



Fierce Conversation Training for Independent School Leaders provided by FolioCollaborative

Workshop Purpose

FolioCollaborative and McDonogh School sponsored Meredith Monk's participation in an intense training program to become certified as a Fierce Conversation facilitator. Meredith has taken that training and customized it to support the Folio process. Participants will leave this training with the skills to fully engage in real conversations with peers, parents, colleagues, and students. Many have found that this training also extends to their personal relationships. While this training is based on the book *Fierce Conversations* by Susan Scott, Meredith uses her experience as a school administrator to adjust the context of the conversations.

Fierce Conversations® teaches attendees how to ignite productive dialogue that interrogates reality, provokes learning, resolves tough challenges and enriches relationships.

Workshop Format

The course is designed to have you learn, practice and be coached in the different elements of a Fierce conversation.

About the Instructor

Meredith Monk
Executive Director

Meredith has been around independent schools for her entire educational life, and she enjoys almost everything about independent education from interacting with kids to connecting with teachers and administrators to curriculum development. She was the first Folio Fellow to earn Fierce Conversation certification. She brings her experience in the classroom and as a Folio Administrator to this class and has tailored it to help supervisors lead substantive conversations with the teachers they support and manage.

Meredith has a BA from the University of Maryland, a Master's degree in Liberal Arts from Johns Hopkins, and a Master's degree in School Leadership from the Harvard Graduate School of Education.

Contact Meredith: mmonk@foliocollaborative.org

February 6-7, 2014 in Atlanta, GA

OR

February 18-19, 2014 in San Francisco, CA

8:00am to 4:30pm

Breakfast and Lunch are included

\$450 per person

Day 1

8:00am – 8:30am -Arrival, Registration & Continental Breakfast

8:30am – 12:00pm - 7 Foundational Principles

12:00pm – 12:45pm - Lunch

1:00pm – 4:30pm - Team and Coaching Conversations

Day 2

8:00am – 8:30am - Arrival, Registration & Continental Breakfast

8:30am – 12:00pm - Delegation Model

12:00pm – 12:45pm - Lunch

1:00pm – 4:30pm - Confrontation Model

FIERCE CONVERSATION TRAINING PROGRAM OVERVIEW

The three transformational ideas

Make the connection between conversations and your personal and professional success.

- Our work, our relationships, and our lives succeed or fail one conversation at a time.®
- The conversation is the relationship.®
- All conversations are with myself and sometimes they involve other people.®



The seven principles

Explore the Principles of Fierce Conversations® and their relevance to your personal and professional success.

1. Master the courage to interrogate reality.®
2. Come out from behind yourself, into the conversation, and make it real.®
3. Be here, prepared to be nowhere else.®
4. Tackle your toughest challenge today.®
5. Obey your instincts.®
6. Take responsibility for your emotional wake.®
7. Let silence do the heavy lifting.®



Team conversation

Transform your team into a high-functioning internal think tank. Essential when you need to:

- Make high-stakes decisions, resolve recurring problems, design effective strategies, evaluate opportunities.
- Create an environment in which team members interrogate multiple, competing realities.
- Get the team on board and ready to act.



Coaching conversation

A powerful, deep-dive conversation used by coaches globally; this model is also effective at getting to the heart of teacher / staff needs. Apply this tool to:

- Surface and address issues critical to the success and happiness of individuals.
- Increase clarity, improve accountability and provide impetus for action or change.
- Develop emerging leaders.



Delegation conversation

Use this innovative approach to ensure that individuals' development paths are clear and that they are on track to accomplish goals. Apply this model to:

- Ensure that individuals know where they have authority to make decisions and act.
- Provide individuals with a clear upward path of professional development.
- Create a culture that fosters accountability, so that people take responsibility for their actions.



Confrontation model

Enrich relationships while effectively addressing attitudinal, behavioral or performance issues with a colleague, a team or a challenging individual. Rely on this approach to:

- Confront tough issues with confidence and skill.
- Overcome barriers to meaningful conversations.
- Enrich your most challenging relationships.