

Unconventional Leadership-N. Schlichting

Reflection & Connection

Throughout this book the author dared the reader to push the boundaries as the leader and to ensure diversity within the workplace. There have been several books that relate the amount of diversity on a team to the team's ability to be creative and think critically. It is important to note here that diversity doesn't mean simply race and gender but encompasses diversity in thoughts, experience, interests, passions and backgrounds; with this lush diversity, teams have a variety of knowledge at their disposal to attack problems. When a team is homogenous the team will be at a disadvantage when it comes to being able to creatively problem solve. Here it is imperative as a leader to ensure the people you are bringing aboard your bus will provide you not only with the essential skills related to the position but different backgrounds, experiences, interests, and passions. Personnel is definitely in the top three most important responsibilities a leader has that will ensure the success of the team.

Another thought I had with regards to this book and work as a school leader was the idea that a school could use an award criterion process as a framework for where the school needs to improve. Here I think about the process needed to become a Blue Ribbon school and how using the benchmarks within this recognition to guide the improvement of your school as a whole. There will definitely be other aspects of the school improvement process that will be influenced by other stakeholders but the selection process for a prestigious recognition can at least help develop a road map.

Notes

- praise others for a job well done at least once a week
- take people seriously
- don't cut back or allow the development of people to become hindered
- use a prestigious award criterion to help improve your organization
- allow and provide for many opportunities for philanthropic work
- be personal
- decorate with art (personal art in schools)
- diverse workforce cultures enable people to embrace their unique gifts and personalities because they don't have to go along with the majority status quo
- diversity doesn't just mean race and gender. It can also mean diverse backgrounds and experiences