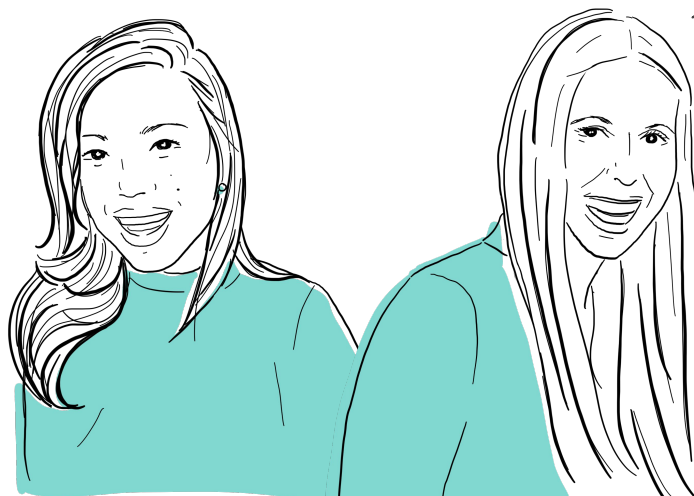
# ACIS LEADERSHIP CONFERENCE

Session 2: Leadership Habits To Create Trust,  
Connection, and Learning

HI I'M  
KAWAI!



HI I'M  
KEARA!



 [linkedin.com/in/kawailai](https://www.linkedin.com/in/kawailai)  
 [@kawai\\_lai](https://twitter.com/kawai_lai)

 [linkedin.com/in/keara-m](https://www.linkedin.com/in/keara-m)  
 [@kearamas](https://twitter.com/kearamas)



**Deloitte.**

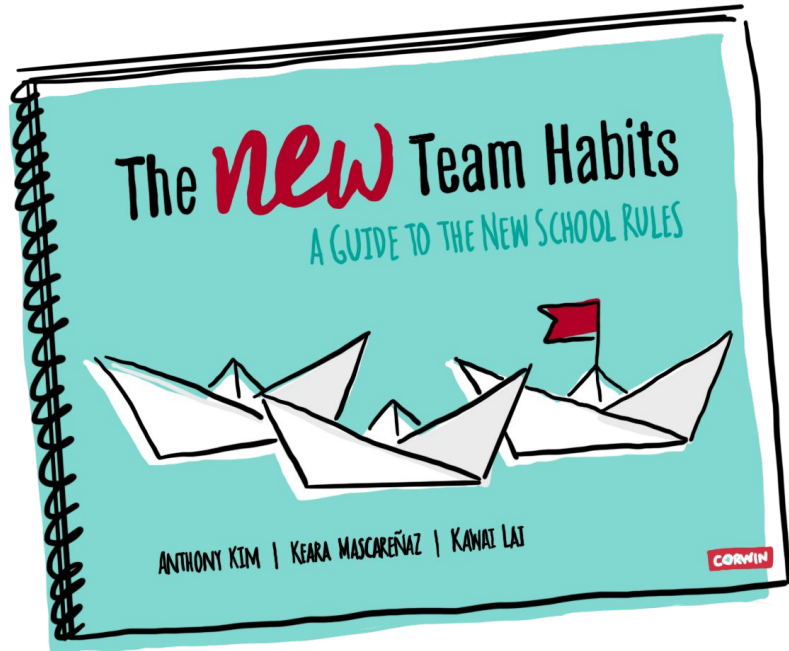


**TEACHFORAMERICA**



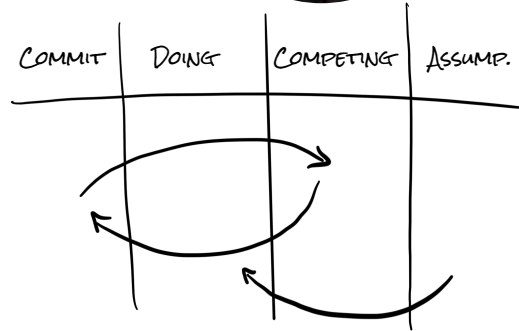
**august**

WHAT'S ONE **tradition** YOU LOVE?



