



It's not the plane, it's the pilot - *Rooster*

*It's Not the Plane;  
It's the Pilot*

# Presentation Team



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# Overview



**The Lincoln County School System** is laser-focused on building district and school culture that honors the importance of engagement, trust and achievement. Working through the paradigm of "ENGAGE", the district has embarked upon a continuous improvement journey that honors the importance of leadership, culture and academics. In addition to the work focused around The Speed of Trust, the district has also impacted all leaders through the analogy of "Maverick"; the sequel to "Top Gun." With a healthy message, "It's Not the Plane, It's the Pilot", Lincoln has focused its' efforts on the impact of leadership to create a culture where everyone thrives.

# Session Outcomes



Session Outcomes | | | Participants will

- Engage in the process of focusing on a district perspective of engagement, leadership and trust to impact every student every day;
- Use key strategies to increase and build stakeholder engagement;
- Evaluate and consider engagement and trust in your own district through action planning.





Leading at the 

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 **SPEED**  
OF  
**TRUST.** 

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Leadership

Trust is the foundation of Leadership

Self trust is the foundation to trust

Credibility

Integrity, Intent, Capability, Results

RESULTS 4

CAPABILITIES 3

## The 4 Cores of Credibility

INTENT 2

INTEGRITY 1

COMPETENCE

CHARACTER

## THE PREMISE

The ability to **create trust** is the single most critical leadership competency for leaders today—and creating it is a **learnable skill**.

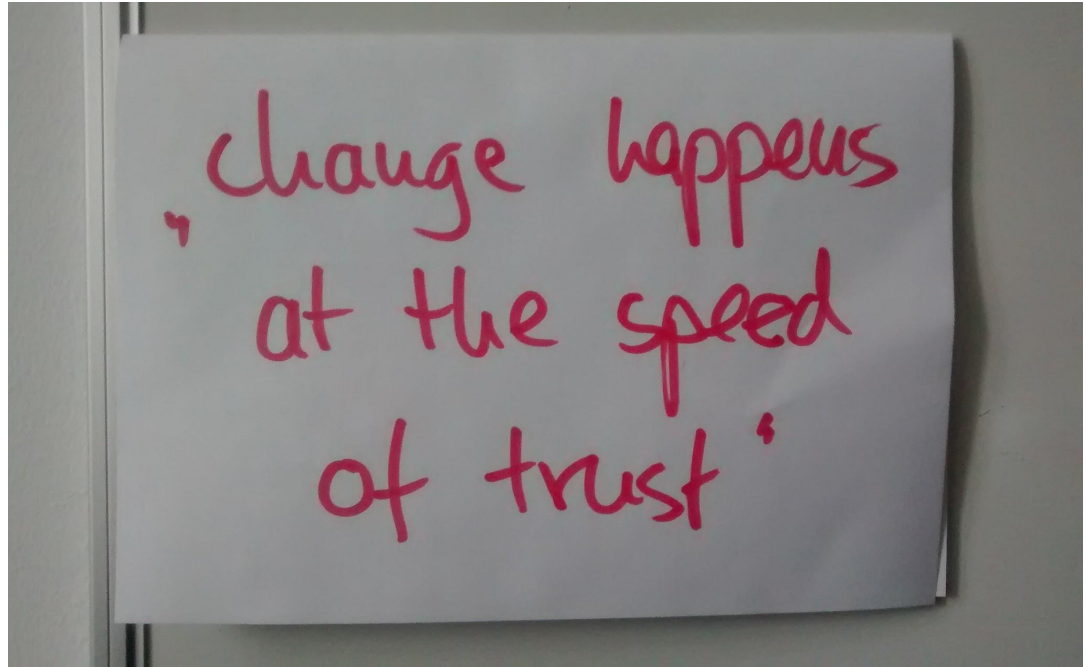


## THE INTENT

To help you increase your ability to **develop**, **restore**, and **extend** trust to achieve sustainable results.

# 13 High Trust Behaviors

## Relationship Trust



# The Case for Trust

## Group Processing

### 5 minutes- Triads

- How would you define trust?
- On a scale of 1-5, how important do you believe trust is?
- Describe an instance of high trust. Feelings? Results?
- Describe an instance of low trust. Feelings? Results?

