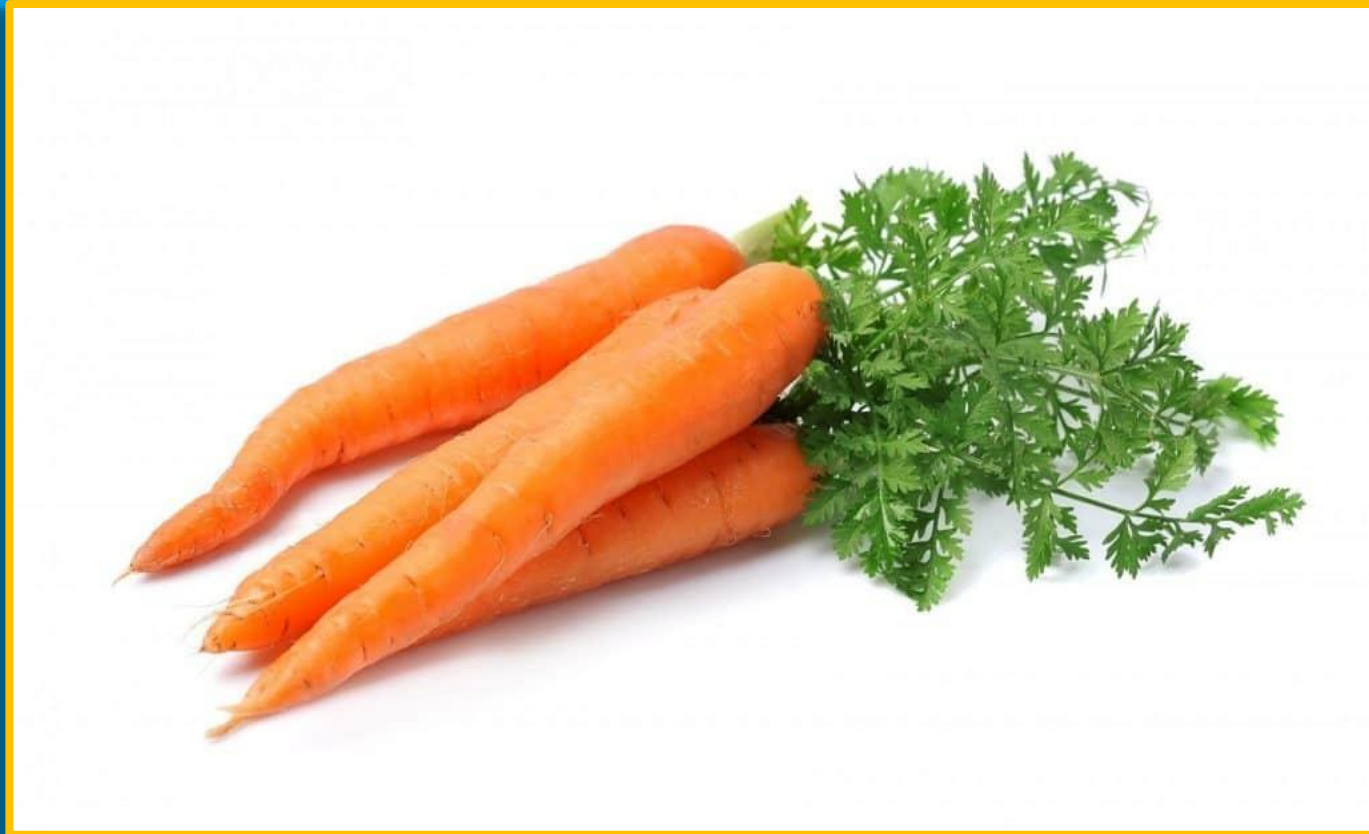


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Brian Bush

- Uniquely Qualified
- 34 years in Broward County Public Schools
- Love of Learning
- Educator and Student through the Pandemic
- Growth Mindset – Give Just a Little More (Keynote)
- Golden Rule – Flawed? I’m really bad at most of the things we are going to talk about, so I have spent a lot of time thinking about them.

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Learn strategies to:

1. Keep faculty and staff motivated through turbulence and change.
2. Elicit high expectations, and implement accountability for continuous improvement.

Who loves change?

Who loves change?

Name some things we have had to adapt and change through in Adult Education.

Everyone is exhausted. Through all of this, how do we keep people....

- working hard?
- creative?
- motivated?

Through all of this, how do we keep
people....

working hard?

creative?

motivated?

[Dan Pink - Motivation](#)

Thoughts? What is our candle problem?

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Left brain or right brain instructional adaptations?

Left brain or right brain instructional adaptations?

The good news – money and fame.

“Carrots”, ie incentives.

Ironic side note: Strategic Priority 4.

Left brain or right brain instructional adaptations?

The good news – money and fame.

1. Purpose – Easy in our work – tap into that.
2. Autonomy
3. Efficacy

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We spend 75% of our waking hours on work related tasks:

- Working
- Thinking about work
- Driving to work
- Driving from work

Efficacy - We want to believe we are doing a good job (keynote).

Let's Discuss Difficult Conversations

Elbow Partners – Share Strategies

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**“We all need people who
will give us feedback.
That's how we improve.”**

—Bill Gates



The key to learning is feedback. It is
nearly impossible to learn anything
without it.

— Steven Levitt —

AZ QUOTES



Feedback is the breakfast of
champions.

