



GENIUS at WORK



ANOKA-HENNEPIN SCHOOLS

Cory McIntyre, Superintendent

Tonya Constantine, Deputy Superintendent

Dr. Annette Ziegler, Assistant Superintendent-Secondary

Dr. Jinger Gustafson, Assistant Superintendent-Elementary

Introduction by Dr. Michelle Langenfeld, Anoka-Hennepin School Board



The Working Genius Model

Patrick Lencioni, creator

Simple framework ~ based on peoples' gifts

Increase productivity/Reduce judgment

6 "Geniuses":

2 Genius, 2 Competency, 2 Frustration



“When human beings are fully alive at work...tapping into their Geniuses...they are much more likely to contribute to an organization’s health and help avoid the perils of dysfunction.”

-Patrick Lencioni





Three Phases of Group Work: Which Phase Energizes YOU?

(Are you a **THINKER** or a **DOER**)

Do you like to:

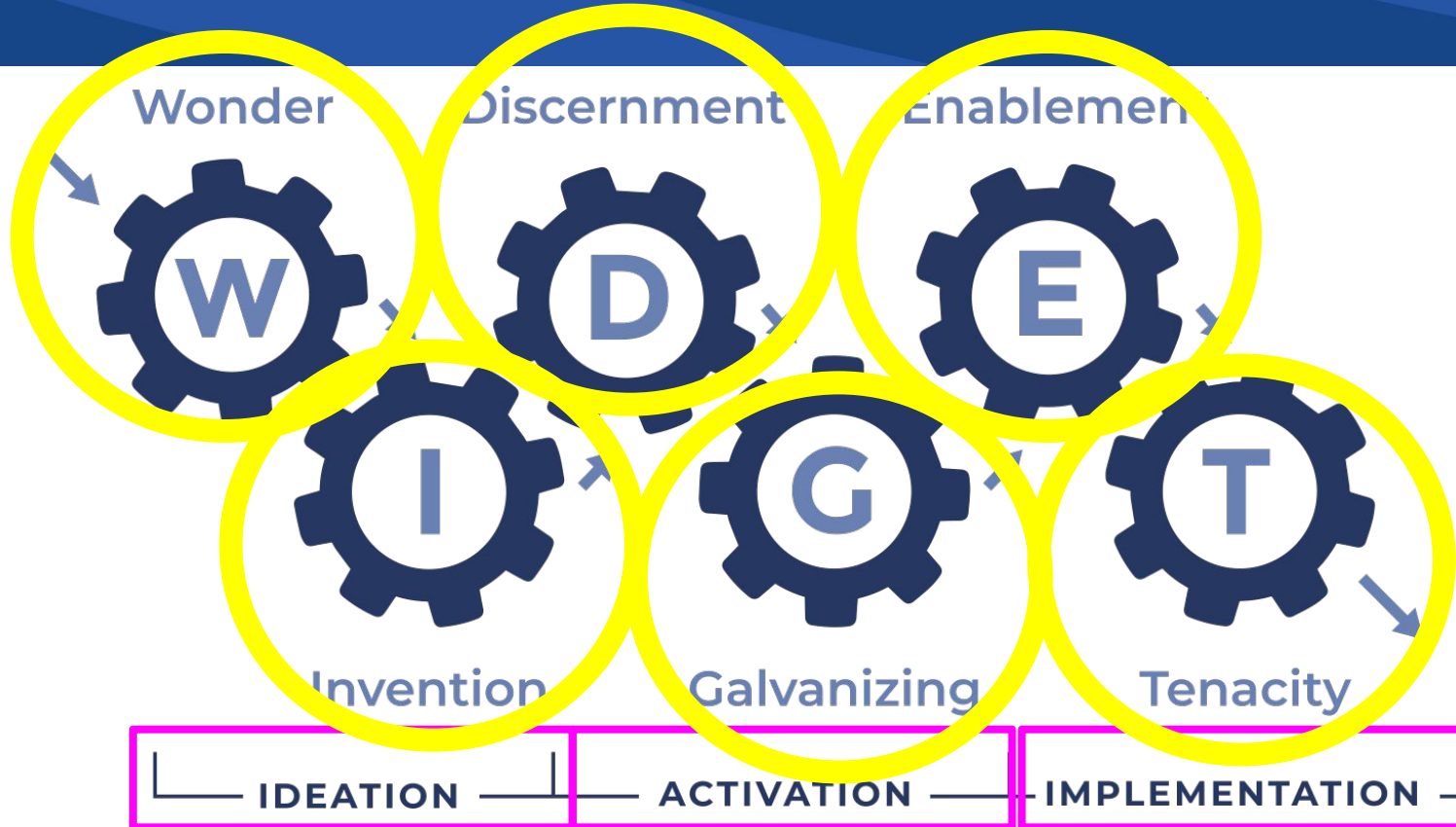
Identify needs, propose solutions: **IDEATION**

