



Lead with Trust.



Inspire with Purpose.



Empower for Growth.



<https://forms.office.com/r/vpVi0TaHKa>

HIGH ROAD LEADERSHIP

TRUST AND INSPIRE

WELCOME

Steve Epstein

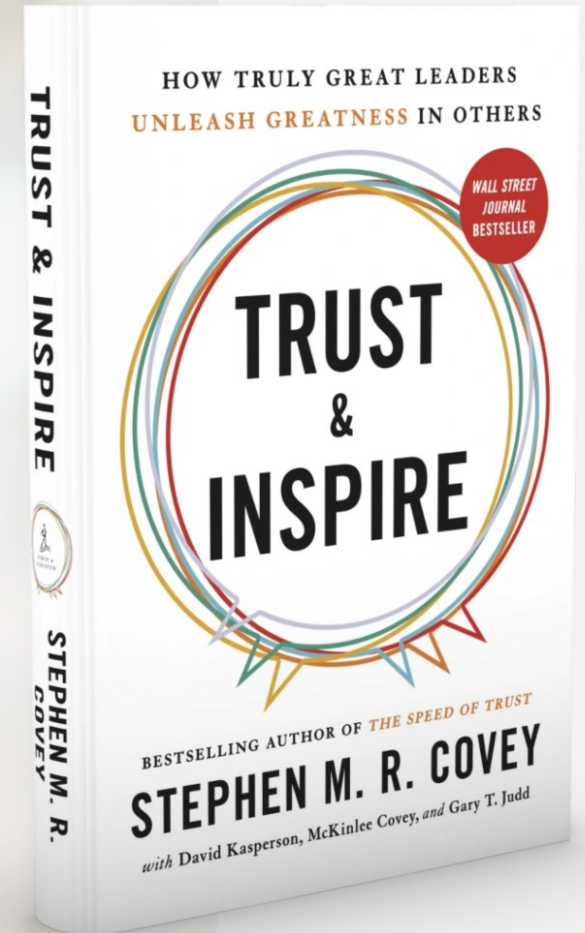
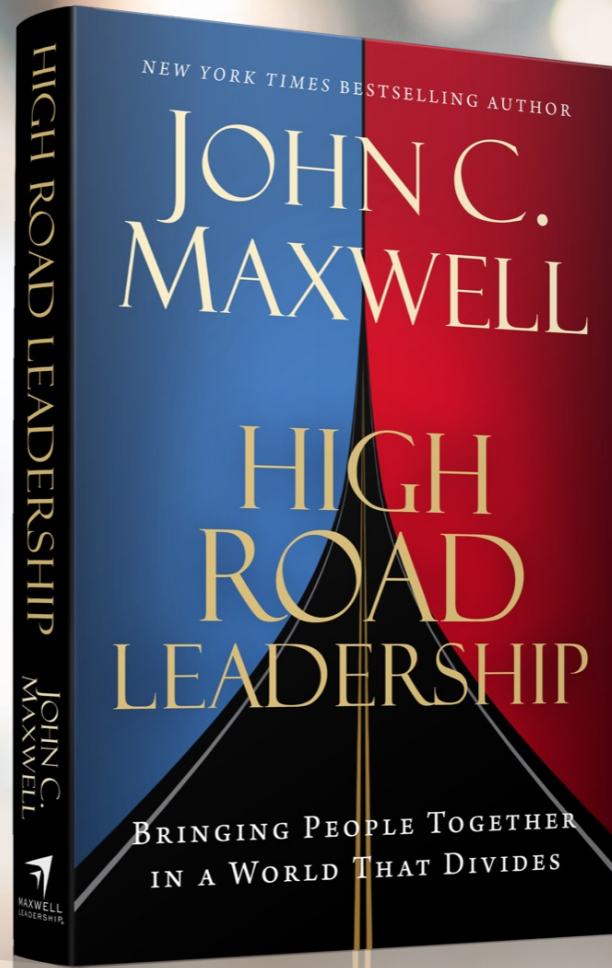
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*Getting to know you with a little of This or
That!*

Apple *or* Android

Call *or* Text

Early Bird *or* Night Owl

Beach *or* Mountains

Pickleball *or* Tennis

Dunkin *or* Starbucks



HIGH ROAD LEADERSHIP

BASED ON THE BOOK BY JOHN C. MAXWELL



Leading with
Integrity, Elevate
Others

3 KINDS OF LEADERSHIP

LOW-ROAD

MIDDLE-ROAD

HIGH-ROAD





WHAT KIND OF
LEADER DO YOU
WANT TO BE?



