

TURN-AROUND LEADER ACTIONS

School Turn-Arounds - Public Impact 2007

Influencing Inside and Outside the Organization

Communicate a Positive Vision	<ul style="list-style-type: none">✓ Motivate others inside and outside to contribute to their efforts✓ Communicate a clear picture of success and the benefits of success
Help Staff Personally Feel Problems	<ul style="list-style-type: none">✓ Help staff empathize with those they serve✓ Walk in the shoes of those they serve✓ Motivate change by confronting the problems caused by the status quo
Gain Support of Key Influencers	<ul style="list-style-type: none">✓ Gain the support of trusted influencers✓ Enlist these trusted individuals to help influence others that oppose change
Silence Critics with Speedy Success	<ul style="list-style-type: none">✓ Use successes to confront others who oppose change✓ Decreases time spent on “politics”✓ Increases time spent on leading for results