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MEMBERSHIP

- **Chairman's Report back on SAHISA Council Meeting: February 2010**

A meeting of the SAHISA Council was held on Tuesday 9 Feb 2010.

The strategic imperatives were reviewed and a long discussion took place around action research. It was decided to launch 2 initiatives: one in Cape Town focusing on introducing a curriculum development process in prep schools, similar to the one happening in Gauteng. The other research project will focus on leadership outreach. Sue Redelinghuys will be co-ordinating the former and Marc Falconer the latter.

The Thompson/Evans workshop in the Pilanesberg was also discussed in detail. A decision was taken to allocate some of the conference surplus funds to promoting the attendance of heads from the ISASA lower-fee category schools. Heads at these schools are encouraged to let Jenny Mundell know if they are interested. Other heads who are also interested should contact Jenny in the next few days as we will be releasing the rooms held next week.

The Wits LDP programme has received many applications, though many are dependent on financial assistance. We are waiting to hear from the SETA's in this regard as there is a moratorium in operation at the moment. If positive noises are not forthcoming by 15 March, we will have to cancel this year's programme.

The David Wylde Award of the Staff Development Fund has been granted to Mike Thiel of the Dominican Convent in Johannesburg.

The ISASA/SAHISA Conference was discussed - plans are well advanced with Graeme Edwards and the Central Region organising the SAHISA part of the conference at the Vaal.

The Blu-prints project was debated at length and it was decided to postpone a decision until the May Council meeting, pending a clear written indication from Blu-prints as to any costs involved initially and in future reviews. Similarly, we will ask for a clear indication of the time commitment required of the SAHISA office and of heads in general.

Finally, Council has decided to change the November meeting to a September one to be held each year at conference. This will allow for a better spread of meetings through the year.

Paul Channon
Chair

Contact: Jenny Mundell. Tel: 011 648 1331, Email: jennym@isasa.org

EVENTS

- **Dr Michael Thompson and Dr Rob Evans**

SAHISA and ISASA are pleased to bring together two of the leading consultants in the United States independent school world, Dr Michael Thompson and Dr Rob Evans. Time is drawing near and Heads are urged to make use of this wonderful opportunity to experience the wisdom of internationally acclaimed guest speakers.

- **Pilanesburg Three-Day Conference**

The Thompson and Evans trip starts with the three-day conference in Bakubang, Pilanesberg.

The programme has been designed for school heads who have had two or more years of experience of headship, and offers a not-to-be-missed opportunity for thoughtful, stimulating dialogue and engagement with colleagues on the key relationships with parents, boards, teachers and pupils that heads must manage, and the psychological challenges of headship.

This will not be a repetition of talks they have given before in South Africa. What makes this conference different is that it is run by two highly experienced psychologists who will create a 'safe' environment in which heads will be able to explore these issues in greater depth and honesty than would normally be possible in a typical group situation. The conference is modelled on one that is highly valued by heads in the United States.

Please confirm your booking for the three-day conference that will be held at Bakubang in the Pilanesberg. The Conference Registration Form and course details can be downloaded from the SAHISA website. Dates, cost and course details and registration form can be accessed through the ISASA or the SAHISA website.

The hotel rooms will be released on 17 February and the deadline for booking is Tuesday 16 February.

Last Contact: Jenny Mundell. Tel: 011 648 1331, Email: jennym@isasa.org

- **One-Day Workshop Programmes**

Dr Thompson and Dr Evans have also agreed to hold day conferences and presentations that will be taken to various regions thereby ensuring that all heads, staff and parents have equal opportunity to benefit from their wealth of international experience.

Dr Thompson will give a variety of presentations in KwaZulu-Natal and Dr Evans and Dr Thompson will co-present day conferences in Cape Town and Johannesburg on 16 and 24 March respectively.

The Programmes for KZN, Cape Town and Johannesburg are attached at the end of this Bulletin.

Contact: Jenny Mundell. Tel: 011 648 1331, Email: jennym@isasa.org

- **LSEN Interest Group Meeting**

Following the success of our 2009 meetings, in which we shared conversations regarding pupil's from Grade R-12 experiencing difficulties, all Heads or relevant members of staff are warmly invited to attend an LSEN interest group meeting.

The meeting takes place at Cedarwood School, Kyalami on Tuesday 9 March. A [Meeting Programme](#) and [Directions to Cedarwood](#) are available on the ISASA website.

Contact: Cedarwood School. Tel: 011 465 9830

ARTICLES OF INTEREST

- **Smart Empathy: Cultivating a Self-Reliant Parent Body in Times of Crisis**

Dr. Wendy Mogel has penned an article in the Winter 2010 issue of *Independent School* magazine that is every bit as timely and telling as her canonical *Blessings of a Skinned Knee*. Entitled *Smart Empathy*, this essay offers a wise and savvy take on how schools and teachers should interact with especially anxious or demanding parents during troubled times.