Evaluate merit of the idea, rally folks: **ACTIVATION**

Action to completion: **IMPLEMENTATION**

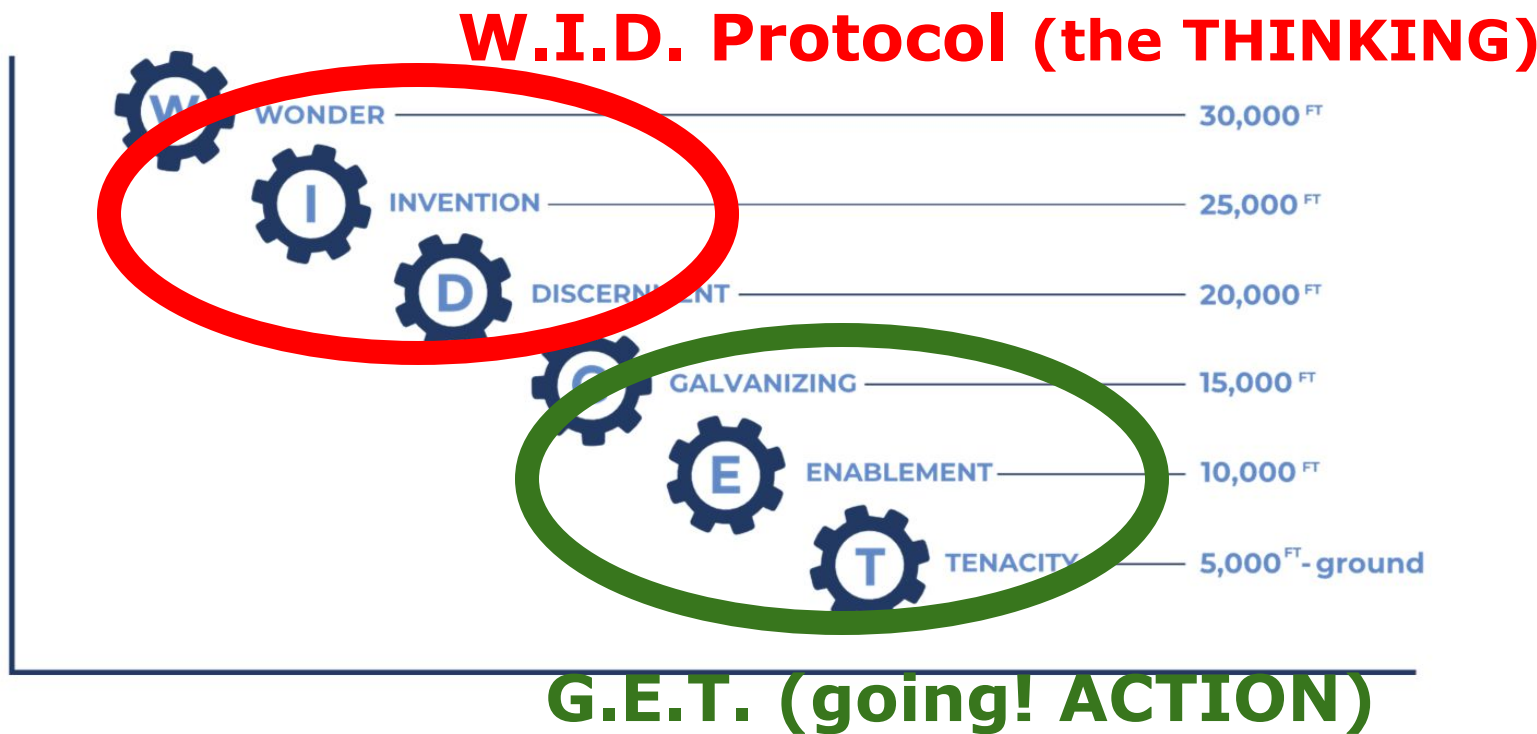


All group work goes through 6 steps





The Altitude of Geniuses



WONDER: Identifies need for improvement or change ~ "I wonder if..."



Strengths: Curiosity, imagination, foresight

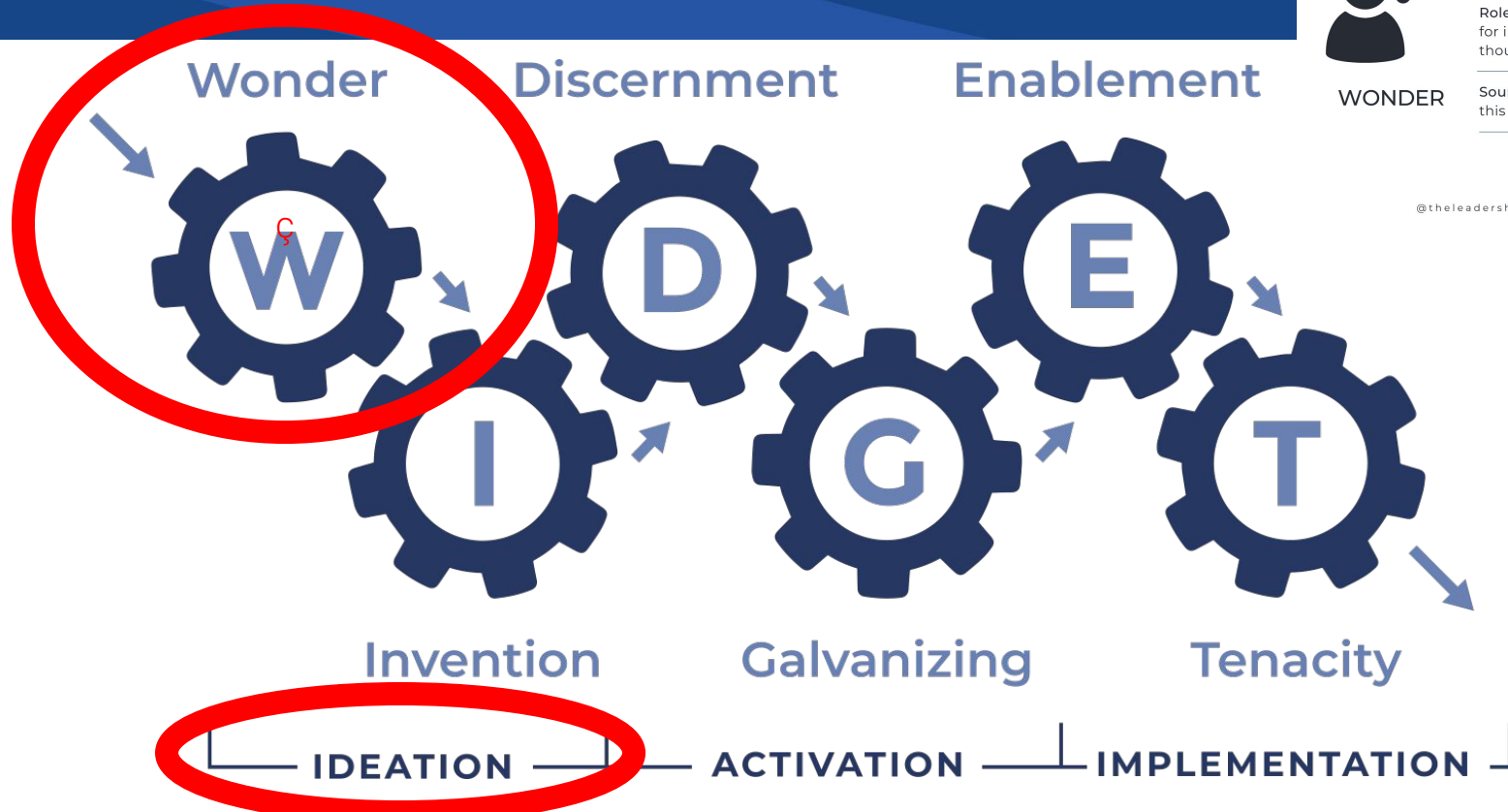
Frustrations: Routine, bureaucracy, micromanagement

Role: Identifying opportunities for improvement, asking thought-provoking questions

Sounds like: "I just don't think this is the way it should be."

