Throughout todays presentations and my readings in my own time in the book and literature provided to us, I have learned a lot of new knowledge. It has been amazing to see how all of this information we have learned fits into an intertwined puzzle, if you will. First, I have thoroughly enjoyed differentiating between leadership and management. Along with that, I have learned about many traits and how they work together to form great leaders. The diversity of this courses and the presentations have helped everyone engage in collaborative, professional settings. We have had to use critical thinking and problem solving each in each and every written assignment and in the classes I was able to attend. First, I will start by summarizing each presentation.

The Dufour and Eaker presentation, which was my absolute favorite. I loved the ice breaker of the different stations, along with one involving teamwork. One, this engaged all of us as students and motivated us. Two, we were eager to learn the solutions to the tasks given. During the presentation the focus was on ensuring student learning, culture of collaboration and the results. Basically, these are the big ideas and within each are key details. To ensure student learning we need to know our expectations, how we will know they learned the objective, and what we will do if the objective is not learned. For culture of collaboration, this means everyone is working towards school improvements. This includes removing barriers that deny success and working on the curriculum. We have to intend the curriculum, implement it and attain it. Lastly, you have to focus on the results and by doing so this means assessments and sharing results. To do this you have to have a strong, hard work ethic and commitment.

The next presentation, Deming and the Red Beans was one of my favorites. All too often we give unrealistic expectations to students without realizing. At least, this was my take from this presentation. Scooping only white beans was impossible, but yet that was the goal that instructors gave.

Another presentation spoke about Warner Burke, the Burke-Litwin Theory of Organizational Change. Warner Burke came up with a process to make organizational change a success. It is a process that goes from the top-down. It consists of 12 organizational dimensions. All of these dimensions are linked in some way. In order for change to be successful in any organization, all of the people involved have to be on the same page and following the same procedures. Based on the Burke-Litwin model, the steps do go in a certain order.

As we continued, we learned about another important person named William Glasser. During this presentation, I felt like they were extremely great as presenting us with lots of information. Here, we learned about Choice Theory​ which was developed by William Glasser. It is the explanation of human behavior based on internal motivation. We use choice to meet the five basic needs of our genetic structure. Lead management is the application of choice theory. The five basic needs included survival, love and belonging, power, freedom and fun. In addition, we learned about the 10 axioms of Choice Theory and what axioms are, however, I am not going to list them here as we all have the list in the listserve. Choice theory, with the Seven Caring Habits, replaces external control psychology and the Seven Deadly Habits. External control, the present psychology of almost all people in the world, is destructive to relationships. When used, it will destroy the ability of one or both to find satisfaction in that relationship and will result in a disconnection from each other. Being disconnected is the source of almost all human problems

such as what is called mental illness, drug addiction, violence, crime, school failure, spousal abuse, to mention a few.

Reality Therapy is a form of counselling that encourages the individual being counselled to look for solutions to problems by changing his or her own behavior. It uses a process of strategic questioning to initially help the person to find out what he or she really wants out of the problematic situation and then to assist the person in developing a personal plan to achieve it. Fundamental to Reality Therapy is the belief that the only behavior a person can change is their own and that they need to take responsibility for this if they want to be happy. It

emphasizes that individuals need to choose their own futures by living and planning in the present.

Within this presentation, we discussed quality schools. Quality schools​, best described in Dr. William Glasser's The Quality School, The Quality School Teacher, Choice Theory, and Robert Sullo's Inspiring Quality in Your School, are schools that intentionally apply the ideas of Choice Theory, the practices of Lead Management and the process of Reality Therapy throughout the school.

Lastly, we spoke about Peter Senge and the Fifth Discipline. Personal mastery is something that we all want to achieve, whether we know it or not.  It is guided by principles such as purpose, vision, belief, commitment, and knowing oneself. The more you know yourself, the better you will be able to deal with difficult situations and pressures.  Knowing yourself well helps you to know other people better, as well. This will help you as a leader and as a teammate to deal with your team member’s weaknesses strengths in an honest way.

At the very end of today this is my reflection: To be an effective leader, you should understand the difference between criticism and critiquing. The point of giving honest feedback is to give support, never to try to control others. If you know yourself, you will also be able to manage your emotions more effectively.  All of these things will help you to better respond to situations rather than just reacting to the situation. In the end, I think it is easy to see how all of these theories and information intertwine. They may all differ in various ways, but they also all have one big picture of success. Success is all of our goals. All of these presentations overlapped in some way or sort. In each part, you can see that all of the components have to work together for change to take place and to work properly. If one component is missing, the system as a whole does not work to its best potential.