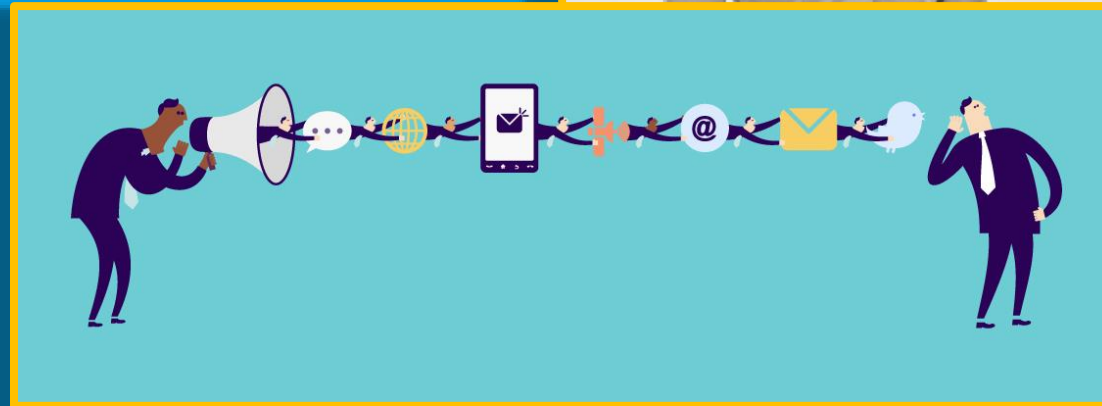
— Ken Blanchard —



AZ QUOTES

- Types of Feedback
- Growth v Fixed Mindset
- Doing it Wrong or Improvement

Let's Discuss Difficult Conversations



How do we make a difficult conversation easier?

Elbow Partners – Share Strategies

How do we make a difficult conversation easier?

Sugarcoat...(problems with this?)

Avoid them...(problems with this?)



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TIPS FOR MANAGING DIFFICULT CONVERSATIONS

- 1** DON'T AVOID HAVING THE CONVERSATION
- 2** NAIL DOWN THE PURPOSE OF THE CONVERSATION
- 3** BE WILLING TO LISTEN
- 4** COME UP WITH SOLUTIONS
- 5** REVIEW THE ISSUE

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the Power of **ADULT ED!**

September 27-29, 2021
on St. Petersburg Bayfront, St. Petersburg, FL

Difficult Conversations

Does it feel like a bad student being called to the principal's office?

Difficult Conversations

Focus on the Bright Spots – Dan Heath

Difficult Conversations