WONDER

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INVENTION



Strengths: Creativity, problem-solving, innovation

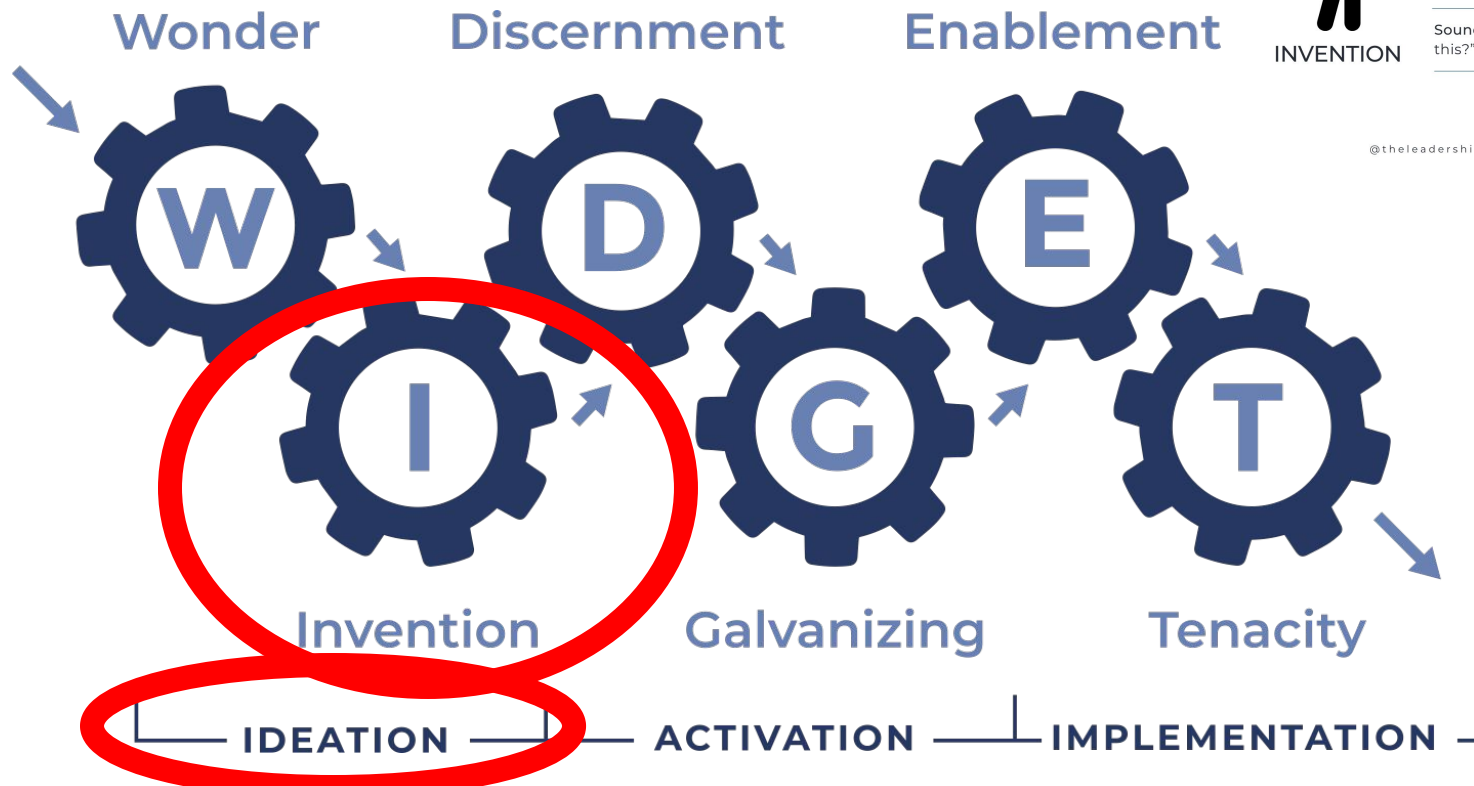
Frustrations: Lack of autonomy, resistance to change, bureaucratic red tape

Role: Generating new ideas, developing innovative solutions

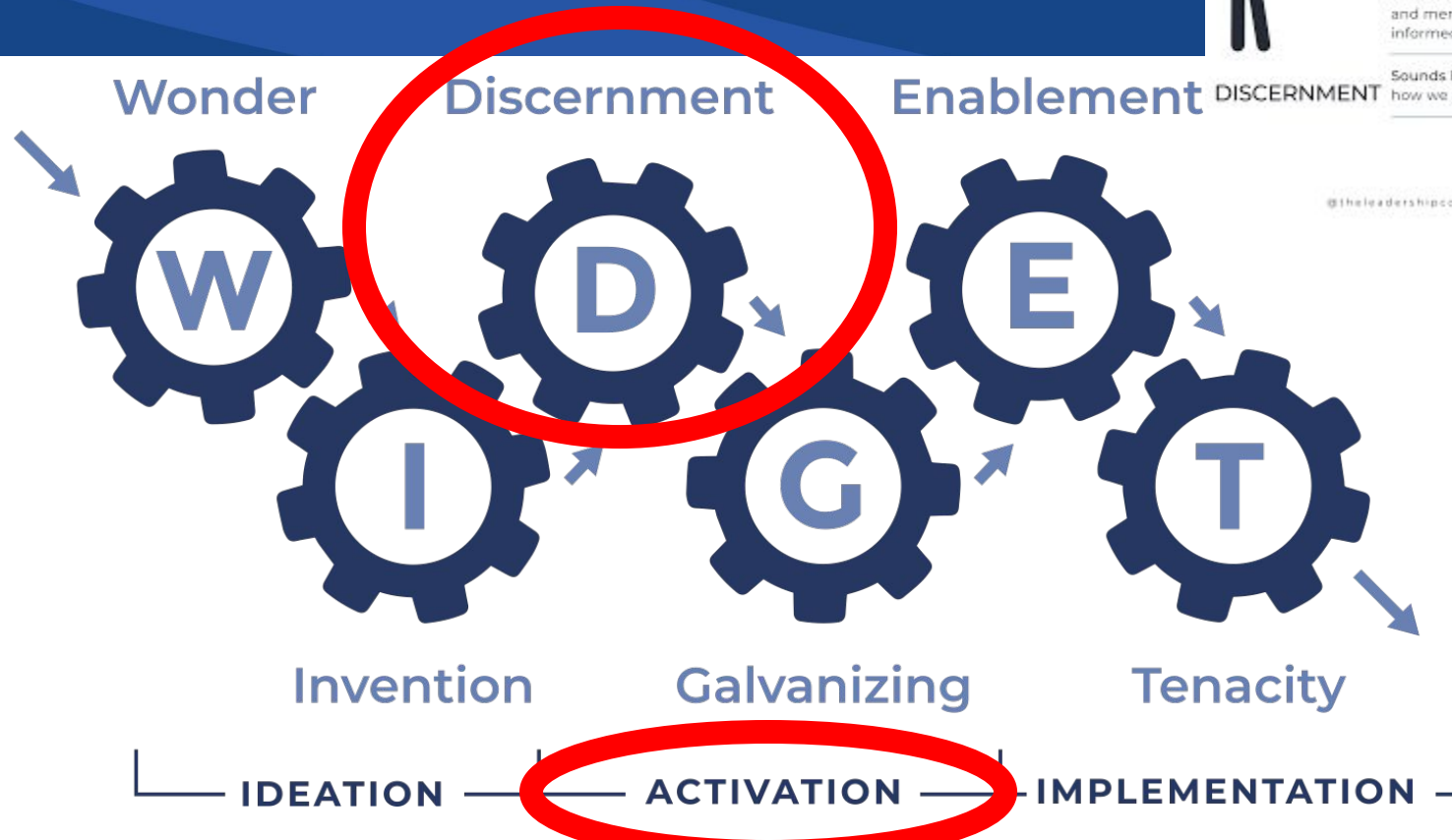
Sounds like: "Hey, what if we try this?"

INVENTION

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T Sounds like: "Let's figure out how we can make this work."