Its initial premise stems from the financial woes that many parents are currently facing. But Mogel's incisive treatment of the topic resonates much more broadly beyond families' potential financial concerns alone. She explores how schools can nurture and cultivate more resilient, self-reliant, loyal and supportive attitudes and behaviours in our parent bodies. We must do this, she asserts, by "getting smarter" about setting firmer limits and clearer roles and boundaries within the home-school partnership.

The full essay is available on the [NAIS](#) website.

- **Seven Secrets to Leadership Success**

Fortune magazine once published an article entitled *The Best Advice I Ever Got*. It was a great article that offered wit and wisdom about achieving business success. I liked it so much, that it motivated me to produce my newest book, *Leadership: Best Advice I Ever Got*, which describes the best leadership advice 136 successful CEOs, coaches, consultants, professors, managers, executives, presidents, politicians, and religious leaders received that most helped them become effective and successful leaders.

Here are seven secrets to leadership success:

- 1. Leadership is about making things happen.**

If you want to make something happen with your life – in school, in your profession or in your community, do it. Perceived obstacles crumble against persistent desire. John Baldoni, Author, Leadership Communication Consultant and Founder of Baldoni Consulting LLC, shared this advice that had come from his father, a physician. He taught him the value of persistence. At the same time, his mother taught him compassion for others. Therefore, persistence for your cause should not be gained at the expense of others. Another bit of leadership wisdom!

- 2. Listen and understand the issue, then lead.**

Time and time again we have all been told, "God gave us two ears and one mouth for a reason" ... or as Stephen Covey said, "Seek to understand, rather than be understood." As a leader, listening first to the issue, then trying to coach, has been the most valuable advice that Cordia Harrington, President and CEO of Tennessee Bun Company has been given.

- 3. Answer the three questions everyone within your organization wants answers to.**

What the people of an organization want from their leader are answers to the following: Where are we going? How are we going to get there? What is my role? Kevin Nolan, President & Chief Executive Officer of Affinity Health Systems, Inc. believes the more clarity that can be added to each of the three questions, the better the result.

4. Master the goals that will allow you to work anywhere in today's dynamic business world.

Debbe Kennedy, President, CEO and Founder of Global Dialogue Center and Leadership Solutions Companies, and author of *Action Dialogues* and *Breakthrough* once shared this piece of advice that was instrumental in shaping her direction, future and achievements.

She was a young manager at IBM just promoted to her first staff assignment in a regional marketing office. For reasons she can't explain, one of her colleagues named Bookie called her into his office while she was visiting his location. He then began to offer unsolicited advice, but advice that now stays fresh in her mind. He mentioned that jobs, missions, titles and organizations would come and go as business is dynamic – meaning it is always changing. He advised her not to focus your goals toward any of these, but instead learn to master the skills that will allow you to work anywhere.

He was talking about four skills:

- The ability to develop an idea;
- Effectively plan for its implementation;
- Execute second-to-none;
- Achieve superior results time after time.

With this in mind, Kennedy advises readers to seek jobs and opportunities with this in mind. Forget what others do. Work to be known for delivering excellence. It speaks for itself and it opens doors.

5. Be curious.

Curiosity is a prerequisite to continuous improvement and even excellence. The person who gave Mary Jean Thornton, Former Executive Vice President & CIO, The Travelers, this advice urged her to study people, processes, and structures. He inspired her to be intellectually curious. He often reminded Thornton that making progress, in part, was based upon thinking. She has learned to apply this notion of intellectual curiosity by thinking about her organization's future, understanding the present, and knowing and challenging herself to creatively move the people and the organization closer to its vision.

6. Listen to both sides of the argument.

The most valuable advice Brian P. Lees, Massachusetts State Senator and Senate Minority Leader, ever received came from his mentor, United States Senator Edward W. Brooke III. He told him to listen to all different kinds of people and ideas. Listening only to those who share your background and opinions can be imprudent. It is important to respect your neighbors' rights to their own views. Listening to and talking with a variety of people, from professors to police officers, from senior citizens to school children, is essential not only to be a good leader in business, but to also be a valuable member within your community.

7. Prepare, prepare, prepare.

If you fail to prepare, you are preparing to fail. If one has truly prepared and something goes wrong the strength of the rest of what you've prepared for usually makes this something easier to handle without crisis and panic. One of the best pieces of advice Dave Hixson, Men's Varsity Basketball Coach at Amherst College has ever received and continues to use and pass on is this anonymous quote – "Preparation is the science of winning."