If you have not “fed” your faculty and staff, there is not a strategy in the world that will be effective.

- Feedback dismissed
- Excuse making
- Excuses lead to inaction and lack of change/improvement

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Difficult Conversations Developmental Feedback

How are you feeding your teachers to build human equity? Earned in drops, lost in buckets. These are the real carrots that make faculty and staff receptive to developmental feedback.

1. Reinforcers of the things doing well
2. Needed even in the best of times
3. Connects to the team and collective purpose
4. Builds equity to embrace growth feedback – give enough carrots so the sticks don't sting

The Platinum Rule

How are you frequently and consistently showing faculty and staff your appreciation?

Elbow Partners – Share Strategies

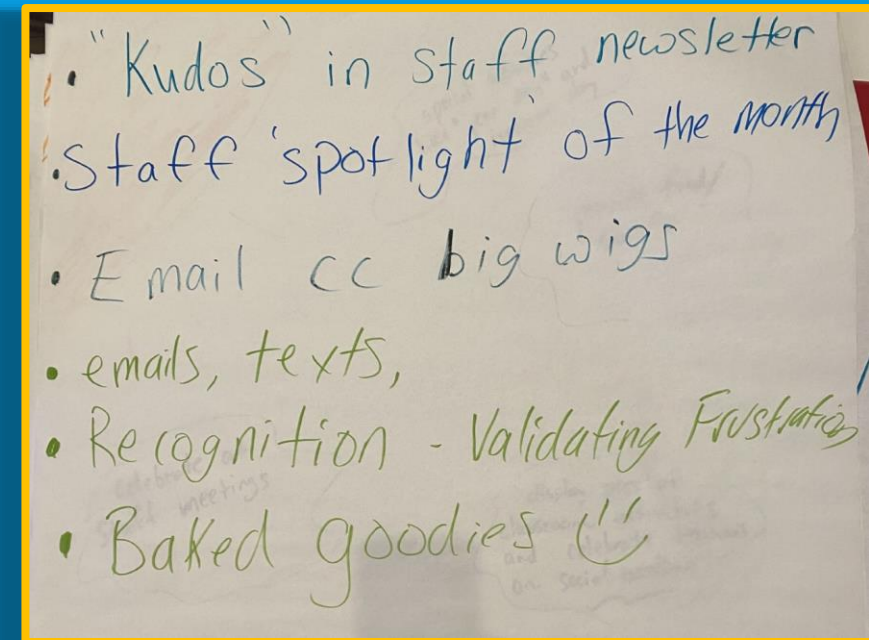
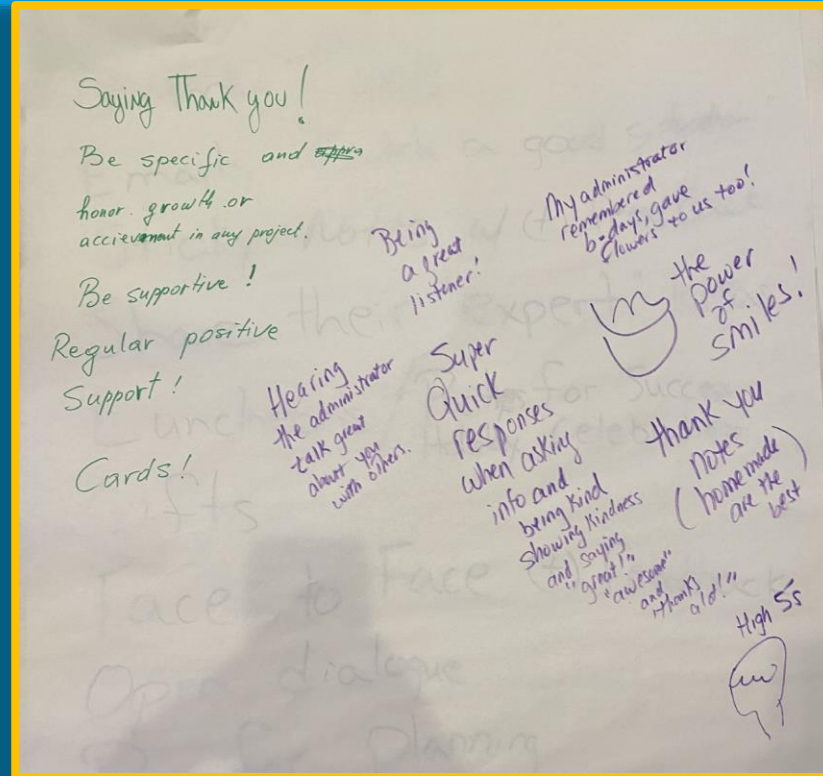
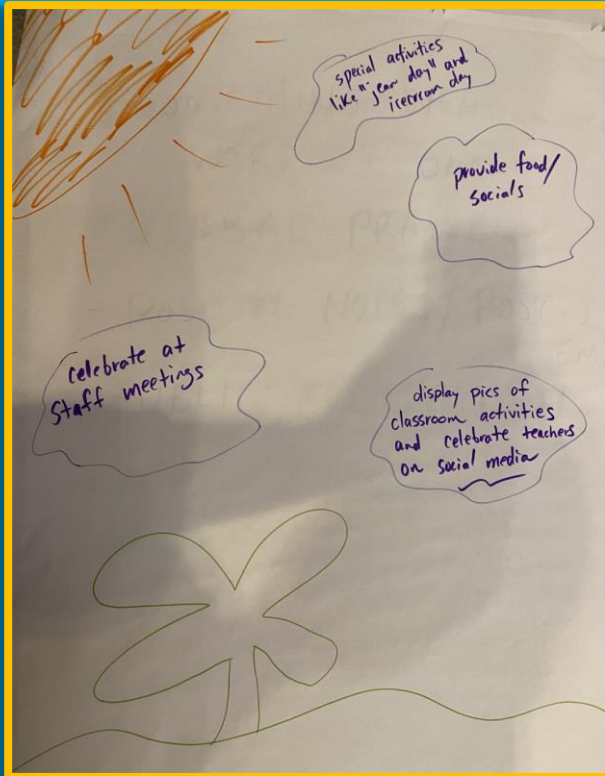
How are you frequently and consistently showing faculty and staff your appreciation?