GALVANIZING



Strengths: Enthusiasm, influence, persuasion

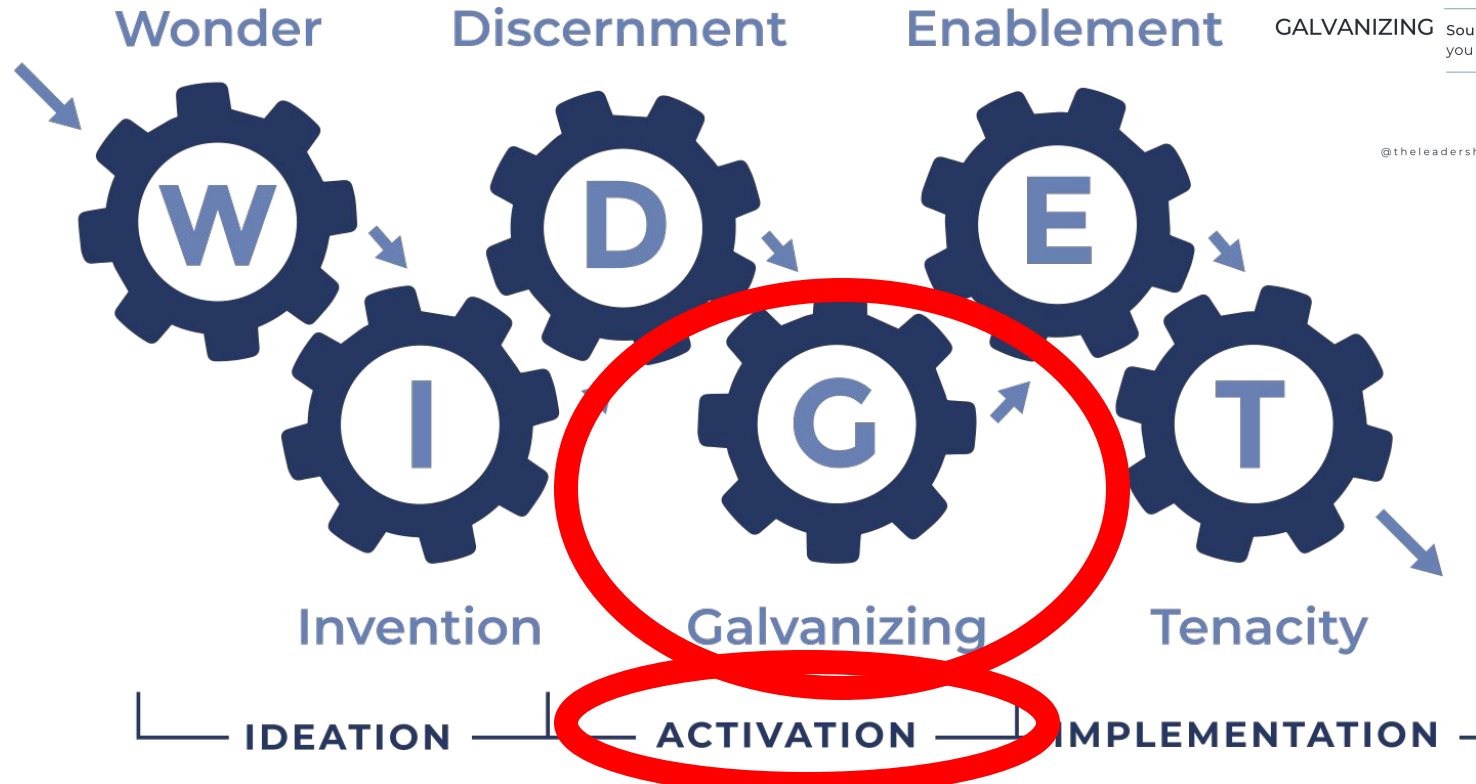
Frustrations: Indecision, lack of action, apathy

Role: Inspiring and motivating others, rallying teams around a common goal

GALVANIZING

Sounds like: "I need to know you are with me on this."

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ENABLEMENT



Strengths: Support, facilitation, organization

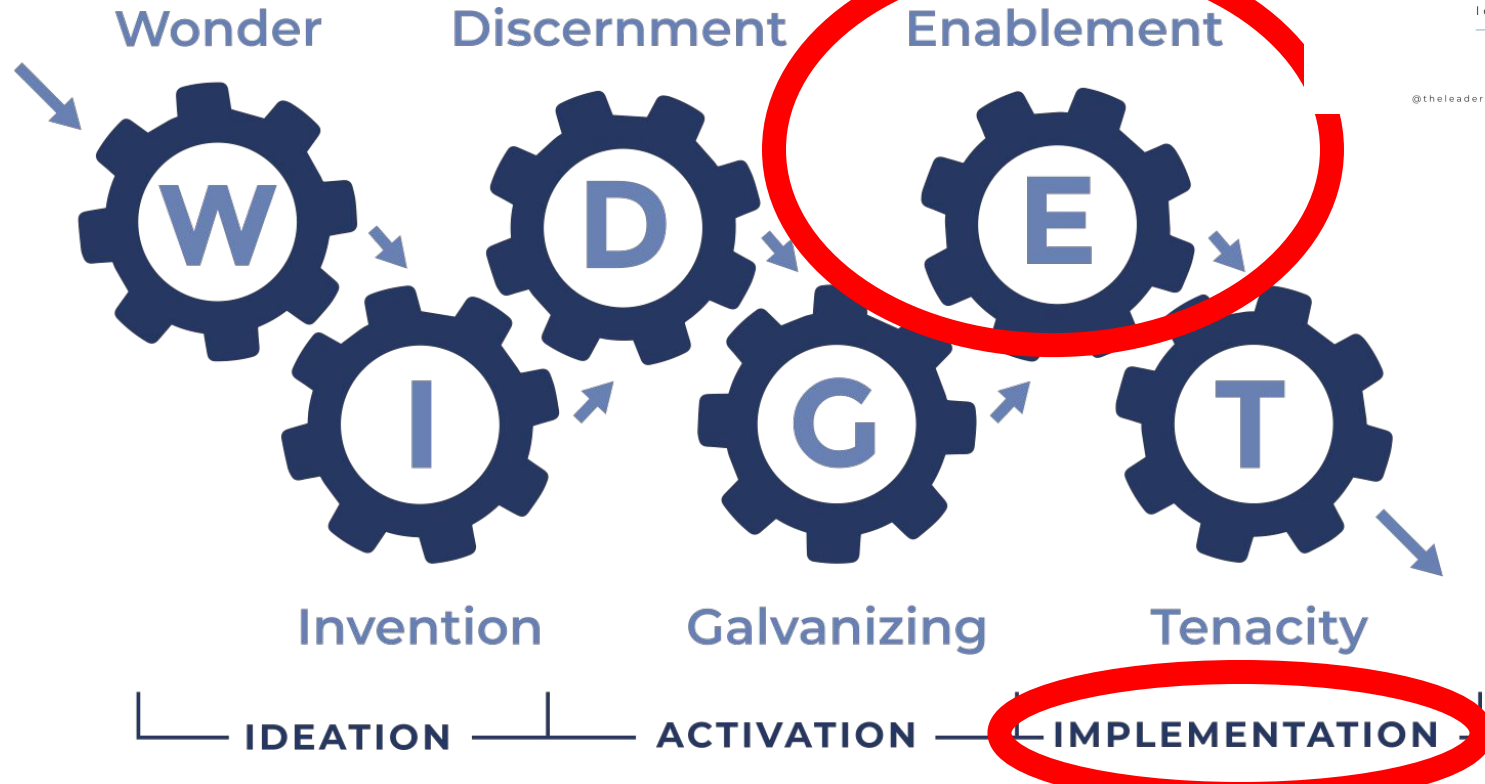
Frustrations: Chaos, lack of structure, inefficiency

Role: Providing resources, removing obstacles, ensuring smooth operations

ENABLEMENT

Sounds like: "Let me know how I can help with this."

