

## ✧ SUPERVISOR SERIES: EMPOWERING THE LEADERS ✧

### OF TOMORROW

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DR. KASSI GREGORY, LSSP

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## HELLO!

I am Dr. Christy Chapman. I am the Director of Clinical Training for the Texas Tech University School Psychology program. I also teach in the applied behavior analysis program at TTU, & have over a decade of experience working in public education in various roles. I have served on the TASP executive board for 7 years & am the current President-Elect. Most importantly I am the parent of a young adult who has autism.




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## HELLO!

I am Dr. Kassi Gregory. I am an assistant professor of psychology at West Texas A&M University. I have been a school psychologist in public schools for over a decade and my research interests are understanding and preventing educator burnout and secondary traumatic stress by amplifying their voices in research. I currently serve on the TASP executive board as treasurer.




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# WHAT DO YOU THINK MAKES A GOOD LEADER? A POOR LEADER?

GOOD LEADERS:

POOR LEADERS:

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# WHAT MAKES A GOOD LEADER?

GOOD LEADERS:

POOR LEADERS:

- Listen
- Elevate Others
- Aren't Afraid to Grow Others
- Cheer for their Teams Successes
- Team member's Biggest Supporter
- Plan for the Future
- Humble
- Clearly Communicate Expectations

- Ignore Others Ideas
- Elevate Themselves
- Want to Keep Others "Beneath Them"
- Sabotage Others' Success
- Poor Communicators
- Only See What's Right in Front of Them
- Self-Serving
- Backhanded Compliments
- Vague Expectations




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LEADERS LISTEN

What does that REALLY mean?




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“ The next best thing to being wise oneself is to live in a circle of those who are.”

-C.S. Lewis



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## GREAT LEADERS GROW OTHER LEADERS

- Think Critically
- Protect the Culture of the Team/Organization
- Be a Flexible Thinker
- Be Willing to Grow and Evolve



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“ As a leader, you have an incredible opportunity to change someone's life every single day. Leadership is never about tearing people down, it's all about helping people become the very best version of themselves.

-Leadership First



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## \* WHAT IMPACT CAN A POOR LEADER HAVE?

- ✦ Sets an Overall Tone of Mistrust & Fear
- ✦ Destroys Morale
- ✦ Steals Employees' Joy
- ✦ Causes Employees to Hate Going to Work
- ✦ Drives Good Employees Away



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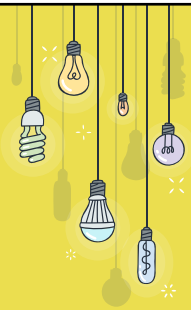
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“

The loudest BOOs will always come from the cheapest seats. People who invest the least in you will have the most to say about you.



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## LEADERS BUILD RELATIONSHIPS

Employees are PEOPLE First!



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"LEADERSHIP IS NOT ABOUT TITLES, POSITIONS, OR WORK HOURS. IT'S ABOUT RELATIONSHIPS."  
-JIM KOUZES



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LEADERS STAND UP FOR WHAT'S RIGHT

- For the Team
- For Students
- For Families



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3 LEADERS ARE COLLABORATIVE & ARE GOOD COMMUNICATORS

A Leader is Nothing on His or Her Own!



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## LEADERS ARE ACCOUNTABLE

They Take Responsibility & Ownership for the Positive AND the Negative



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If you hang out with chickens, you're going to cluck and if you hang out with eagles, you're going to fly.

-Dr. Steve Maraboli



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## LEADERS GIVE THEMSELVES GRACE

They Recognize That They Need Help Sometimes, & Model Healthy Boundaries



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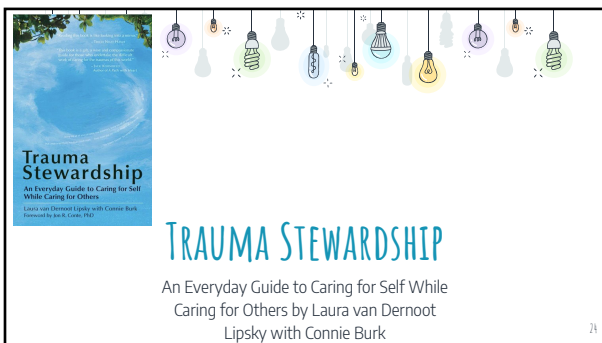
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**Trauma Stewardship**  
An Everyday Guide to Caring for Self While Caring for Others  
Laura van Dernoot Lipsky with Connie Burk  
Foreword by Judith Lewis Perry