Birthday Cards
Emails "Catch a good situation"
Sticky Notes w/ (+) feedback
Share their "expert" Ideas
Luncheons / Parties for Success
Holiday Celebrations
Gifts
Face to Face (+) feedback
Open dialogue
Pay for planning
Conferences

Appreciation Certificates
Positive signs
time of

1) Specific Praise
Team Lunch
Happy hour discussion.

How are you frequently and consistently showing faculty and staff your appreciation?



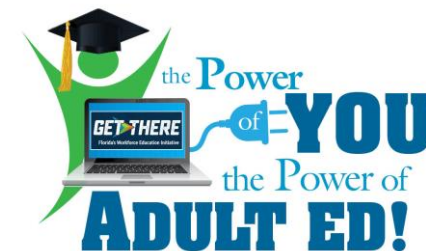
Appreciation

- Allocate (schedule) time for this
- Keep track, find the bright spots for everybody
- Unite the team through the collective purpose/vision
- The little things matter
- Symbolic tokens of appreciation go a long way
- Hand-written notes – be generous with your words

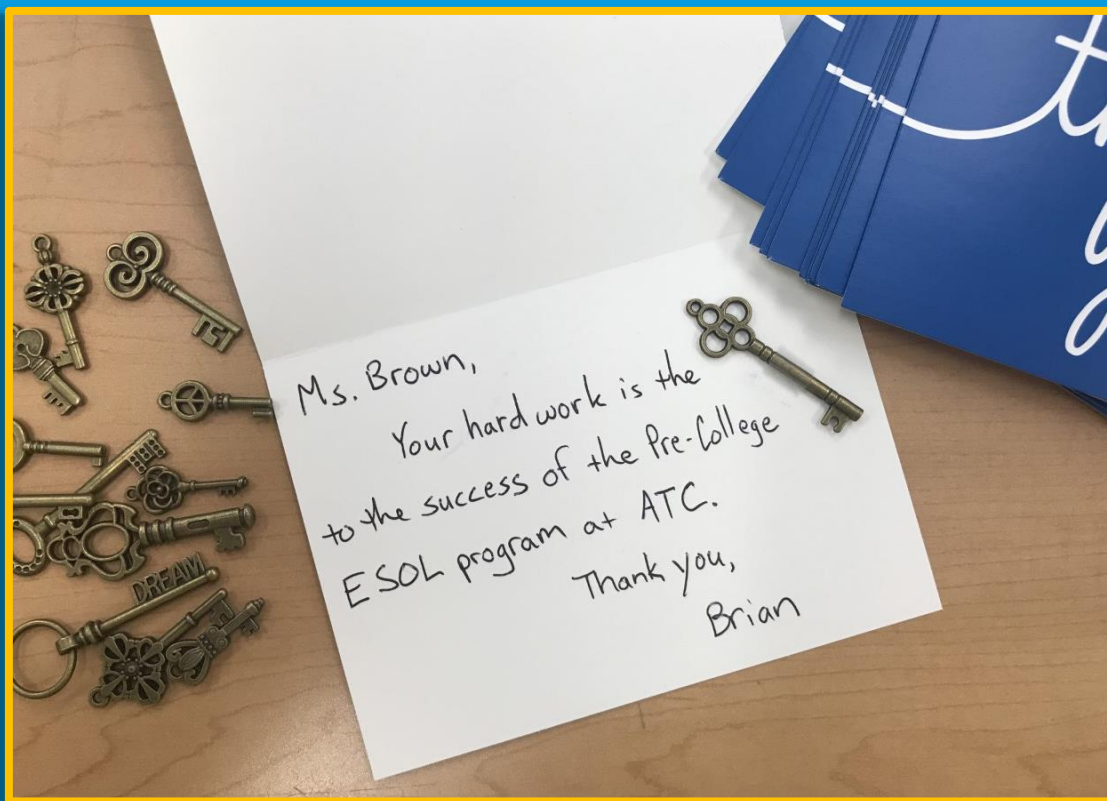


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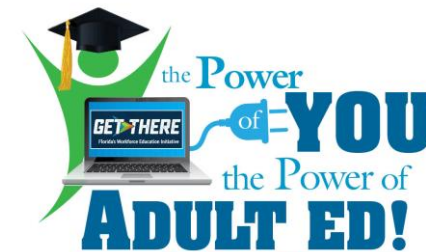
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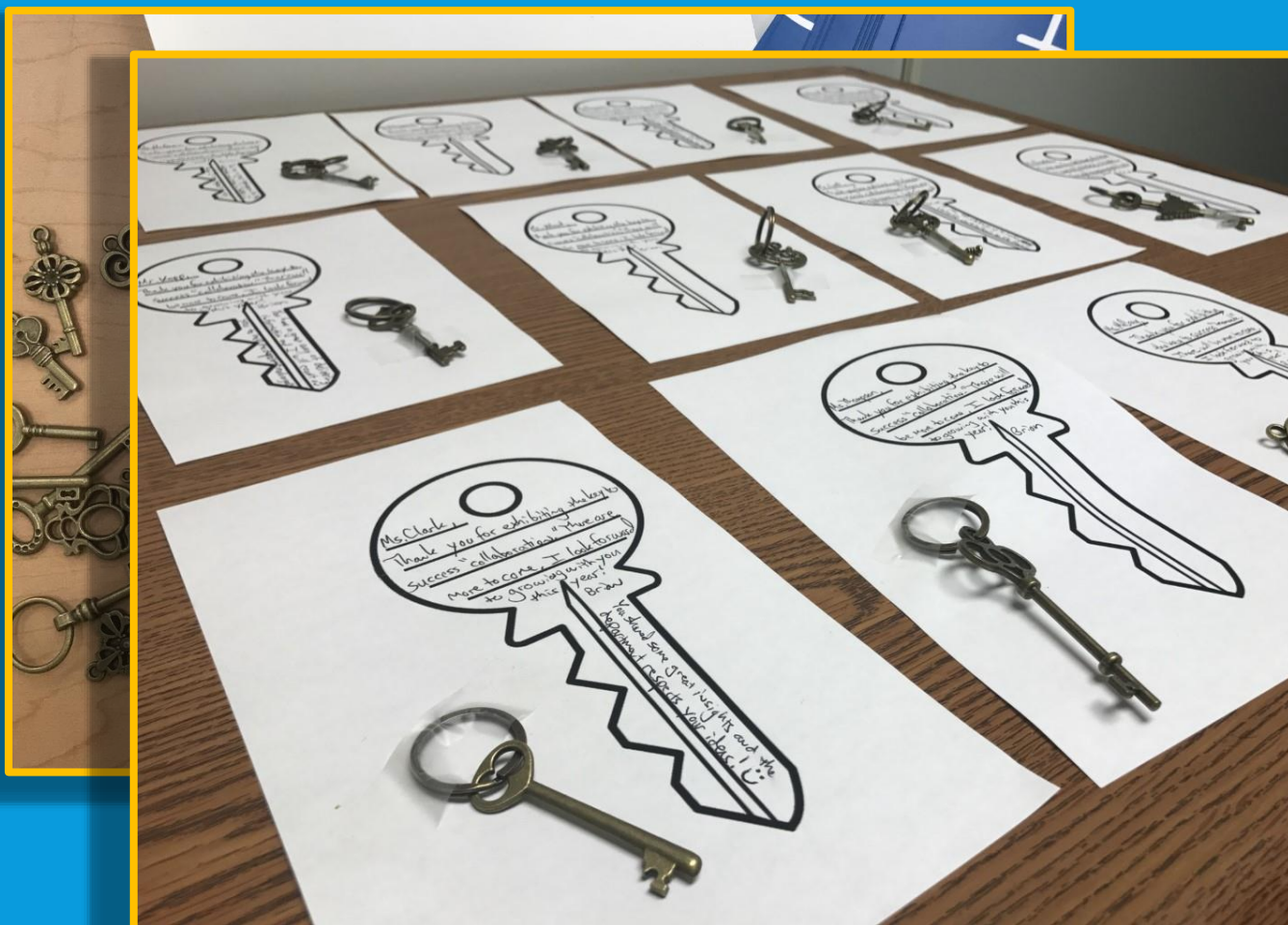


