A Fierce School

A back and forth exchange, true engagement from the teacher and the students.

A Fierce School

Inviting collaboration; regard for each other’s perspective

A Fierce School

Strong relationships and the culture of passionate engagement that goes with it
Slide 7

A Fierce School

We reveal who we are; we feel seen and heard

Slide 8

A Fierce School

Strong and collaborative structure

Slide 9

A Fierce School

Authentic influence; genuine respect
A Fierce School

A ‘live’ classroom environment; we are present, awake

A Fierce School

High expectations; we hold each other able

A Fierce School Recap
Any Conversation Can

While no single conversation is guaranteed to change the trajectory of a business, a career, a school, a relationship or a life—any single conversation can.
Definition of a Fierce Conversation

A Fierce Conversation is a conversation in which we come out from behind ourselves, into the conversation, and make it real.

The 4 Objectives

- Interrogate Reality
- Provoke Learning
- Tackle Tough Challenges
- Enrich Relationships

The 3 Transformational Ideas
The 3 Transformational Ideas

1. Our careers, our companies, our schools, our personal relationships, and our very lives succeed or fail gradually then suddenly, one conversation at a time.

The 3 Transformational Ideas

2. The conversation IS the relationship.

The 3 Transformational Ideas
The 3 Transformational Ideas

All conversations are with myself and sometimes they involve other people.
The 7 Principles

1. Master the courage to interrogate reality.

2. Come out from behind yourself and make it real.

3. Be Here, Prepared to Be Nowhere Else.
The 7 Principles

4
Tackle your toughest challenge today.

5
Obey your instincts.

6
Take responsibility for your emotional wake.
Slide 31: The 7 Principles

7. Let silence do the heavy lifting.

Slide 32: Coaching Model

Slide 33: Less Effective Coaching

Less Effective Coaching:
- Coach as Advice Giver
- Coaching Checklist
- All Head, No Heart
**Slide 34: Mineral Rights Model**

- Pretending not to know
- Confusion
- Resistance
- Defensiveness
- Rational barrier
- Emotional slush
- All possibilities

**Slide 35: Coaching Conversations**

1. Identify the Issue
2. Clarify the Issue
3. Determine Current Impact
4. Determine Future Implications
5. Examine Personal Contribution to the Issue
6. Describe the Ideal Outcome
7. Commit to Action

**Slide 36: Think fierce.**

- Fierce Conversations
- Fierce: Sustaining teachers and students’ capacity to serve as effective educators and young adults for overall growth and success, structuring the basis for high levels of honesty, collaboration, respect, and partnership across all grade levels.

- Fierce