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TENACITY



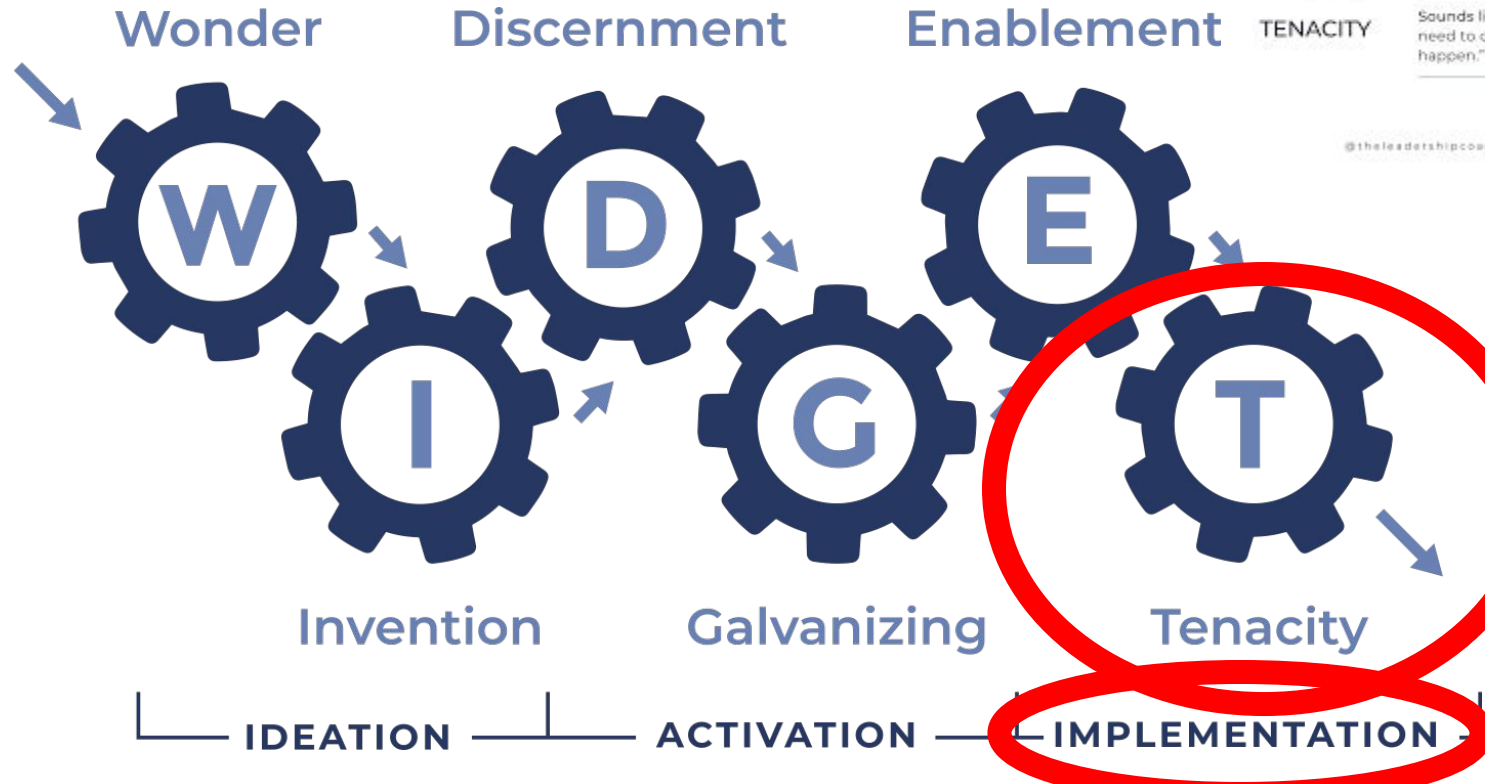
Strengths: Discipline, determination, resilience

Frustrations: Giving up, complacency, low standards

Role: Seeing projects through to completion, overcoming challenges

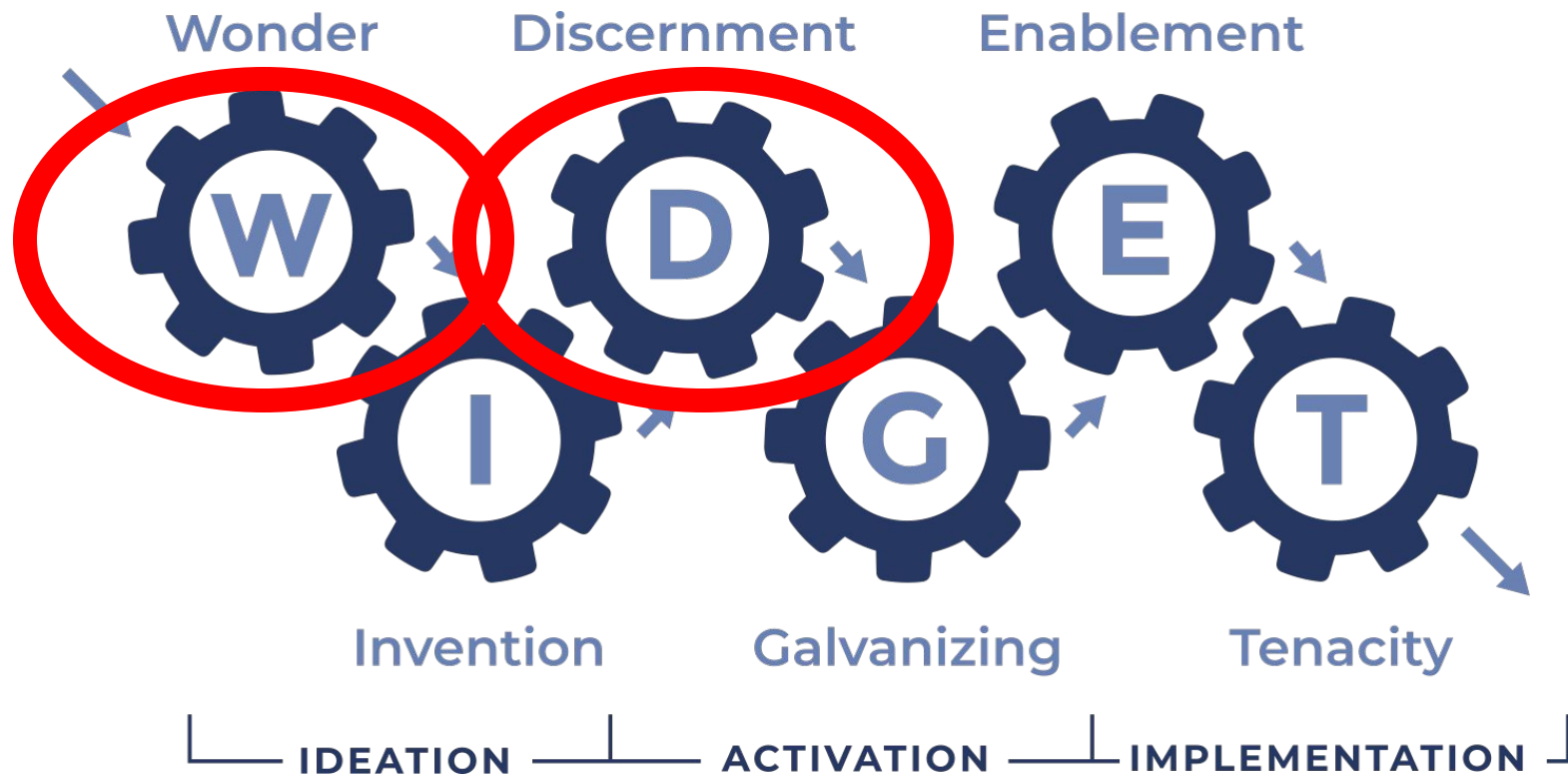
Sounds like: "Here's what we need to do to make this happen."