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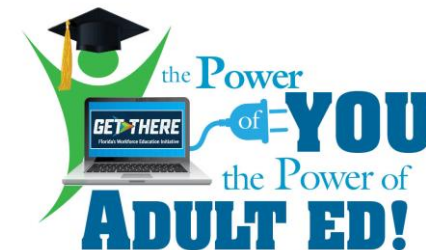
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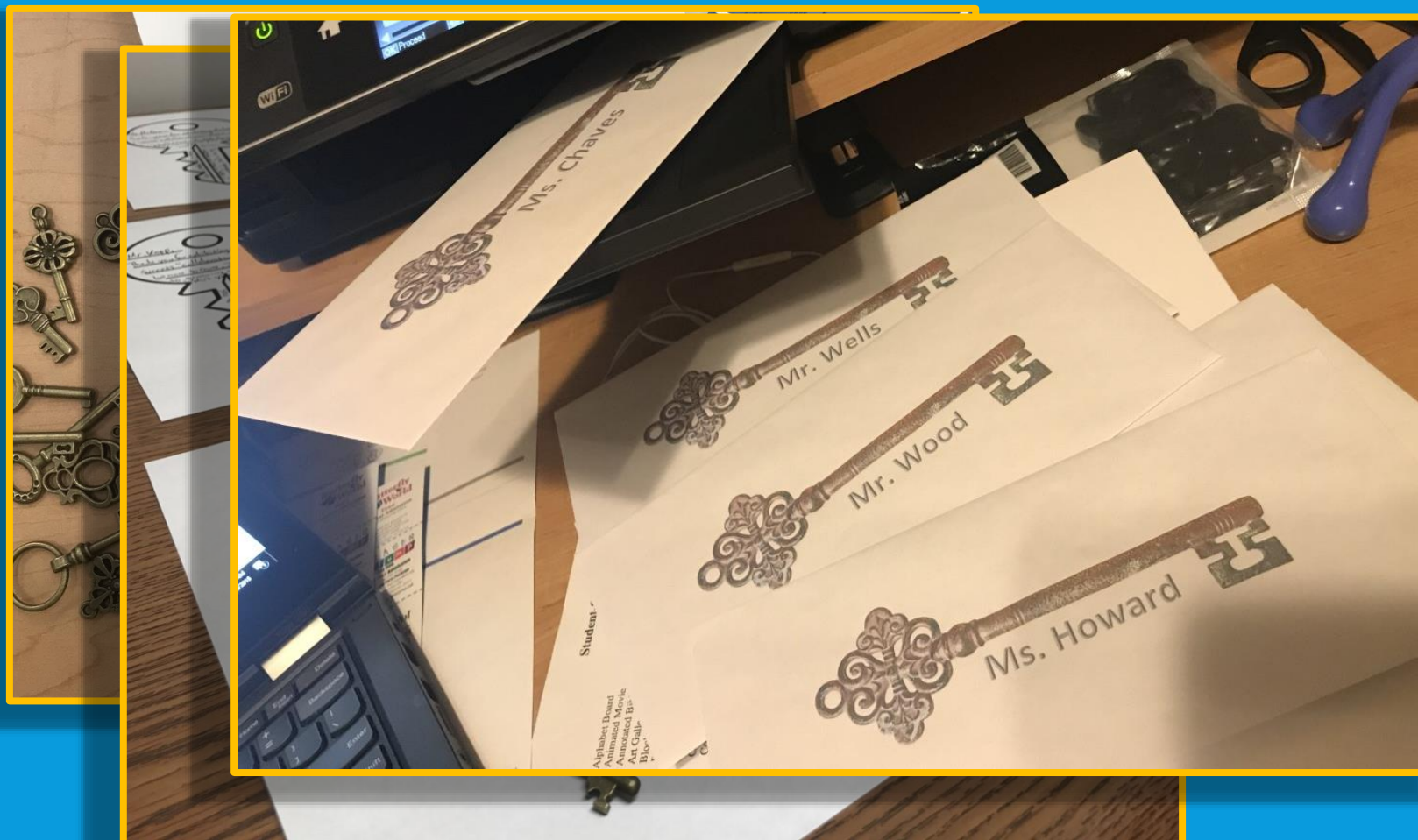


