Sample Two Year Work Plan

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| 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 |

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| 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 |
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