Along with this are two expressions from Rick Pitino's book *Success is a Choice*, which speaks to preparation. Hixson asks his teams every year: "Do you deserve to win?" and "Have you done the work?" This speaks to the importance of preparation toward achieving your final goal. If you haven't done the work (the preparation) the answer to the second question is an easy "no!"

Great advice comes from many sources – parents, other relatives, consultants, bosses, co-workers, mentors, teachers, coaches, and friends. The important point to remember is to stay open, listen to everyone, but also develop your own leadership style.

*Paul B. Thornton is President of Be the Leader Associates and author of seven books on management and leadership. His latest book, **Leadership: Best Advice I Ever Got**, is available at WingSpan Press, amazon.com, and bn.com.*

Contact: Jenny Mundell. Tel: 011 648 1331, Email: jennym@isasa.org

GENERAL

- **"Get It Right"**

SAHISA strives to keep members up to date. We value your feedback and encourage your suggestions as to how we can best serve your needs.

Please feel free to contact Jenny Mundell and mention:

- What would you like to see in the Bulletin's *Articles of Interest* section.
- What can be done to maintain / improve our level of service to you.

Contact: Jenny Mundell. Tel: 011 648 1331, Email: jennym@isasa.org

MICHAEL THOMPSON WORKSHOP PROGRAMME

<p>KWAZULU-NATAL 9 – 11 MARCH 2010 Venues: See Below Tel: 031 764 9831 Email: gbrooks@stmarys.kzn.school.za</p>
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<i>Venue and Time</i>	<i>Topic</i>	<i>Target Audience</i>
<p>Monday, 8 March St Martin's Church Hall 13h00 – 14h00 Host: Barbie Daniel</p>	<p><i>Understanding Families and Dealing with Difficult Parents</i></p>	<p>Pre-Primary and Foundation Phase teachers from the greater Durban area</p>
<p>Monday, 8 March Epworth School 15h30 – 16h30 Host: Liz Klug</p>	<p><i>Understanding Families and Dealing with Difficult Parents</i></p>	<p>Teachers across all phases in the Midlands/Pietermaritzburg area</p>
<p>Tuesday, 9 March Michaelhouse 14h00 – 15h00 Host: Guy Pearson</p>	<p><i>Best Friends and Worst Enemies</i></p>	<p>Teachers and Boarding House Staff Parents</p>
<p>Wednesday, 10 March St Mary's DSG, Kloof 15h00 – 16h00 Host: Greg Brooks</p>	<p><i>Understanding Families and Dealing with Difficult Parents</i></p>	<p>Teachers from the greater Durban and Highway areas</p>
<p>Wednesday, 10 March Highbury School ± 18h00 Host: Richard Stanley</p>	<p><i>It's a Boy! The development of boys from birth to eighteen</i></p>	<p>Parents from the community</p>

THOMPSON EVANS ONE-DAY WORKSHOP

For Heads, Staff and Parents

<p>CAPE TOWN 16 March 2010 Venue: St Cyprian's Telephone: 021 461 1090 Email: head@stcyprians.co.za</p>
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<i>Venue and Time</i>	<i>Topic</i>	<i>Target Audience</i>	<i>Presenter</i>
8:30 – 9:45	<i>Changing Families, Changing Schools</i>	All	Rob Evans
9:45 – 11:15	<i>Adolescence Is Hard Work</i>	All	Michael Thompson
11:15 – 12:15	Question & Answer and conversation with Rob and Michael	All	Michael Thompson Rob Evans
12:15 – 13:00	Lunch		
13:00 – 14:15	<i>Self – Esteem: What It Really Is: What Does – And Doesn't – Help</i>	All	Rob Evans
Concurrent sessions	<i>Best Friends, Worst Enemies</i>	All	Michael Thompson
14:15 – 14:45	Tea		
14:45 – 16:00	<i>Self – Esteem: What It Really Is: What Does – And Doesn't – Help</i>	All	Rob Evans
Concurrent sessions	<i>Best Friends, Worst Enemies</i>	All	Michael Thompson

THOMPSON EVANS ONE-DAY WORKSHOP

For Heads, Staff and Parents

<p style="text-align: center;">JOHANNESBURG 24 March 2010 Venue: St John's College Tel: 011 458 6041 Email: edwardsg@stbenedicts.co.za</p>
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Venue and Time	Topic	Target Audience	Presenter
9:00 – 10:15	<i>Changing Families, Changing Schools</i>	All	Rob Evans
10:15 – 11:45	<i>Adolescence Is Hard Work</i>	All	Michael Thompson
11:45 – 12:45	Question & Answer and conversation with Rob and Michael	All	Michael Thompson Rob Evans
12:45 – 13:30	Lunch		
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	<i>Best Friends, Worst Enemies</i>	All	Michael Thompson