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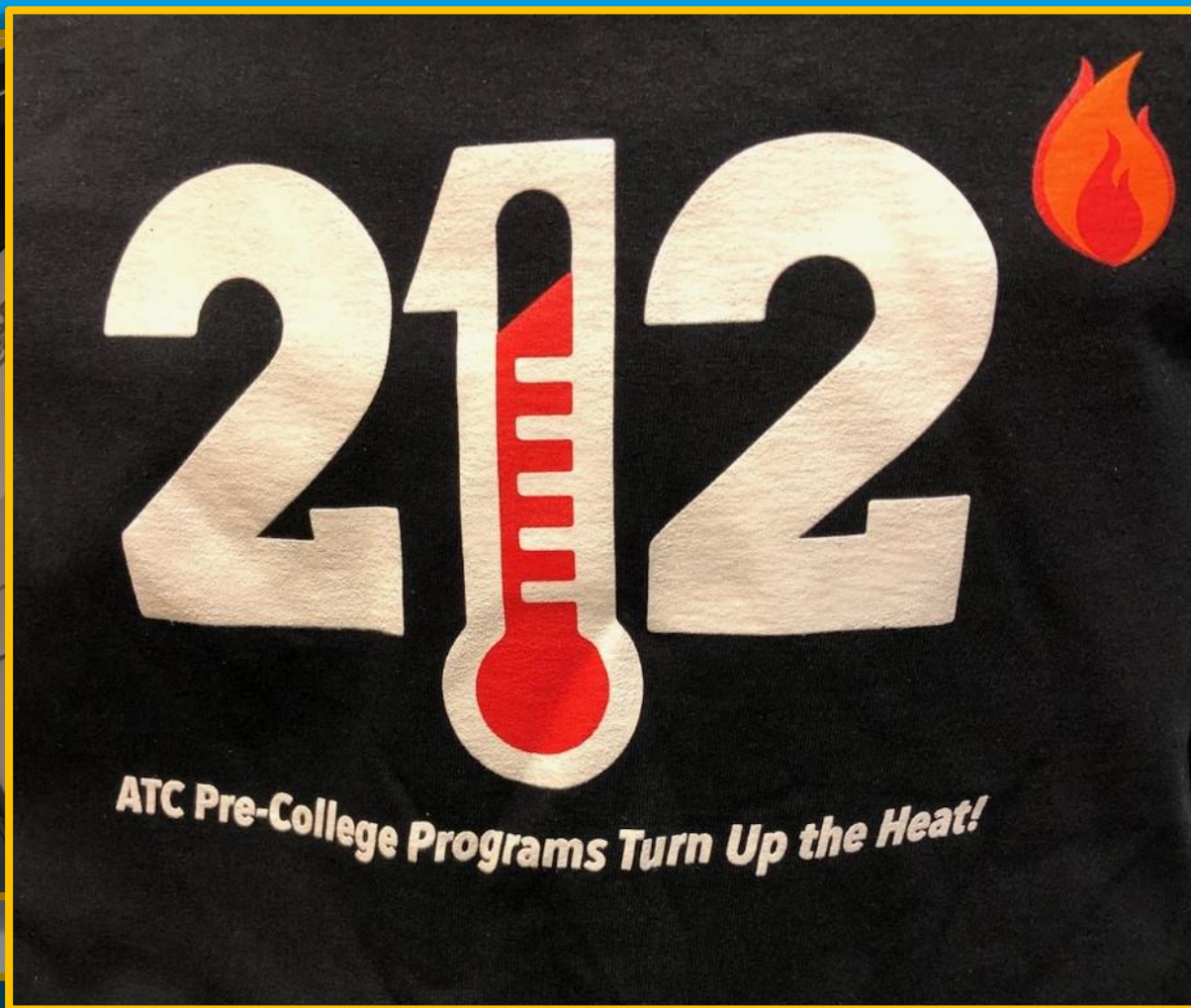
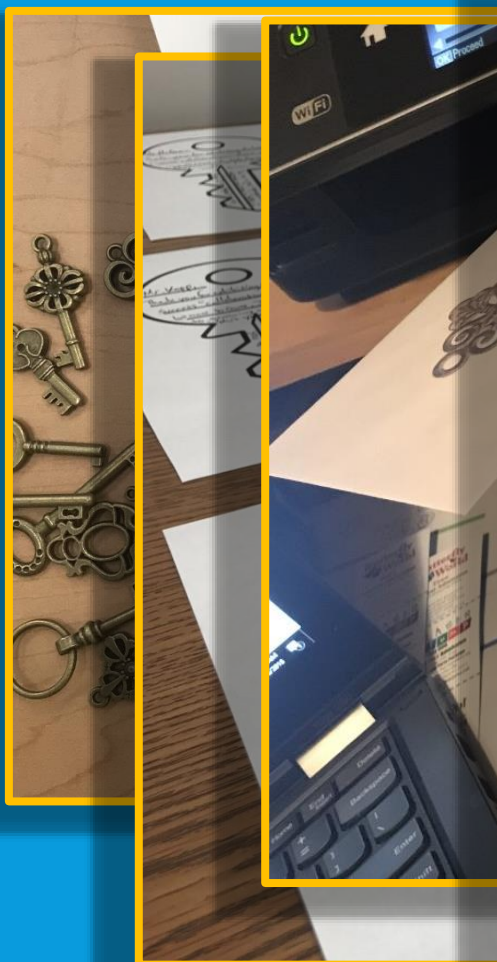
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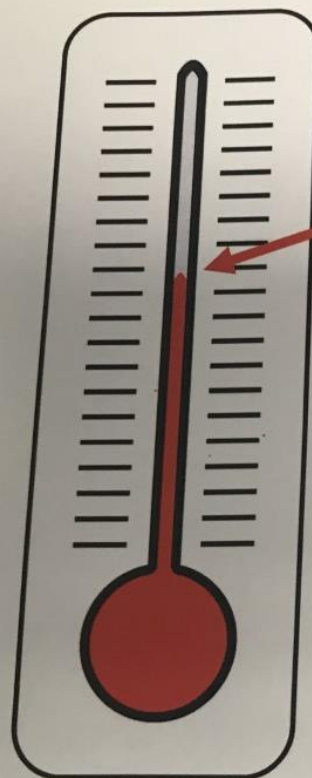


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Rafael,

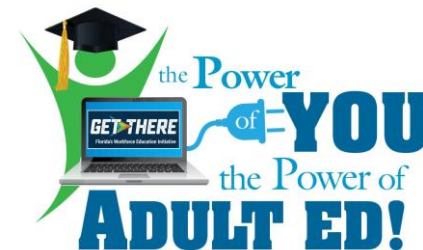
I was completely blown away when you showed up to our incentive meeting with not one, not two, but SIX ideas how we can encourage students to attend afternoon classes. This is exactly what it means to do just a little more. Way to turn up the heat for the success of our students!!!