## TRAUMA STEWARDSHIP

An Everyday Guide to Caring for Self While  
Caring for Others by Laura van Dernoot  
Lipsky with Connie Burk

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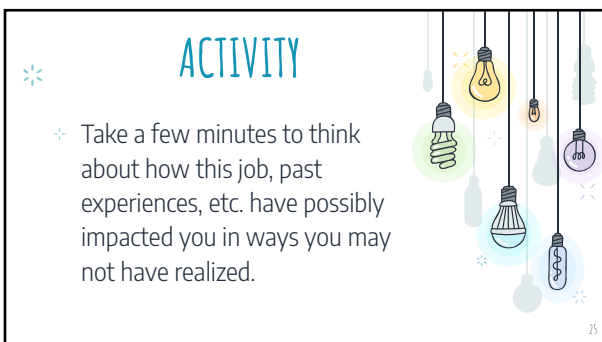
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## ACTIVITY

- ✦ Take a few minutes to think about how this job, past experiences, etc. have possibly impacted you in ways you may not have realized.

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## 6 LEADERS CREATE A POSITIVE CULTURE

✦ People don't enjoy being surrounded by negativity!

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“ Culture is how employees' hearts and stomachs feel about Monday morning on Sunday night.

-Bill Marklein



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Adobe Stock



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## LEADERS PERSEVERE IN THE FACE OF ADVERSITY

Some of the Best Leaders Might be  
Unexpected



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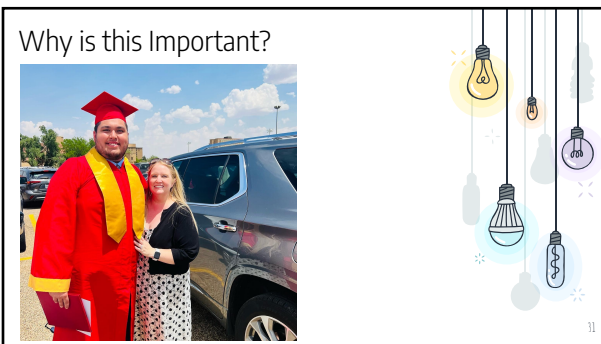
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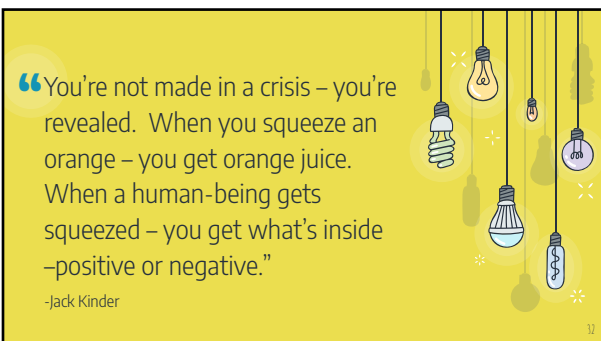
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## HOW DO YOU LEAD PEOPLE THROUGH \*SUSTAINED DIFFICULT TIMES?

- ✦ Define Reality for People
- ✦ Remind them of the Big Picture
- ✦ Help them Develop a Plan
- ✦ Help them Make Good Choices
- ✦ Value and Promote Teamwork
- ✦ Give them Hope



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LEADERS EXPECT PRESSURE & ARE  
PREPARED TO FACE IT DAILY



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**8** LEADERS ARE  
CHANGE AGENTS  
\* Effective Leaders Make Things  
Happen



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## \* SAVE THE CHEERLEADER, SAVE THE WORLD

- ✦ Hard conversations
- ✦ Program evaluation
- ✦ Failing Forward



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## LEADERS ARE SERVANTS

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- The Only Worthy Motivation for Leadership is a Desire to Serve Others & to Be Humble
- \* Leadership is a Desire to Serve Others & to Be Humble



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“ A team is not just people who work at the same time in the same place. A real team is a group of very different individuals who enjoy working together to help their organization achieve its goals and purpose.

-Leadership First



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LEADERS PLAN FOR THE FUTURE

Forward-Thinking Sets Your Team up for Long Term Success



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LEADERS YOU ADMIRE - ACTIVITY

✦ Think back on the leaders in your life.

✕ Who inspires you?

✕ Who impacts you?

✕ Who challenges you?