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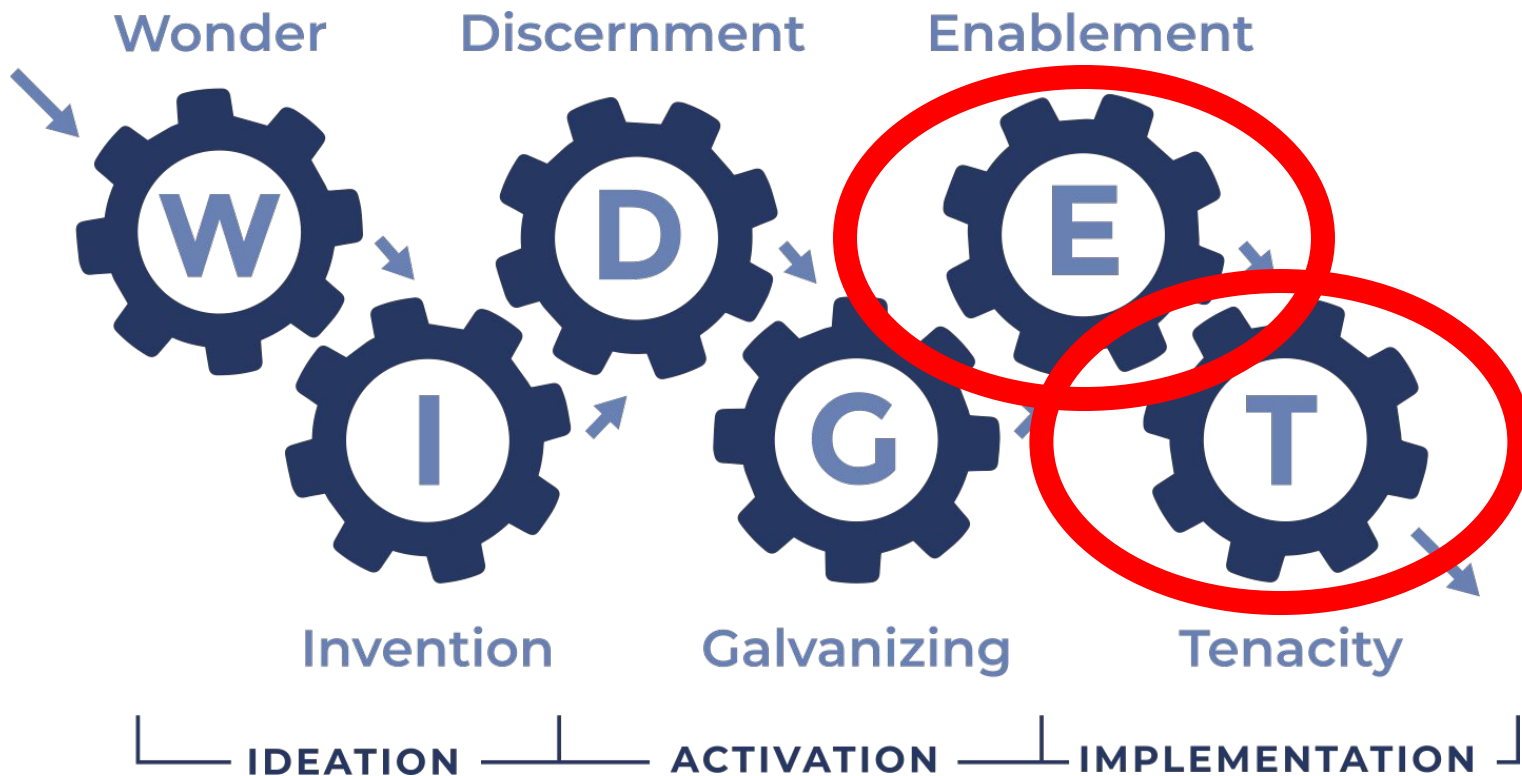
Cory McIntyre