Brian

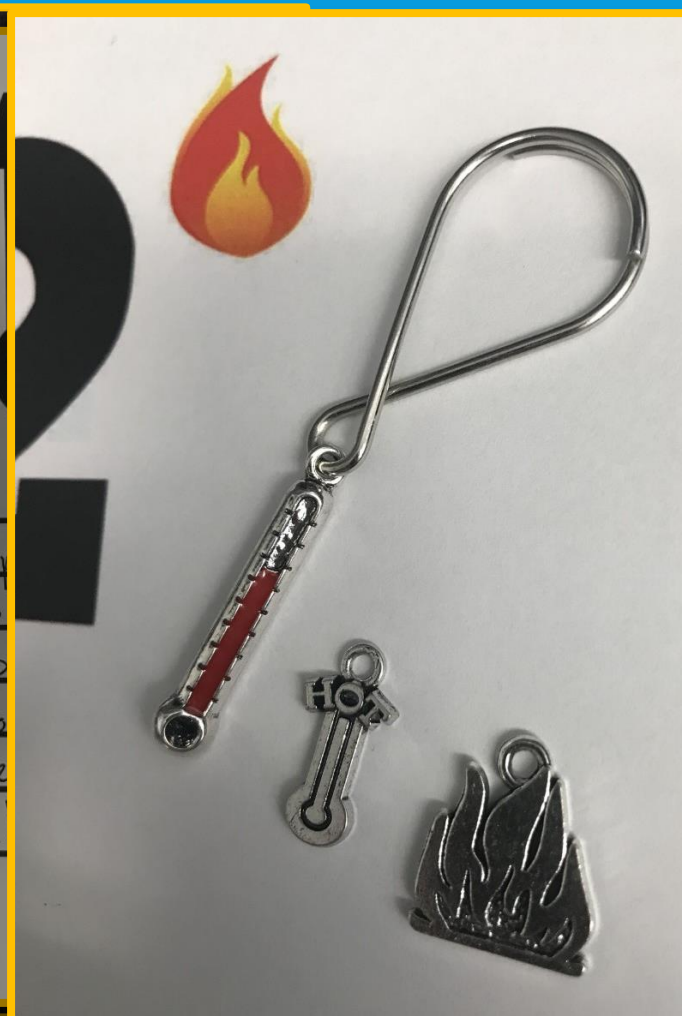
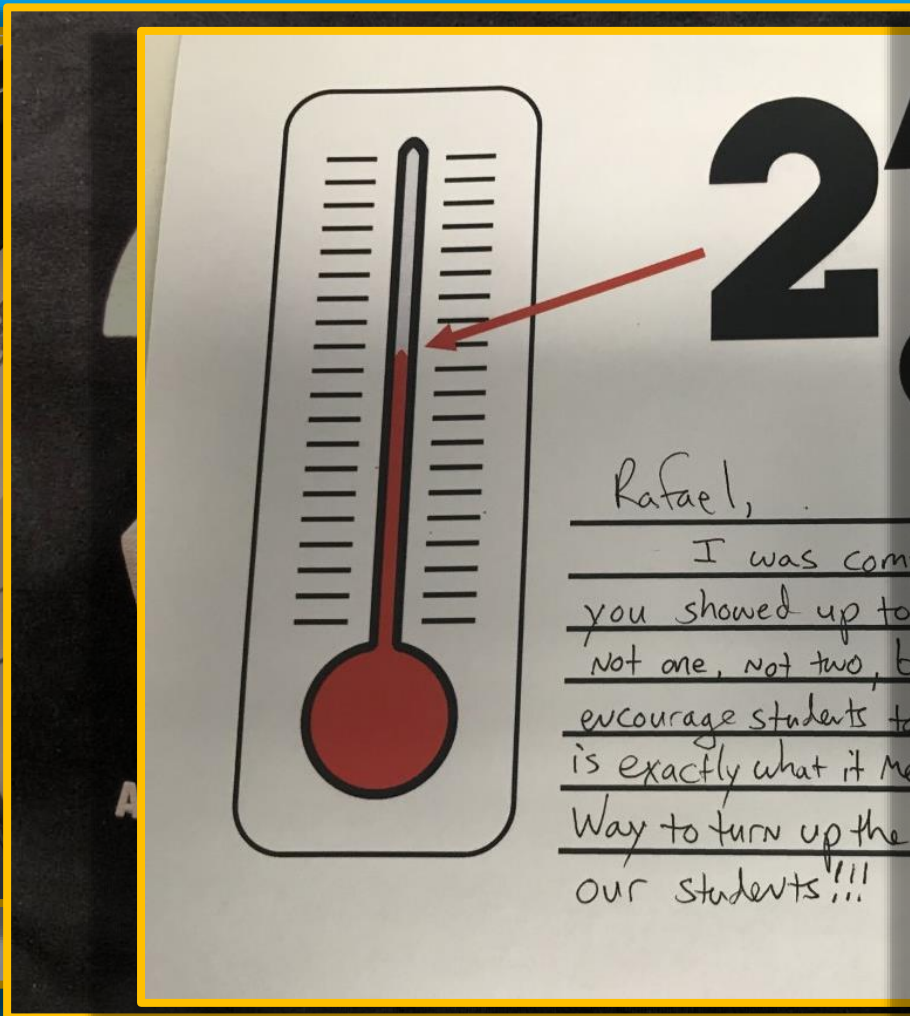
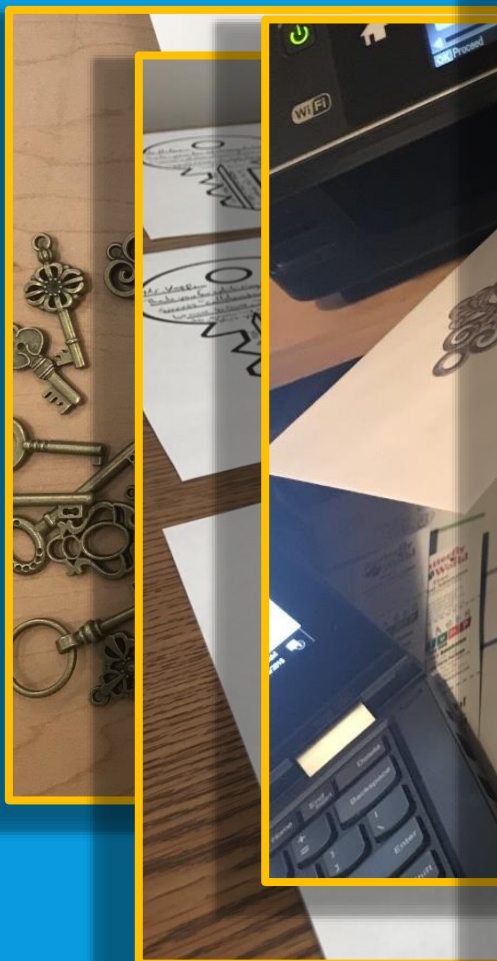


