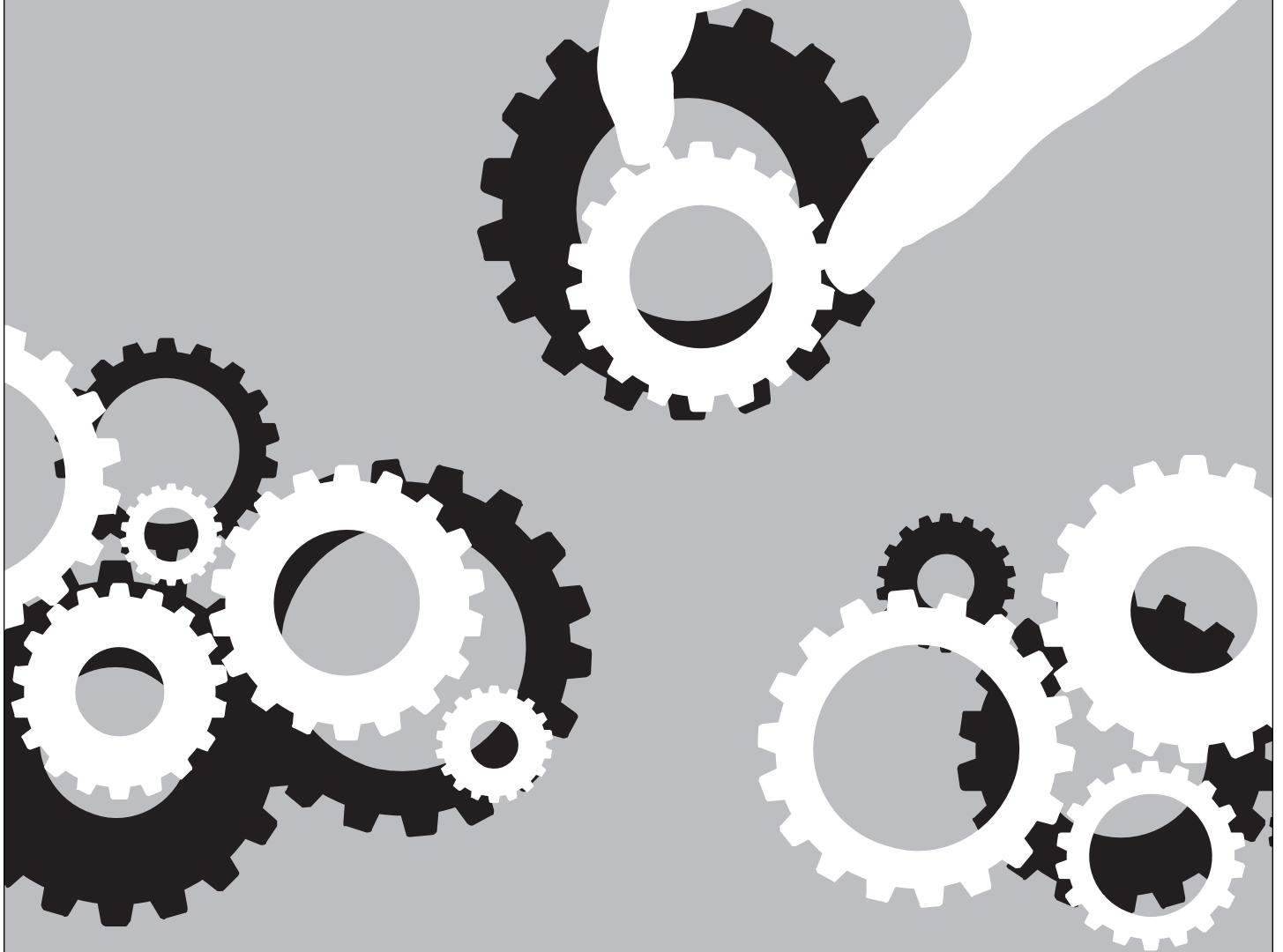


Issues in Leadership

2008-09

*A breakfast series for
Chesterfield County Public
School administrators*



The Center for Leadership in Education

Issues in Leadership



Issues in Leadership Breakfast Program

7:30 a.m.

Check In
Breakfast Buffet

8:00 a.m.

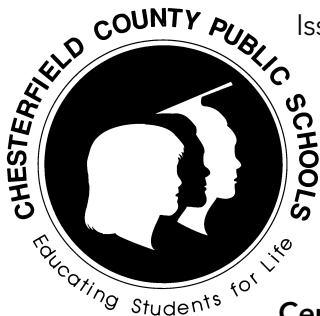
Welcome
Presentation and Discussion

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All Issues in Leadership events are held at the University of Richmond Jepson Alumni Center.

Focused on developing a dialogue of leadership between school administrators and scholars.

Thank you for joining us. The University of Richmond is pleased to announce Issues in Leadership, a breakfast series developed by the Center for Leadership in Education for Chesterfield County public school administrators.



