Amplifying Our Voice: Leading Boldly for Our Students, Our Professions, and Our Union

COM111
Real Talk: Having Those **Courageous** Conversations
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NEA Leadership Competency: **COMMUNICATION**

- Develops a two-way strategic communications plan that focuses on research, planning, implementation, and evaluation of communications.
- Develops individual communications approach and style to fit appropriate audience.
- Acts as an effective speaker.
- Effectively uses current media (print, broadcast, online, social media) to communicate.
- Identifies and utilizes appropriate messages in acting as a compelling advocate for the organization.
NEA Strategic Goals

• Advancing opportunities that will identify, organize, and engage new and early career educators; amplify the voices of all educators, support our members’ professional growth, and promote social justice for our students, communities and our nation;

• Securing a pro-public education environment for students, educators, and families; and

• Building the capacity of the local, state and national union to ensure the success of public education.
NEA Organizational Priorities

• Early Career Educator

• Racial Justice in Education

• My School, My Voice

• Supporting Professional Excellence
The Goals/Expected Outcomes Are To ...

• Gain wisdom to see from a bigger perspective.

• Gain understanding that will establish trust in the relationship.

• Gain knowledge so that you can take the next step.
DEFINE “COUREGEOUS CONVERSATION”

• A courageous conversation is the one you don’t want to have!!!

• It is the one that causes you serious angst – from headaches to stomach pains and everything in between.

• It’s the one you would pay REAL money to avoid, but it is the one that will resolve conflicts through clear communication.
What Is The Anticipated End Result?

• Having the pressing issue addressed
• Gaining a better understanding of the consequences of the issue
• Becoming more knowledgeable of the responsibilities of those involved
• Establishing hopes and plans for improving the future
Ten (10) Questions???

There is a school of thought that believes there are ten (10) questions involved in having a courageous conversation.
Ten Questions - (cont.)

1. What is the most **pressing** issue you need to deal with?
2. In addition to that issue, **is there something else?**
   *(This gets you to the root issue.)*
3. How are these issues affecting you or those you represent?
4. What will the future be like if **NOTHING** changes?
5. What do you see as **YOUR** responsibility for this issue?
6. What does the person or group you are having this conversation with see at THEIR responsibility for this issue?

7. What does the PREFERABLE future look like to you?

8. What is the most powerful or attainable thing you can ask for to resolve the issue?

9. Based on the above, what is the one thing you (collectively) cannot fail to do?

10. What practical steps must be taken to avoid failure?
The CARDINAL RULE of CC’s

ALL who participate must be afforded the right to feel safe during this process or the whole activity will result in failure.
Ten Principles of Personal Leadership

1. Be in the moment
2. Be authentic & humanistic
3. Volunteer discretionary effort constantly
4. Model high performance – *(Desired Behaviors Drive Desired Results)*
5. Respect and leverage separate realities
6. Be curious instead judgmental
7. Look in the mirror first – be accountable
8. Have those courageous conversations
9. Provide timely, clear and specific performance expectations and feedback
10. Teach, Coach & Mentor –
    
    (Spend at least half of your time developing others)
Barriers to and Success Of CC’s

A discussion of barriers and successes!!!
Session Outcomes

The content from this session can be used in the following ways in your current position/role:

• You will have the ability to see a broader perspective.
• You will have a better understanding of how to establish trust in relationships going forward.
• You will gain a knowledge of the next steps needed to resolve conflicts so that you can take the next step – whatever that may be.
In Closing...

• Please complete the evaluation for **COM111** by using the NEA Summit Mobile App!

• Please visit the Leadership Development Resources website at [www.nea.org/leadershipdevelopment](http://www.nea.org/leadershipdevelopment)