VALUE ALL PEOPLE FRAMEWORK

- Embrace Them
- Believe In Their Potential
- Extend Unconditional Love
- Challenge Them



ENJOY THE POSITIVE RETURN

Time and Consistency
of Valuing People =
People Eventually
Changing and Living
Into Their Potential



WHY THE HIGH ROAD IS THE BEST ROAD

The High Road Brings People Together

The High Road Brings Out the Best in People

The High Road Creates Winners Without Creating Losers

The High Road Has Less Traffic

The High Road is the Path to Significance

HIGH ROAD LEADER HABITS

- Practice empathy
- Assume positive intent
- Lead with curiosity, not judgment
- Own your mistakes
- Lift others up publicly and privately



HIGH ROAD LEADERS

- Create a culture of *trust*
- Promote collaboration and respect
- Elevate morale and *intrinsic motivation*
- Set a positive example for students and staff



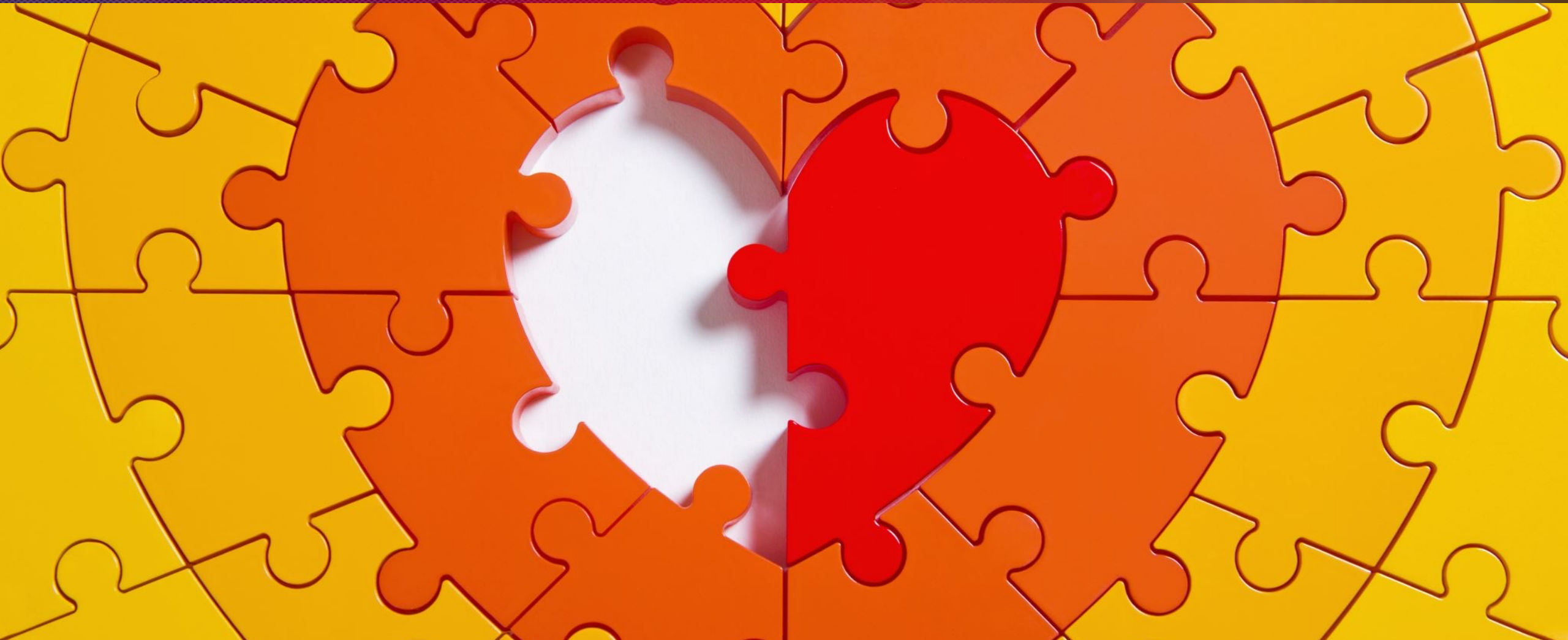


Activity – Road Reflection

Think of a recent leadership challenge you faced.

- Which road did you take?
- Would you choose differently now?
- Write in your journal or device.
- Share at your table.

