Sample Two Year Work Plan

|  |  |
| --- | --- |
| Year One Work plan for district/school | Days/hours Needed |
| The Executive Leadership team takes the Workplace Personality Inventory (WPI) and DISC assessment. | On-line assessments take about 1 hour |
| Individual Meetings with the consultant to review their assessment results. | 1 hour with each team member |
| Workshop with the Executive Leadership team   * Review FMS research * Review DISC /WPI individual and team results * Integrate inventory results into other leadership work * 7 Competencies for High Performing Leaders * Application to district/school’s initiatives | One day on site |
| The Administrative Leadership team (including school principals) takes the Workplace Personality Inventory (WPI) and the DISC assessment. | On-line assessments take about 1 hour |
| Individual meetings with the consultant to review their assessment results | 1 hour with each team member |
| Workshop with the Administrative leadership team.   * Review FMS research * Review DISC /WPI individual and team results * Integrate inventory results into other leadership work * 7 Competencies for High Performing Leaders * Application to district/school’s initiatives | One day on site |
| Coaching for select members of the executive and/or administrative leadership team – on-going (5-10 sessions) | One hour session – ongoing |
| Follow up workshops for both the Executive Leadership Team and the Administrative team on skill and competency building. These sessions will be based on team results and district/school priorities | Half day each session |
| Optional 4 hour workshop with the School Board on building a strong working relationship with the superintendent and community.   * Myers Briggs, Values, and /or DISC assessment | Half day (evening) session |

|  |  |
| --- | --- |
| Year Two Workplan for district/school | Day/hour needed |
| Retake the Workplace Personality Inventory (WPI) for all Executive and Administration team members | On-Line assessment takes about 35 minutes |
| Individual meetings to discuss the results of the assessments that were retaken | Each session is 1 hour |
| Workshop(s) with the Executive and Administrative teams focused on skill building, key leadership competencies and practical applications. Other options would be to integrate the leadership development into the district/school improvement plans. (4 session over the course of the year) | Half day sessions |
| School/district department Leadership teams take the Workplace Personality Inventory and the DISC. | On-line assessments take about 1 hour |
| Workshop(s) with each School/department Leadership Team and its principal. This workshop will cover   * Review FMS Research * Review DISC and WPI individual and team results (school level) * 7 Competencies for High Performing Leaders * Application to school’s initiatives and school’s improvement plan | Half day sessions |
| Coaching with all or selected members of leadership teams – On-going | One hour sessions |
|  |  |