Superintendent of Anoka-Hennepin Schools



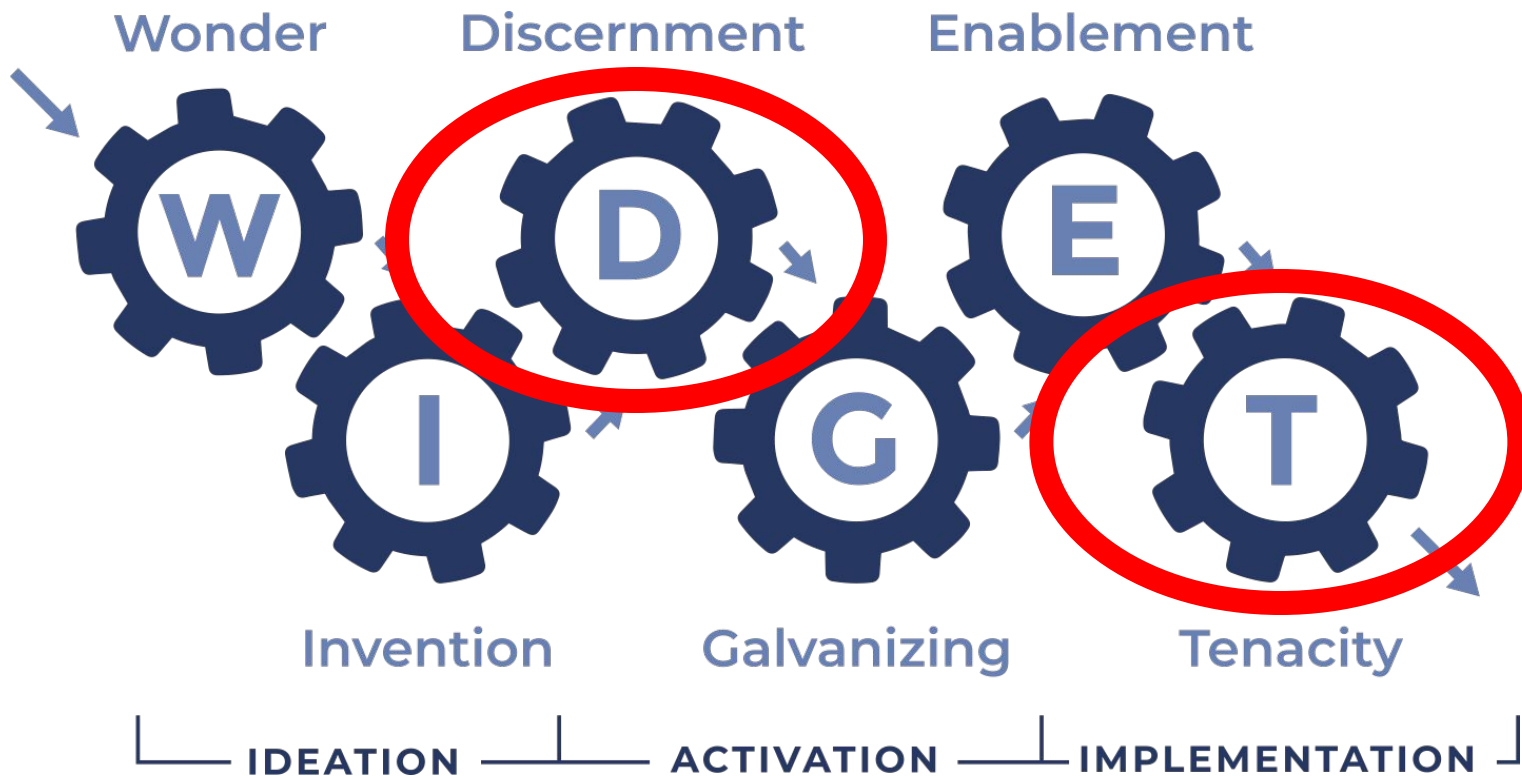
Dr. Annette Ziegler

Associate Superintendent of Secondary



Dr. Jinger Gustafson

Associate Superintendent of Elementary





Team Map

Wonder	
Genius	Frustration
Yasmine T.	*Ross G. Alexis C. Doug T.

Discernment	
Genius	Frustration
	*Ross G. Yasmine T. Willie P.

Enablement	
Genius	Frustration
Alexis C. Doug T.	Victor C.



Invention	
Genius	Frustration
Yasmine T. Willie P.	Victor C. Doug T.

Galvanizing	
Genius	Frustration
*Ross G. Willie P. Alexis C. Doug T. Victor C.	Yasmine T.

Tenacity	
Genius	Frustration
*Ross G. Victor C.	Willie P. Alexis C.

The problems that teams encounter when they lack...

WONDER

- Too busy to notice
- Slow to identify big opportunities and problems

DISCERNMENT

- Surprised by failures
- Fails to adequately evaluate and refine ideas or initiatives

ENABLEMENT

- Lacks help and support
- Doesn't get new initiatives off the ground

INVENTION

- Unable to innovate
- Keeps recycling old ideas and products

GALVANIZING

- Fails to inspire
- Doesn't generate excitement and momentum around new initiatives

TENACITY

- Doesn't finish
- Fails to complete projects or initiatives

**The Geniuses/Frustrations of the boss have double the impact on the work.*

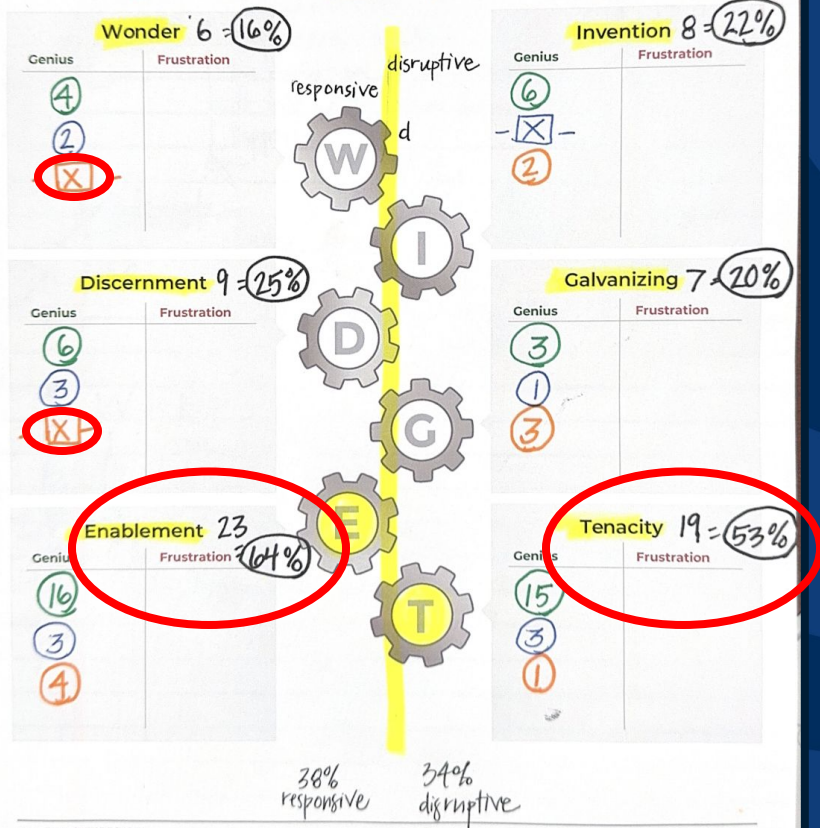


WORKING GENIUS TEAM MAP

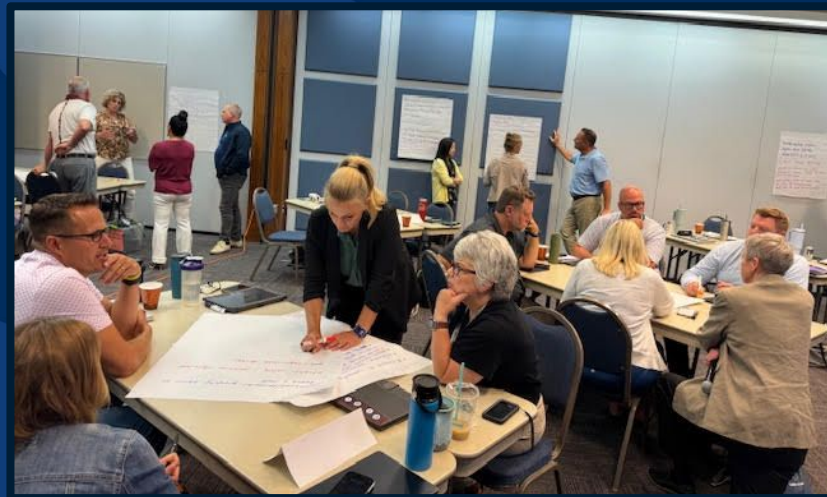
- elementary principals (25)
- middle principals (6)
- high school (5)

Team Map

Anoka-Hennepin
K12 principals
(36)



ANOKA-HENNEPIN
SCHOOLS
A future without limit



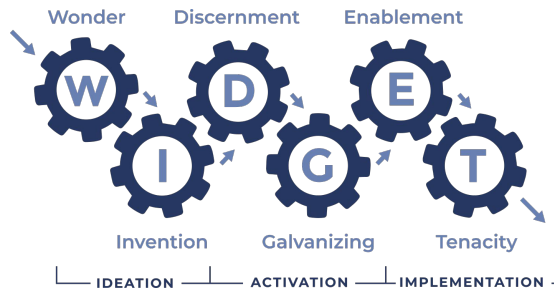
K-12 Principals: Building Trust & Budget Reductions



New Leadership =
Importance of Productive Frameworks

August 7: Building Trust

August 14: Phase III Budget Reductions



Doing the Work: Budget Reductions K-12 Principals

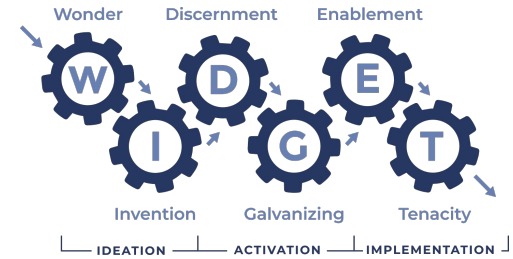


The Situation:

ESSER money is gone.