Issues in Leadership is one component of Chesterfield County Public School's leadership and professional development programs for teachers and administrators and area-wide leaders. The breakfast series has been purposefully designed to be reflective and to engage participants in a discussion of the issues.

Center for Leadership in Education. A collaboration between the University of Richmond's Jepson School of Leadership Studies and the School of Continuing Studies, the Center for Leadership in Education infuses leadership studies across the K-12 curriculum.

The Center's mission is based on the principle that the study of leadership creates citizens prepared to exercise their responsibilities in a democratic society. Higher education has a duty to provide elementary and secondary education institutions with the capacity to sustain our democratic heritage.

The Center complements the purpose of the Jepson School, to educate people for and about leadership, and the mission of the School of Continuing Studies, to enrich lives and careers. Educating for leadership mandates development of critical and analytical skills. Educating about leadership requires a base of knowledge about the concepts required to be an active and engaged leader.



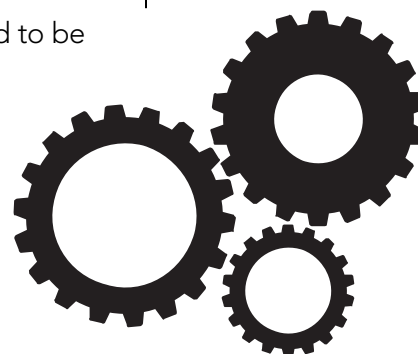
The Center for Leadership in Education

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Trust and Leadership

Dr. Megan Tschannen-Moran

October 30, 2008


Dr. Tschannen-Moran is an associate professor in the Educational Policy, Planning and Leadership Program in the School of Education at The College of William and Mary in Williamsburg. She prepares prospective principals to be trustworthy school leaders. Her work has appeared in the *Review of Educational Research*, *Teachers College Record*, *Educational Administration Quarterly*, and the *Journal of Educational Administration*. Her research interests focus on the social psychology of schools, particularly trust relationships, individual and collective efficacy beliefs, collaborative processes and school climate.

In her recently published book, *Trust Matters: Leadership for Successful Schools*, Dr. Tschannen-Moran offers educators a practical, hands-on guide for establishing and maintaining trust within their schools as well as providing information on how to repair trust that has been damaged. In this unique book on the critical role of trust in educational leadership, she uses a strong research foundation to offer school leaders both insight into the importance of trust and tools to cultivate and maintain trust in their schools. Using three powerful stories of real school principals, Dr. Tschannen-Moran reveals the mistakes that well-intended leaders often make—mistakes that lead to shattered trust and dysfunctional schools.

She provides school leaders with a deeper understanding of what trust is, why it is so significant, and how to build it both within their schools and with the community. Combining this knowledge with practical advice, she offers school leaders the opportunity to greatly improve the quality of education in their schools.

The book explores the leader's role in fostering high quality relationships among teachers, students, and parents and examines examples of positive outcomes of trusting school environments.

In the School of Education, Dr. Tschannen-Moran teaches courses in Educational Leadership, Concepts and Cases, Instructional Leadership: Supervision and Professional Development, Internship in Administration and Supervision.



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Culture and Leadership

Dr. Robert Kelley
December 4, 2008

Since his undergraduate days at Florida State University, Dr. Bob Kelley has always had a passion for organization culture. In 2004, he founded Pure Culture Consulting, Inc. to help organization leaders build committed, ethical cultures that are aligned with the strategy of the organization. Bob has been speaking publicly since 1987 and during that time has shared his inspirational messages about strategic leadership, retail leadership, customer service, ethics, and high-performance teams to thousands of people in the U.S., Canada, and Europe. Since the early nineties, Bob has conducted well over 300 speeches and seminars. He is known for his passionate, lively delivery. He possesses a unique blend of human resource, operational, and educational experience that you won't find with many consultants. Since founding Pure Culture Consulting, Bob has worked with CEO's (both public & private) in the retail, distribution, manufacturing, healthcare, insurance, architecture, and engineering industries.

Bob spent 17 years assisting Jim and Bob Ukrop, owners of one of the world's most innovative supermarket chains, build and sustain a strong culture. Ukrop's has been featured in numerous books and articles including *Discovering the Soul Of Service* and *101 Companies that Profit from Customer Care*. It was also chosen as one of the Top 100 Companies in America to Work For by Fortune Magazine from 1999 to 2004. At Ukrop's Super Markets Inc., Bob served the organization first as vice president of human resources and then for 13 years as vice president in charge of store operations. Bob understands the pressures and challenges associated with competition. He has fought the hard battles with Wal-Mart, Kroger, Costco, and other powerful national retailers. He has led his teams through hurricanes, snow blizzards, new market entries by competitors, and a host of other challenges.