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LEARNERS TO LEADERS INITIATIVE



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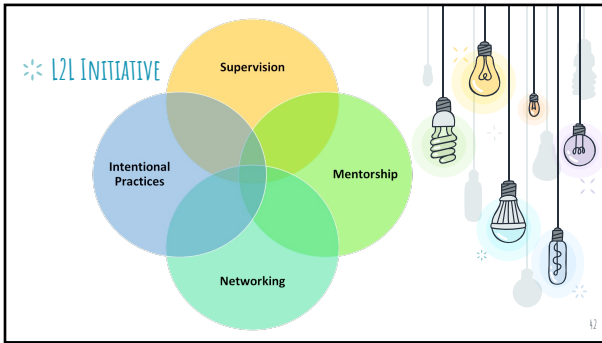
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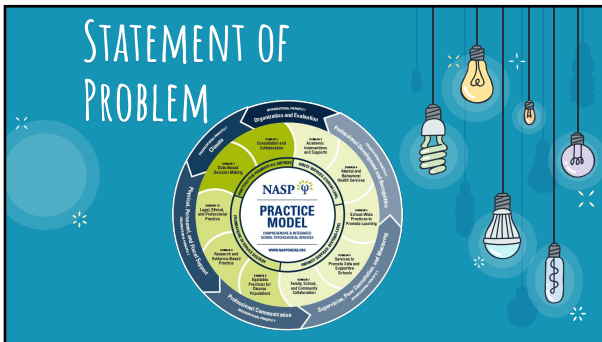
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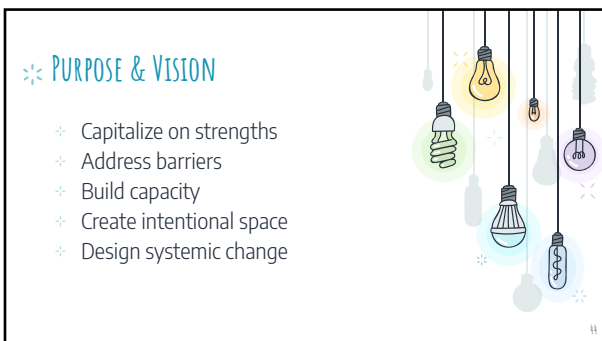
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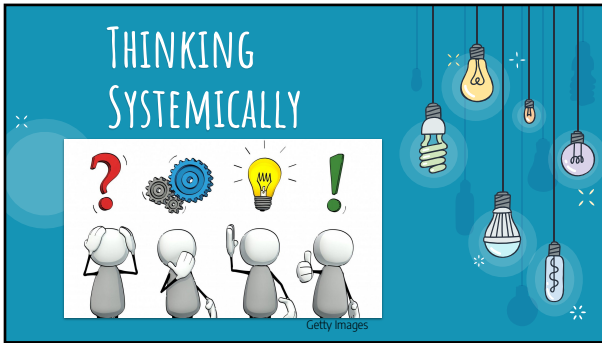
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## \* INTENTIONALITY

- ✦ Application Process
- ✦ Sustainable Practices
- ✦ Objective Resources
- ✦ SMART Goals
- ✦ Transparency



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## \* LEARNER TO LEADER INITIATIVE IMPACT



<https://www.leru.org/publications/productive-interactions-societal-impact-of-academic-research-in-the-knowledge-society>



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“ People don't resist change. They resist being changed.

-Peter Senge



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## \* BENEFITS-LEARNER

- ✦ Build leadership skills
- ✦ Create meaningful relationships
- ✦ Open doors to opportunities
- ✦ Network with leaders
- ✦ Practice learned skills
- ✦ Thrive in leadership



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## \* BENEFITS-LEADER

- ✦ Build leadership skills
- ✦ Foster lifelong learning
- ✦ Create lasting impact
- ✦ Strengthen professional networks
- ✦ Gain a fresh perspective
- ✦ Thrive in leadership



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## \* BENEFITS-SYSTEMS

- ✦ Cultivating future leadership
- ✦ Instilling organizational values
- ✦ Expanding your impact
- ✦ Strengthening and challenging current leaders
- ✦ Fostering innovative practices



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RESOURCES FOR  
CHANGE

"People don't resist change. They  
resist being changed"

-Peter Senge



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LEARNERS TO LEADERS  
IMPLEMENTATION PLAN



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THANKS!

Questions?

Email us at:  
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[kgregory@wtamu.edu](mailto:kgregory@wtamu.edu)



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