IMPROVE **HOW** TEAMS WORK,  
BY CHANGING TEAM **HABITS**

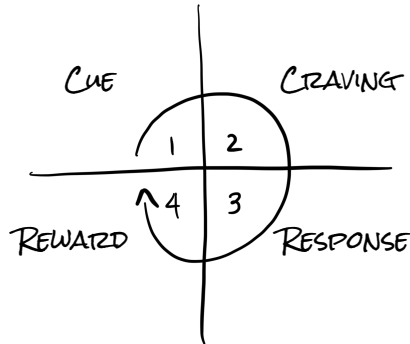
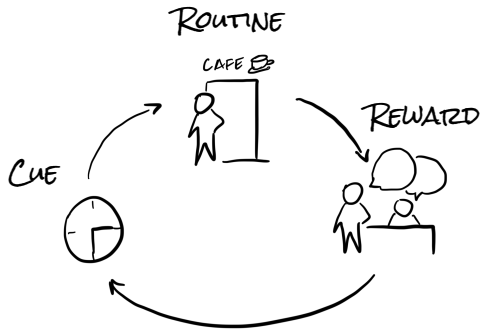
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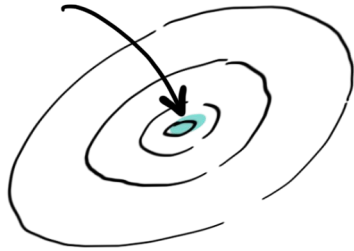
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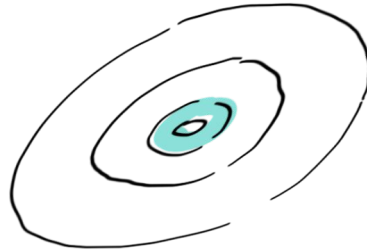
SMALL AND  
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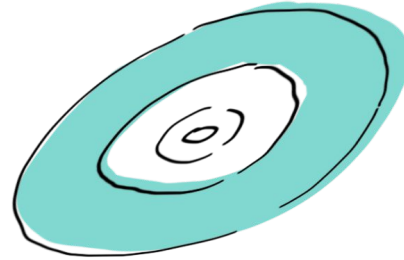
# SMALL HABITS CONNECT TO A LARGER PURPOSE



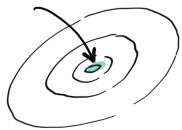
SMALL HABIT



TINY RIPPLE



BIG RIPPLE (GOAL!)

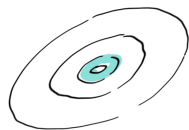


## SMALL HABIT

I'LL START BY...

5 MIN OF BABEL  
EACH MORNING

SHARE OUR MISTAKES  
WEEKLY AT ASSEMBLY

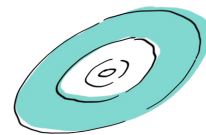


## HYPOTHESIS

SO I NEED TO...

IMPROVE MY  
PROFESSIONAL VOCAB

MODEL GROWTH  
MINDSET



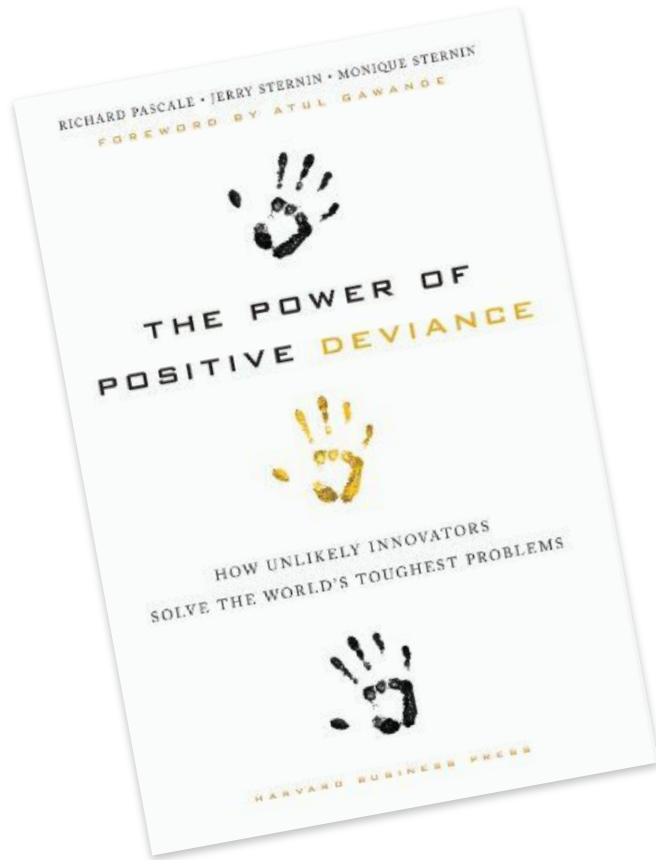
## GOAL

MY GOAL IS TO...

I WANT TO LEARN  
PROFESSIONAL SPANISH

EVERY STUDENT HAS A  
GROWTH MINDSET





“It’s easier to act your way into thinking, than to think your way into acting.”

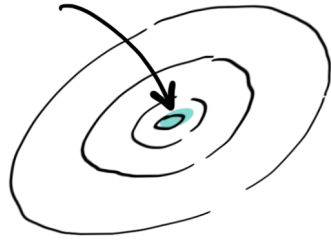
-Jerry Sternin-

LET'S MAKE SOME  
NEW TEAM HABITS...

# 2 HABITS TO HELP YOUR TEAM...

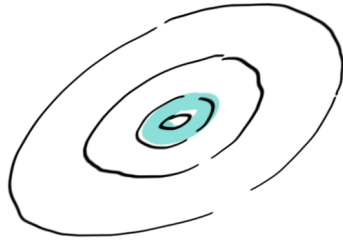
HABIT #1

WE MAKE "NORMS" EXPLICIT



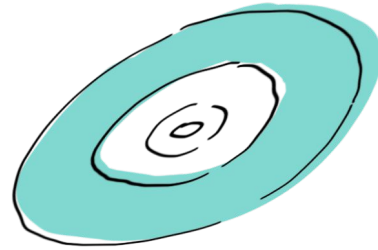
## HABIT

WE MAKE  
"NORMS" EXPLICIT



## TINY RIPPLE

TO ENSURE  
WE ALL AGREE

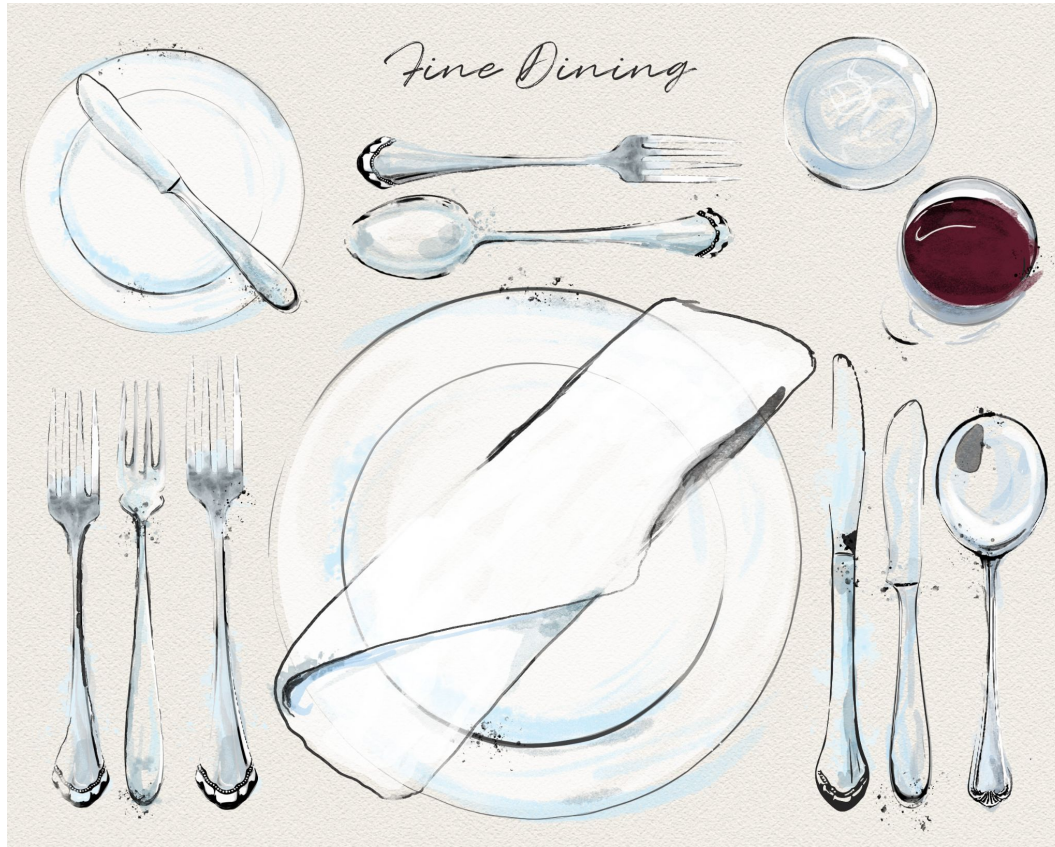


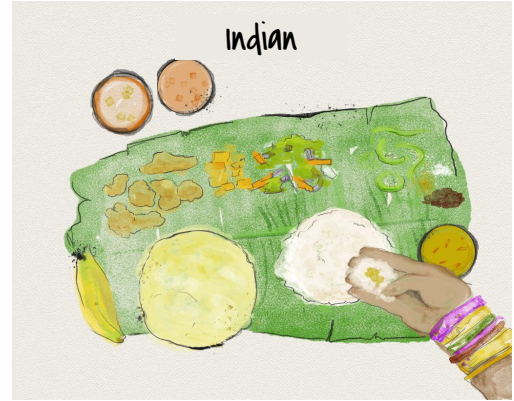
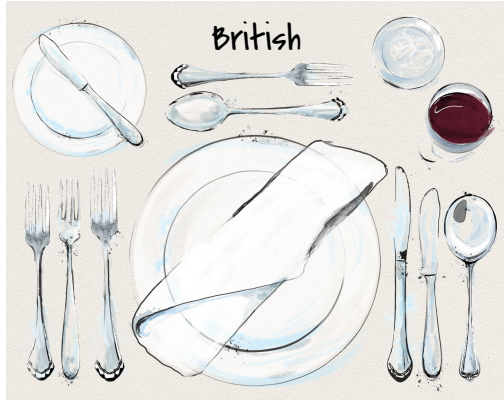
## BIG RIPPLE

SO WE FEEL A GREATER  
SENSE OF BELONGING



“When people feel like they belong at work, they are more productive, motivated, engaged, and 3.5 times more likely to contribute to their fullest potential.”





Source: [www.amica-international.co.uk](http://www.amica-international.co.uk)