Bob's work experience also includes 7 years at Philip Morris USA working in training, labor relations, and organization planning and development. Bob gained tremendous experience serving as an analyst in handling day-to-day grievance activity as well as joint economic negotiations with the BCTWIU and IAMAW. He helped coordinate assessment centers as well as succession-planning processes. It was at PM that Bob began to craft his training design and facilitation skills.

Bob holds a doctorate in education from the College of William and Mary and a masters from VCU. Bob graduated in 1977 with a BA in psychology from Florida State University. He currently teaches graduate and undergraduate classes in human resource strategy, talent management, and compensational benefits at the University of Richmond. He has been very involved in the Richmond, Virginia community since 1982, most recently as Chairman for the American Heart Association and Heart of the Team (www.heartoftheteam.org). One of Bob's greatest thrills was being an Olympic Torch Bearer along Pennsylvania Avenue in Washington D.C. prior to the 2002 Salt Lake City Winter Olympics.



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Rigor and Ethical Leadership

Dr. Terry Price

February 19, 2009

Terry L. Price specializes in leadership ethics and moral psychology. A philosopher with grounding in psychology, Dr. Price focuses his teaching and research interests on applied ethics. He also studied politics on a John M. Olin Fellowship at the University of Oxford. In addition to leadership ethics, he has taught business ethics, medical ethics, and contemporary moral issues.

His newest book, *Leadership Ethics: An Introduction* focuses on everyday leadership and provides a moral analysis of the reasons leaders give for breaking the rules. Some of his ideas are summarized in an article titled "How Do Leaders Break the Rules? Let Me Count the Ways" for the International Leadership Association's newsletter.


He is a series editor of *Jepson Studies in Leadership* on Palgrave Macmillan Press. Price co-edited the first volume in the series, *The Values of Presidential Leadership*.

Dr. Price serves as a member of the board of directors of the International Leadership Association, which he also served as chair of the scholarship section of the International Leadership Association in 2003-2004. He regularly presents his work at the ILA, the American Philosophical Association, and the Association for Practical and Professional Ethics.

In 2005, Price launched the Jepson at Cambridge program and each summer leads students to Cambridge University's Emmanuel College where they study leadership and the law.

During the 2006-2007 academic year, he was visiting associate professor of philosophy at the University of North Carolina at Chapel Hill and a fellow at the Parr Center for Ethics.

At the Jepson School, Price serves as associate dean for academic affairs and teaches courses such as "Ethics and Leadership" and "Ethical Decision Making in Healthcare."



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Groups and Relationships

Dr. Don Forsyth

March 19, 2009

The heart of Professor's Forsyth's work is to build knowledge about why people feel, think and act as they do. An authority on group dynamics -- whose text *Group Dynamics* is in its fourth printing -- Forsyth focuses on groups' reactions to success and failure, the interpersonal functions of groups, including small group decision making. He has studied influence, juries, mobs, crowds, clubs, cliques and leadership. His broad interests include social behavior, leadership and group dynamics, and research methodology in the social sciences.

Don Forsyth joined the Jepson School faculty in 2005 after long service at Virginia Commonwealth University as a Professor in the Department of Psychology with a joint appointment in sociology.

A mark of the high level of his scholarship, he serves on numerous editorial boards for professional journals. He has served as advisor and mentor to some 25 doctoral students. At VCU, he taught graduate courses in research methods, attribution and social cognition, attitudes, group dynamics and social psychology.

Dr. Forsyth has received a number of grants, fellowships, and awards for teaching. Honors include: the *Award of Excellence*, Virginia Commonwealth University (2002); *State of Virginia Outstanding Faculty Award*, (2002) *Distinguished Scholar Award*, Virginia Social Science Association (2001); *Award for Innovative Excellence in Teaching, Learning and Technology*, Virginia Commonwealth University (2000); *Instructional Technology Teaching Mentor*, Virginia Commonwealth University (1998-2000) and the *Virginia Commonwealth University Distinguished Teaching Award* (1993).

A prolific and thoughtful writer, he stays active in a number of scientific, honorary and professional societies including the American Psychological Society, American Sociological Association, American Psychological Association (Divisions 1, 2, 8, 9, 15, 49), Society of Personality and Social Psychology, Society for the Psychological Study of Social Issues, Society of Experimental Social Psychology, Society for Personality and Social Psychology, Capital Area Social Psychological Association, Southeastern Society of Social Psychology, Society for the Advancement of Social Psychology.



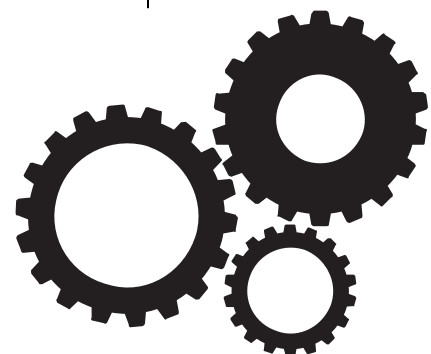
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Established through a partnership between the
Jepson School of Leadership Studies and
the Richmond School of Continuing Studies