

Phase 1 (2-3 weeks) – Individual interviews & personal feedback sessions

1. The client will determine the leaders they want Crown to conduct an in-depth district leadership interview.
2. Crown associates will contact each leader to schedule an in-depth structured interview by telephone. (approx. 1 – 1.5 hours each)
3. The interview will be scripted and studied by Crown associates for analysis.
4. The superintendent and each leader will receive the following:
 1. Growth Interview Feedback Report
 2. Life Themes of an Outstanding District Leader
 3. Interview Transcript
 4. How to Use your Developmental Report for Growth Planning
 5. Growth Goal Planner
 6. Talent Dashboard
5. Crown will facilitate a growth feedback call with each leader and the superintendent by online meeting to review strengths, growing edges, and review all resources for growth planning. (approx. 1 – 1.5 hours each)

Phase 2 (1 day) – Group feedback & growth workshop, Remote or Onsite

1. The morning focus is on group feedback and discussion.
2. The afternoon focus on individual goal setting and core values.
3. The superintendent and each leader will receive the following:
 1. Group Growth Feedback Report
 2. Composite Team Attribute Graph
 3. Top Three Attribute Team Blend Graph
 4. Define Personal Growth Goals using the Growth Goal Planner
 5. Define Group Goal
 6. Group Discussion and Goal Collaboration
4. Two to three months later we reconnect remotely for 1-2 hours to check progress on goals and success stories.