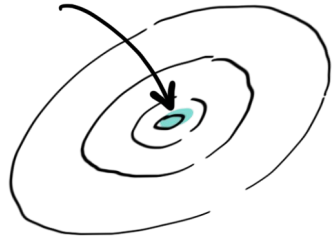
# TEAM AGREEMENTS



3 QUESTIONS YOU HAVE FOR YOUR TEAM...

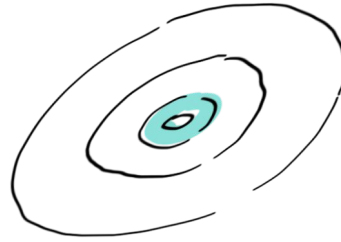
HABIT #2

WE PAUSE TO REFLECT



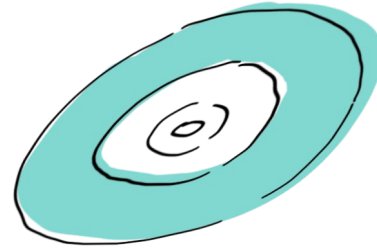
HABIT

WE PAUSE  
TO REFLECT



TINY RIPPLE

TO SURFACE INSIGHTS  
AND FEEDBACK



BIG RIPPLE

SO WE PROMOTE A  
CULTURE OF LEARNING

We get better on purpose with  
**RETROSPECTIVES**

We want to get better on  
purpose but...

Complicating Factor #1

Failing hurts – and hurts  
your career – so we avoid  
it like the plague

Complicating Factor #2  
Teaming is hard,  
and we optimize  
for the individual

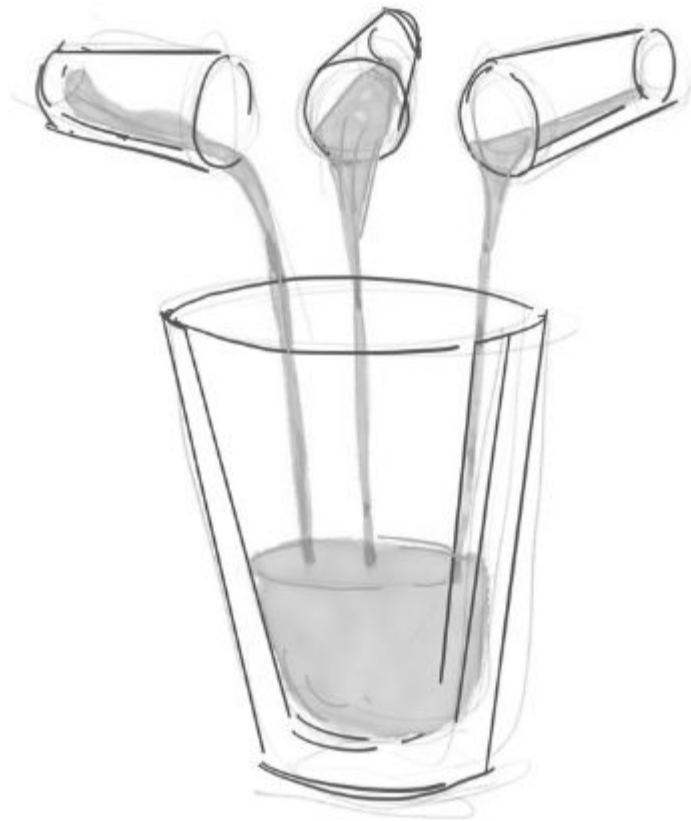


Complicating Factor #3

Our feedback loops are  
either too long, or punctuate  
completion of a project

How is this different?