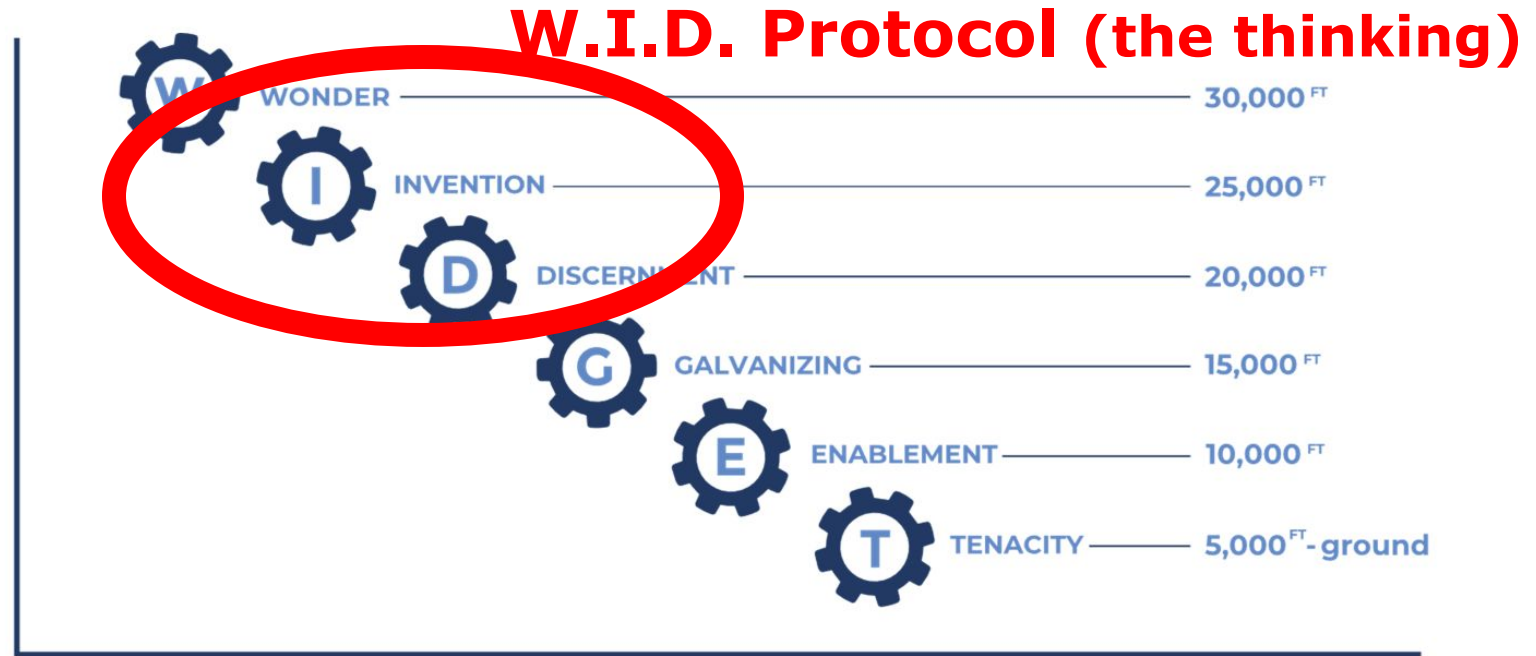
Phase III Budget Reductions hit buildings.

Create a collective, K-12 budget reduction proposal for Board approval.





The Altitude of Geniuses



WID Protocol : Wonder -> Invention -> Discernment



Step 1: WONDER ~ Wonder possibilities, ask questions (*What if we....? Could we?*)

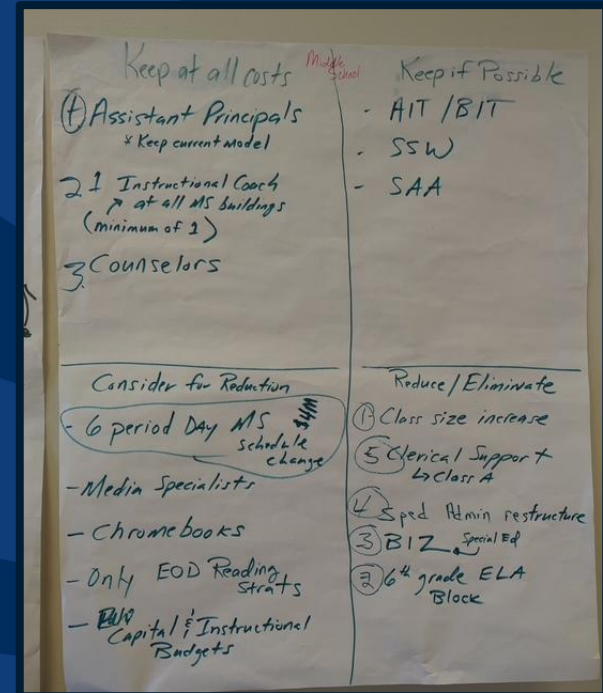
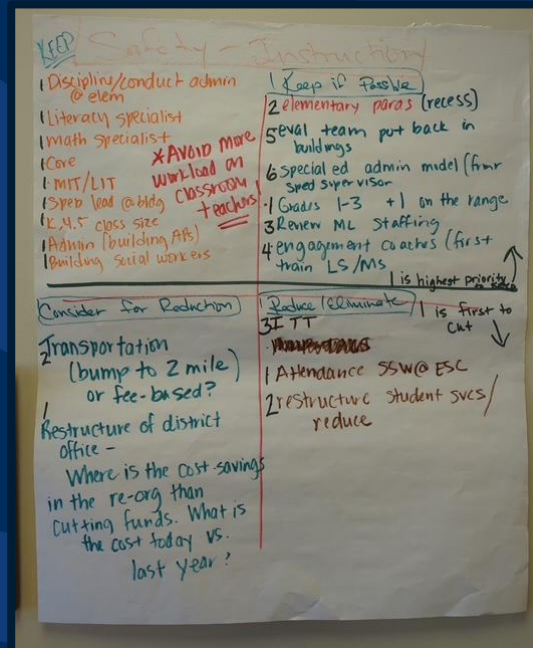


Invention & Discernment



2: INVENTION ~ Problem Solve ideas to pursue the best solution (How about if we...)

3: DISCERNMENT ~ Evaluate/Analyze the idea/plan (Can this really work??)



Closure to the WID* