

Vanguard Solutions Consulting Training

POWERed Up and Ready to GROW!

EBR Elementary School Principal Leadership Retreat

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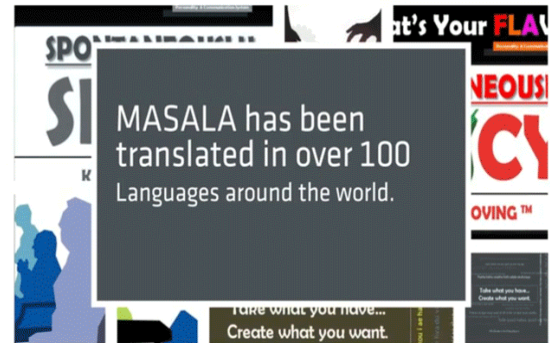
VSC's is very excited to have the opportunity to facilitate your upcoming staff retreat experience. The information below describes in full detail the 2-day retreat experience we propose for the East Baton Rouge elementary school executive leadership team and principals.

VSC's innovative training and development experiences are based on "The Masala Training Philosophy," which is predicated upon the belief that you "take what you have and create what you want." We teach you how to artfully blend your current human "spices" into the combinations of leaders that you truly want and need in order to achieve your mission-critical goals.

During our Training Experiences, we will utilize our POWERed UP dynamic-engagement methodology: Purpose-Driven, Organizationally-Focused, Win-Win-Win Based, Engaging & Energetic, and Results-Oriented.

We will work hand-in-hand with you to customize a retreat experience that leaves an indelible mark on the lives of your team members. During the 2 days, they will have the opportunity to **Relax, Renew, Reflect** and **Get Ready** for the journey that lies ahead. This professional development opportunity will equip them with the tools necessary to lead and govern their schools to continued growth and success.

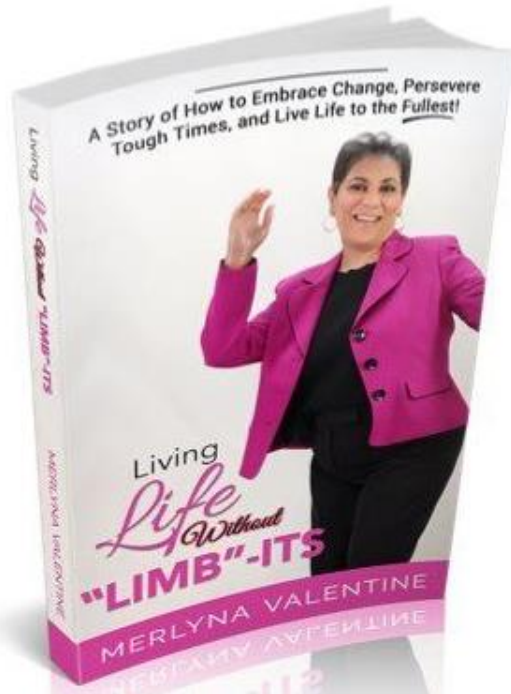
This MASALA Training Experience will be comprised of the modules below:



Module 1 - Let's Get Motivated...Living Life Without "Limb"- ITS

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After an interactive and engaging welcoming ice breaker, the retreat experience will get kicked off with an inspirational message and session led by Merlyna Valentine.

As a well-respected educator for over thirty years, Merlyna Valentine received numerous awards as a teacher, principal, and executive director in a highly successful Louisiana school district.

Against overwhelming odds, Merlyna overcame a medical tragedy and thrives in her new life. Her powerful story of perseverance, courage, and hope was featured on the Today Show and in Ebony magazine.

Merlyna's inspirational message is sure to set a tone for the retreat experience and leave an indelible mark on the life of every leader that is a part of the presentation.

The inspirational message will then be followed by an interactive workshop session led by Team VSC. This session will give your leaders an opportunity for self-reflection personally and professionally. This session will

focus on the following topics:

Fit, Fired Up and Fueled for Fulfillment

Leaders who are "Optimally Well" feel good about themselves, their relationships, and their purpose in life. They are empowered to take every aspect of their lives to higher levels of excellence.

Wellness is very important to experiencing success in the 21st century workplace. Educators will be led through self-reflective activities and discussions that highlights the seven dimensions of wellness and unveils how they impact performance and overall quality of life.

Living Life Without "Limb"its!

Life can be filled with setbacks and disappointments. The key to success is knowing how to bounce back and keep it moving...no limits! Merlyna will teach your group how to accept adversity and use it to focus on life's possibilities.

Your group will be shown how they can have a positive attitude and enthusiastic outlook during challenging times and difficult situations. They can use that attitude to catapult them to victory and success despite the obstacles they face as leaders.

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After a lunch break, we will close day 1 of the retreat experience with the transformational What's Your FLAVA? effective communication system.

Personality clashes are cited by employees as the leading cause of work place conflicts which cost U.S. companies more than \$350 billion each year (Source: CPP, Inc.) Work demands can bring numerous opportunities for stress and frustration alone, but combine these challenges with staff conflicts, personality clashes and snarled lines of communication and it becomes virtually impossible to deliver excellence.

The What's Your FLAVA? system can help you, as a leader, address these challenges and create a more harmonious and effective work environment for the teams you lead.

During this Training Module attendees will:

1. Gain insights into their FLAVA and the FLAVAs of others
2. Participate in interactive team building activities that showcase the FLAVAs at work
3. Enhance effective communication and leadership skills through understanding the FLAVAs
4. Gain an understanding of leveraging FLAVA in relationships, organizational responsibilities, and effective management of talent.



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On the 2nd day of the retreat experience, we will build on the energy, cohesiveness, understanding, and empowerment gained on day 1. The lessons learned during the first two modules will lead us to the final module of our experience, Organization On Course?

The Organization On Course? Module starts with an interrogative, Is Your Organization On Course for the Journey to your Destination ?

During this highly interactive work session experience, the essential processes of the organization are compared to a cross-country road trip. The ultimate goal of the organization and the session is getting to your destination, your "x". Each principal is part of the East Baton Rouge School System, however, the components of this module will help them focus on their individual schools and getting to their specific destination "X" based on their individual uniqueness.

This training is intended to guide the leaders through an assessment of the very foundation of their individual schools: the Mission , Vision , Values and overall Culture. They will be provided with tools in order to build an effective Strategic Plan for the next school year that will lead them to organizational success in a highly competitive marketplace.

During this Training Module, the following topics will be discussed and executed:

- Transforming Your Environment...Communication is Key
- Tools for Navigating the Journey... Mission, Vision, Value, Culture
- Developing An Organizational Brand
- Framing the Future of the Organization
- Creating A Strategic Plan for the Next Fiscal Year, As well as
 - Reviewing outcomes from the previous school year
 - Reviewing and reassessing current processes and systems

Module 4 - Self-Reflections & Connections...Kick It Into Gear!

Occupational Wellness involves preparing and making use of your gifts, skills, and talents in order to gain purpose, happiness, and enrichment in your life.

The development of occupational satisfaction and wellness is related to your attitude about your work. Achieving optimal occupational wellness allows leaders to maintain a positive attitude and experience satisfaction/pleasure in their employment.

At the conclusion of the retreat experience, leaders will be guided through a personal empowerment experience that will help them to assess and make steps to improve their occupational wellness.

When they leave this 2-day experience, they will be armed with tools, information and motivation that will allow them to "Kick It Into Gear!"



Next Steps:



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Again, VSC is extraordinarily excited about executing a summer leadership retreat for your team! We are eager to be a part of the amazing things that are happening in your district. We look forward to working together with you in order to make a positive impact on the lives of the students you serve.

Based on the detailed conversation that we have had with your executive team, we have pulled together this proposal as a starting point. We look forward to working closely with you to custom fit this retreat experience to meet your most pressing needs.

We invite you to use this proposal as a guide as you are preparing for our next meeting on March 24th. Please carefully review and we look forward to discussing it with you in great detail next month.

We look forward to building a mutually beneficial relationship with your district for many years to come. Feel free to reach out to me using the information below should you have in questions or concerns.

Yours In Education,

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