The FMS team has focused on the following three areas of leadership and team development:

**1. Results focus**.  They have been mindful of bringing the work back to what we want to accomplish in MPS: *closing the achievement gap*. The Leadership Improvement Plans developed with each team member were intended to improve individual work toward that larger results goal.

**2. Culture is a key driver of results.** They stressed the concept of the “healthy organization” by developing high-performing teams based on the vulnerability and trust of individual members.  They have also stressed the need to gain and use emotional intelligence by highlighting that *how* people go about their work is as or more important than what they actually do.

**3. Individuals build culture.** All of the work done by FMS consultants has been informed by data – Work Place Inventory (WPI), Emotional Intelligence (E.Q.) Assessment – so as to develop “the reflective leader." Their work toward developing the competencies and E.Q. of the individual leader has been supported through their coaching of individuals.

This approach – combining group work with individual sessions - has been highly effective in strengthening the work of the members of my team and the team as a whole. They are dedicated thought partners who are deeply invested in the success of the district.