CHANGE OF HEART



Key Takeaways

HIGH ROAD LEADERSHIP



- The High Road is a ***choice***
- It requires courage and consistency
- Your leadership creates the climate
- You are the ***model*** for what is possible
- A leader's behavior can ***shift the culture***
- Positive energy is contagious
- ***Inspires people to rise higher***



TRUST & INSPIRE

BASED ON THE BOOK BY STEPHEN M. R. COVEY



Leaders of today
vs. Leaders of
the past

Without *TRUST*,
influence is
nothing more than
coercion and
manipulation



**Manage
things,
lead
people**





LEADERSHIP STYLES

- **Command & Control**
- **Trust & Inspire**





TRUST & INSPIRE HABITS

- ***Model expectations***

- Listen intently
- Admit when you're wrong
- Keep your promises and tell the truth
- Hold yourself accountable
- Operate with transparency and no hidden agendas.

- ***Embody Values to display***

- Humility and Courage
- Authenticity and Vulnerability
- Empathy and Performance

Activity

Motivation vs. Inspiration

Complete the Brain Dump Chart at your Table/Padlet

- Differences
- Tips
- Examples

Scan me



<https://padlet.com/sepstein17/Inspire>

MOTIVATION



- Internal or External ***rewards***
 - tangible rewards
- ***Temporary***
 - based on success and fulfillment
- ***Push***
 - how or what of the action
 - goal-directed behavior

INSPIRATION

- ***Internal Passion***
 - desire to act
- ***Long-lasting***
 - tends to be more rooted in values
 - sparked by people, events, etc.
- ***Pull***
 - why
 - purpose behind action





INSPIRATION MATTERS...

- *Inspiration* taps into **purpose** and **ownership**
- People **perform** better when they feel **trusted**
- **Intrinsic motivation** leads to long-term engagement
- Build **trust** through consistency and **authenticity**
- **Model** passion for learning
- **Connect** to individual's interests
- Offer choices in learning paths
- **Celebrate** effort and **growth**, not just outcomes



**Motivation is a
byproduct of Inspiration**

Steve Epstein

ECSLeadership.com

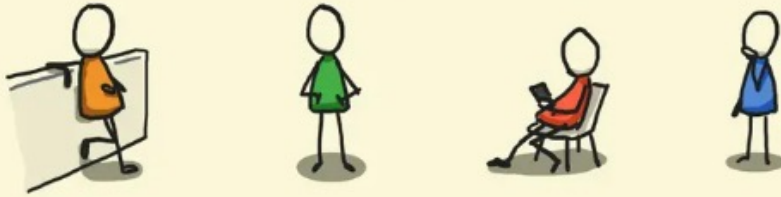
IMMEDIATE STRATEGIES

- Start meetings with a daily quote or gratitude circle
- Give people a voice in how they learn
- Reflect on your own 'why' with students/staff
- Recognize small victories publicly
- Allow people to set personal learning goals



WHOSE JOB IS IT?

This is a story about four people named **Everybody**, **Somebody**, **Anybody**, and **Nobody**.



There was an important job to be done and **Everybody** was asked to do it.

Everybody was sure **Somebody** would do it.
Anybody could have done it, but **Nobody** did it.

Somebody got angry about that, because it was **Everybody's** job.



Everybody thought **Anybody** could do it but **Nobody** realized that **Everybody** wouldn't do it.

it ended up that **Everybody** blamed **Somebody** when **Nobody** did what **Anybody** could have done.

FAMILY Dynamics

Key Takeaways TRUST & INSPIRE



- Trust First
- Inspire Always
- You are the catalyst
- Model
- Empower
- Take Responsibility

**High Road + Trust & Inspire =
Transformational Leadership**

Leadership (Influence)

Culture (Relationships)

Systems (Processes)

Results (Instruction)



High Road + Trust & Inspire = Transformational Leadership

High Road Leadership = Values-based decisions, integrity, influence
Trust & Inspire = Empowerment, modeling, extending trust



Together, they *shift* focus from
compliance to *commitment*

High Road + Trust & Inspire = Transformational Leadership

Shared Beliefs...

Without trust, leadership is transactional, not transformational.

People will follow your example long before they follow your instructions.

Elevate others through trust, belief, and opportunity.

ELEVATE OTHERS



The purpose of leadership isn't control—it's growth.
High Road leaders elevate by living values.
Trust and Inspire leaders elevate by believing in and empowering others.

“When you take the High Road and Trust First, you don’t just lead better – you build a culture that lasts.”

Adapted from Covey & Maxwell

Getting to know you with a little of This or *That!*

Create Followers or Create Leaders

Trust First or Wait until Proven

Model Behavior or Set Expectations

Culture of Trust or System of Accountability

Assume the Best or Protect against the Worst

Influence or Integrity

Push People or Pull People

Inspiration or Motivation

Lead Team of 100 or Coach Team of 10

THANK YOU

For Making Your Personal Growth a Priority.
Lead using the High Road along with Trust and Inspiration!

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