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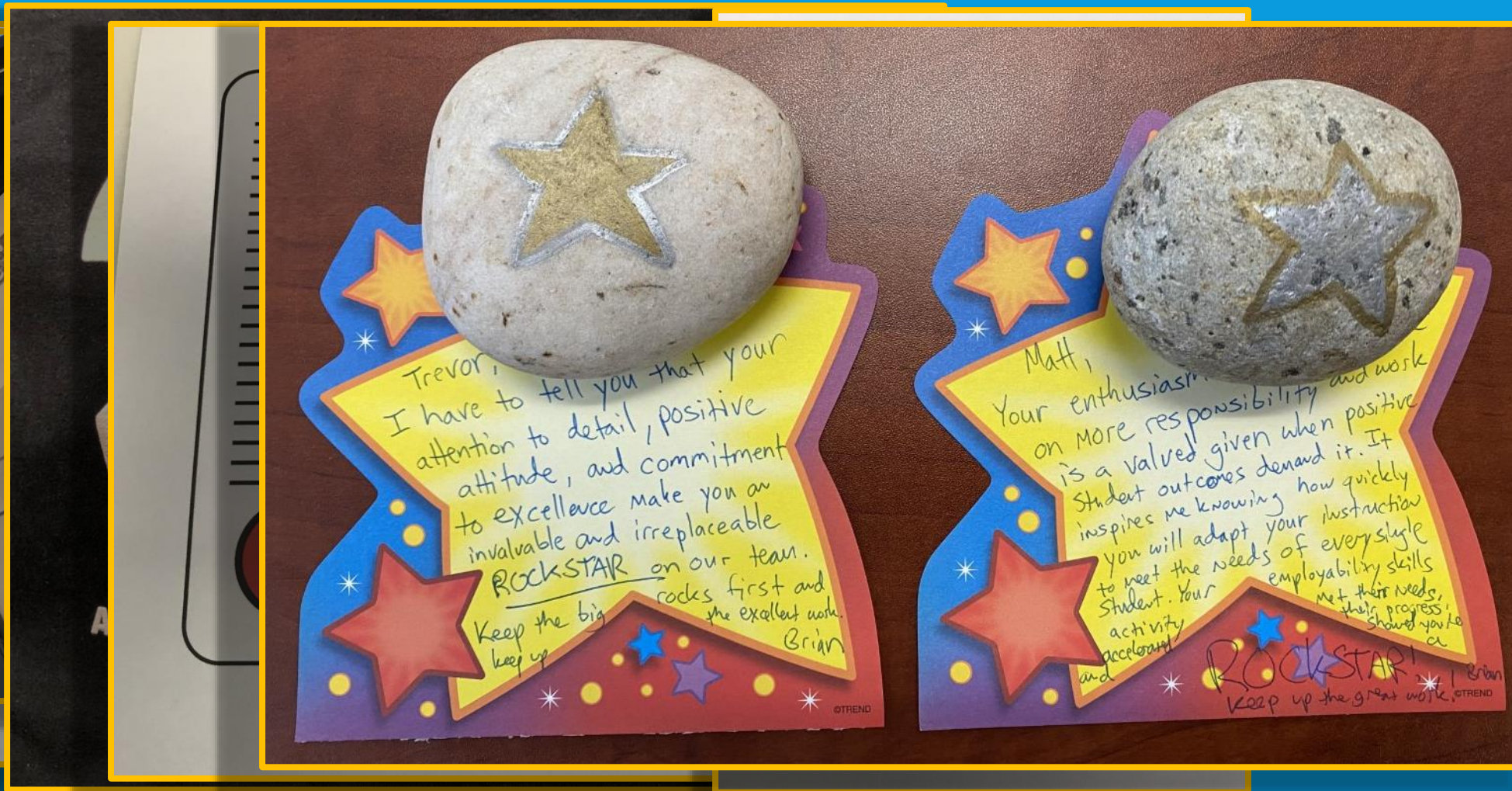
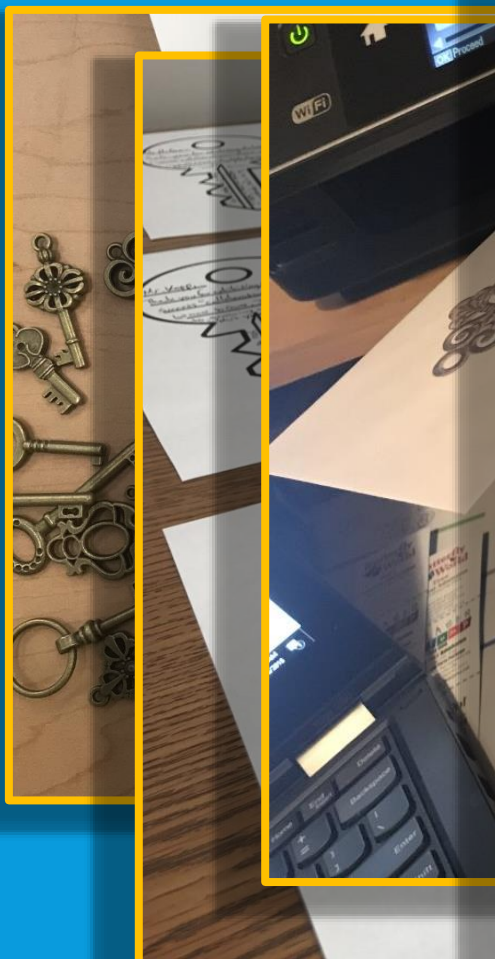
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Leading Through Change

Avoid:

1. We have to do this because of WIOA
2. We have to do this because of our funding model
3. We have to do this because of FLDOE's strategic priorities
4. We have to do this because of House Bill 1507

Leading Through Change

Avoid:

1. We have to do this because of WIOA
2. We have to do this because of our funding model
3. We have to do this because of FLDOE's strategic priorities
4. We have to do this because of House Bill 1507

Instead:

1. We have to do this because it's what's best for students
2. Reengage the collective purpose
3. Elicits investment over compliance and yields the desired results

Leading Through Change

1. Shrink the change (Keynote)
2. Start a movement

Any questions or comments?

brian.bush@browardschools.com