

LEARN

Maximize Learning with
Connections Based on
Centered Leadership and
Trust-based Relationships

Jackie Geyer

Laura Hook

September 26, 2019

A Leader who is “Centered”...

knows him or herself, their strengths and weaknesses

knows in what direction they and the organization are going

presents an honest, consistent and authentic self






is usually at his or her best, and thus better able to lead and to inspire others.

Why Centered Leadership?

- ▶ When you know what drives you and why, your strengths and challenges, the direction you and your organization are going, and present your honest, authentic self in a consistent manner, you are better able to lead and inspire others.
- ▶ When you have centered leadership and trust-based relationships, the path for connection with others is wide open.



What Drives and Motivates You?

		IMPORTANCE TO YOU	EXAMPLE CALLS TO ACTION
	Mission/ Society	____%	<ul style="list-style-type: none"> ▪ Protect the American People ▪ Strengthen the Intelligence Community ▪ Accomplish what others cannot
	Agency	____%	<ul style="list-style-type: none"> ▪ Leadership in the IC ▪ Unparalleled training and opportunity ▪ Elite institution with special authorities
	Customer	____%	<ul style="list-style-type: none"> ▪ Enable the highest profile missions ▪ Provide unmatched capabilities ▪ Respond to customer preferences/needs
	Work, team experience	____%	<ul style="list-style-type: none"> ▪ More collaboration and innovation ▪ Unmatched core capabilities ▪ Intense focus and sense of belonging
	Me personally pay, learning	____%	<ul style="list-style-type: none"> ▪ Increased opportunities to serve ▪ Alternate personal development pathways ▪ Simplified processes and expectations

(Sources of Meaning)

The Happiness Hypothesis (by John Haidt)

$$H = S + V + C$$

Your level of happiness (H) is determined by your biological set point (S) plus the voluntary activities you do (V) plus the conditions of your life (C).

Set point

40% - How happy and unhappy one feels is genetic. But it is only part of the total "equation".

Voluntary Activities

50% - Choosing to spend time on activities that provide a sense of autonomy, competence, and connectedness is key to living at the top of the happiness range. *Research shows this relates to half of someone's happiness.*

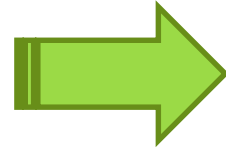
Conditions

10% - Research confirms the wisdom that money doesn't buy happiness (unless it enables basic amenities). Improved life conditions account for part of one's happiness.

WE CAN MAKE A FUNDAMENTAL CHANGE!

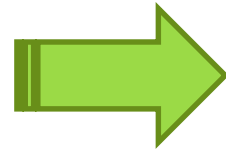
Building Upon Centered Leadership...

Self-Awareness



Other Awareness

Self-Management



Relationship Management

...to Trust-Based Relationships

Why Build Trust?

When you have an environment that includes trust, students are better able to focus on the content and absorb the material.



Building Trust: 4 Major Elements

Credibility

- Know your topic
- Be prepared
- Show commitment

Reliability

- Keep promises
- Walk your talk
- No surprises, a certain level of predictability

Openness

- Make yourself accessible
- Clarify expectations
- Create opportunities to respond

Self-Orientation

- Focus on the other person's perspective ahead of my own
 - Listen carefully, understand and respect the other person
 - Be aware of your own agenda and intentions
-

Connecting with Students

- ▶ Self-determination Theory
 - ▶ Cornerstone of modern motivational psychology
 - ▶ (Deci and Ryan, University of Rochester study)

“We are most deeply engaged, and that we do our most creative work, when we feel that we are acting according to our will on behalf of goals we find meaningful.”

- ▶ Students’ sense of relatedness is a key factor in their motivation. Relatedness refers to our emotional ties. It involves our basic need to feel connected with, and acknowledged by, others.

Source: apexlearning.com

Connecting with Students in a Virtual Learning Environment - Before Class

- ▶ Create a Compelling First Impression
 - ▶ Create a “course trailer” using basic tools like a smart phone, webcam, etc to build a memorable introduction to course material.
 - ▶ Video trumps Text
 - ▶ Audio trumps Text
 - ▶ Post a short biography of yourself; talk about your background, education, interests, and include a photo
- ▶ Create an Introductory Discussion Board
 - ▶ Students post their background, interests, job history, educational goals, personal goals
 - ▶ What do you want to learn from others?
 - ▶ What will you contribute to the learning of others?
 - ▶ Reply to students’ posts and encourage all students to reply to their peers’ posts
 - ▶ Take note of students’ interests to incorporate during class

Sources: Thejournal.com, blogs.onlineeducation.touro.edu

Connecting with Students in a Virtual Learning Environment - During Class

- ▶ Be a connector first.
 - ▶ Find ways to connect students with experts in the field.
- ▶ Post video announcements, recorded with a webcam.
 - ▶ Watching a video of the instructor helps students feel a stronger sense of connection.
- ▶ Create assignments that allow students to engage.
 - ▶ When have you seen the concept of XYZ played out in your environment?
- ▶ Communicate with students regularly.
 - ▶ Work with students to set goals.
 - ▶ Track when you made personal contact with each student to ensure no one falls through the cracks.
- ▶ Provide opportunities for students to collaborate with peers.
 - ▶ When students analyze, justify, and/or evaluate content in a group discussion, the temptation to “game the system” is reduced.

Sources: Thejournal.com, blogs.onlineeducation.touro.edu, Apexlearning.com

Connecting with Students in a Virtual Learning Environment - After Class

- ▶ Encourage students to create their own spaces for learning.
 - ▶ Blogs, wikis, social media outside of homogenized resources such as an institutional LMS
 - ▶ This creates opportunities to create a portfolio.
- ▶ Create support groups.
 - ▶ Students can continue engaging when the class is over.
- ▶ Follow-up with students.
 - ▶ How are they applying the information acquired in class?
 - ▶ Continue to connect students with experts in the field.