An intentional, trusted  
process for improving  
the team and the individuals



## RUNNING A TEAM RETROSPECTIVE

- 01** Ask: “What’s Working?”

Write silently (2 minutes). Focus on successful actions and choices, not people who did well

---
- 02** Ask: “Where are you getting stuck?”

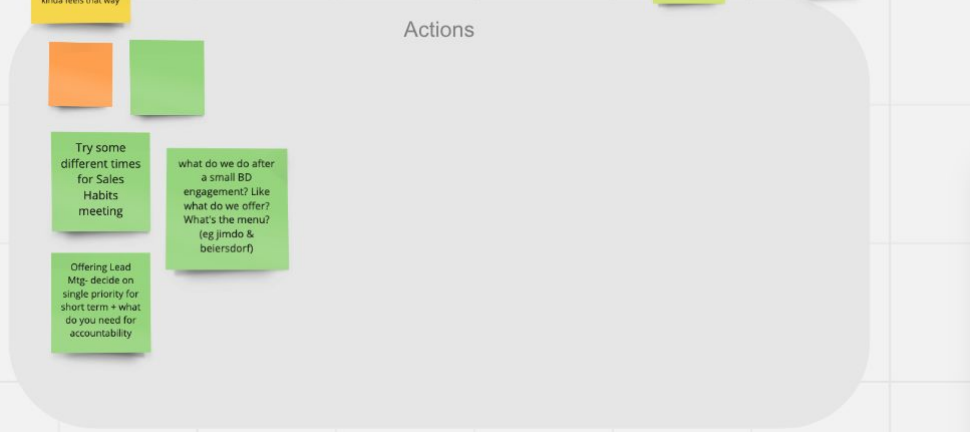
Write silently (2 minutes). Focus on individual experiences: “I got stuck when...”

---
- 03** Share and dialogue

Notice and discuss common themes

---
- 04** Ask: “What might we do differently?”

Write silently (3 minutes). Share, prioritize, and commit to next actions



# TRY IT!

RETRO OUR ACIS CONVENING

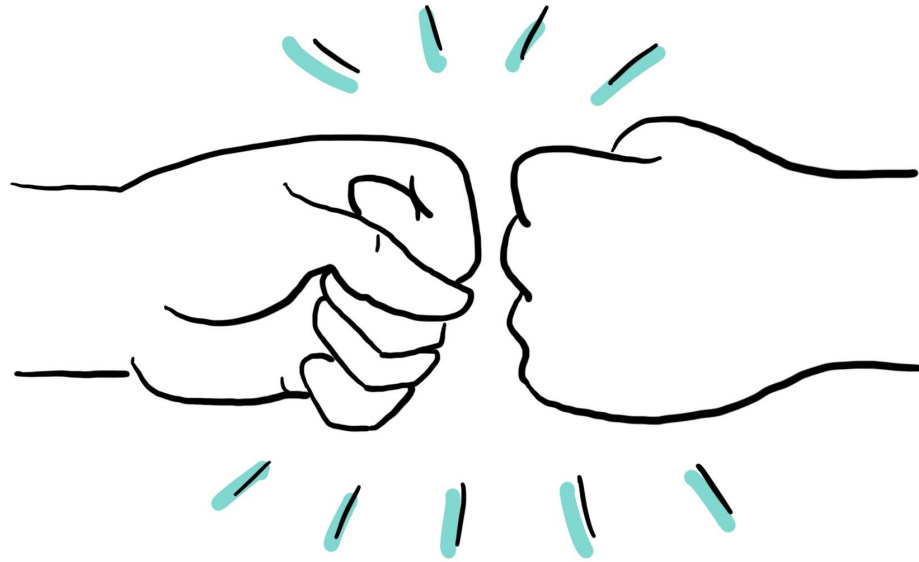
1. WHAT'S WORKING?
2. WHERE ARE YOU GETTING STUCK?
3. WHAT MIGHT WE DO DIFFERENTLY?

SO YOU JUST LEARNED...

#1 WE MAKE "NORMS" EXPLICIT

#2 WE PAUSE TO REFLECT

# AIR FIST (OR ELBOW) BUMPS!





"ONE THING I  
COMMIT TO TRY..."