## 1- Staff

- Distributive leadership
  - Walk the halls mentally and assess who does what
- To be engaged, we must be available
  - What does your calendar say about your opportunity to engage with \_\_\_\_ group?
- Discretionary effort
  - 1% more each day
- John Maxwell
  - “Level 4” People Development

## 2- Students

- Learner's mindset
- Adaptability
- Communication
- Collaboration
- Critical Thinking
- Personal Responsibility
- Empathy
- Those in subgroups

### 3- Parents

- Visible
- Invisible
- Back to School
- Host classroom visits to see firsthand
- Marketing
- Safety

## 4- Community

- Asset Mapping
- “This is NOT the season for friendly fire!”
- Be open to receive blessings
- Recognition for support- not looking for a handout
- Mentor/Apprentice/Internships opportunities
- [Engage with your audience](#)

Community service opportunities



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Focus on the people, not the program or devices.

Turn and Talk:

2 minutes: How are we going to change the mindset of people?



Top Gun Maverick (2022)

Find evidences of trust in self, others, and organization

Trust in Self

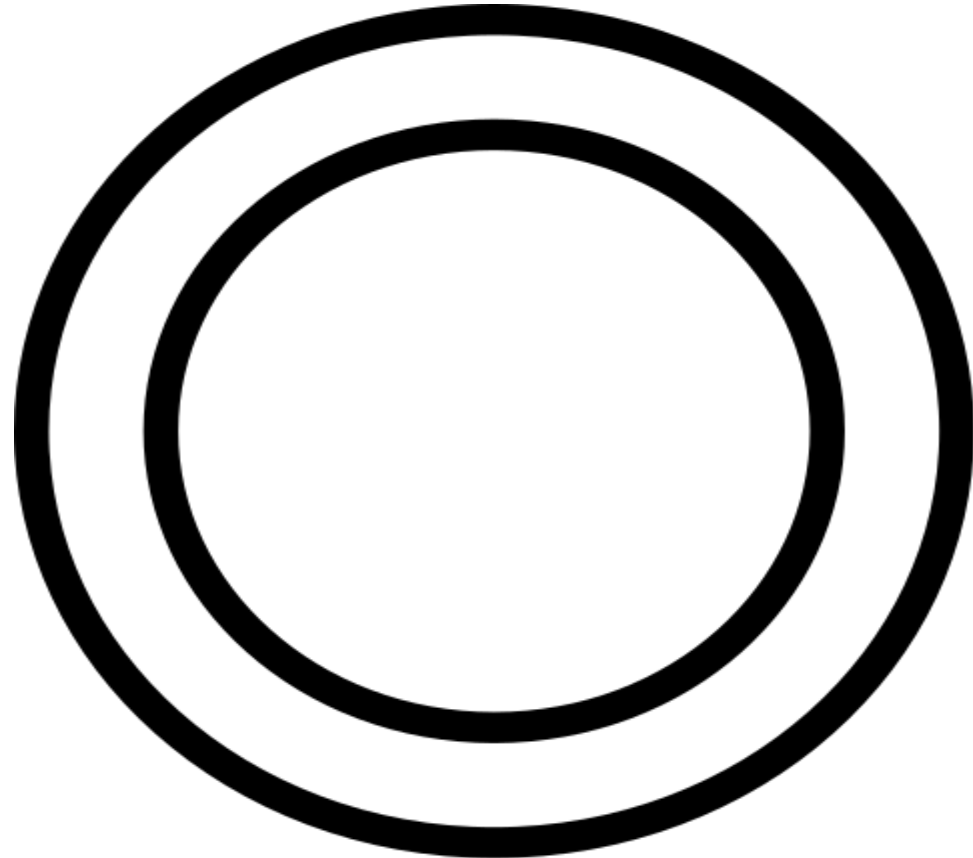
Trust in Others

Trust in the Organization



Circle of influence

Circle of concern





# Trust and Inspire



# Command and Control

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# 5 Emerging Forces

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# Trust and Inspire

The Nature of the  
World Has Changed

# Trust and Inspire

The Nature of the  
Work Has Changed

# Trust and Inspire

The Nature of the  
Workplace Has  
Changed



# Trust and Inspire

The Nature of the  
Workforce Has  
Changed

# Trust and Inspire

The Nature of  
Choice Has  
Changed



# Four Corners: Please select a corner.

## Directions:

- Choose a recorder;
- What are you currently doing or want to do to address:
  - The Nature of the world has changed;
  - The Nature of the work has changed;
  - The Nature of the workplace has changed;
  - The Nature of the workforce has changed;
  - The Nature of choice has changed.

**Time: 5 minutes**



“Organizational Trust is a result of the Trust found in the leaders.”- Covey

Who is your Foxtrot? Who is your wingman?

We are what our community says we are!

Tell your story well and often!

# Action Planning

1. Write down the tasks that will help you implement your “what” in the “how” column.
2. Write the date you’d like each to be completed in the “by when” column.

<i>What</i>	<i>How</i>	<i>By When</i>



# Thank You!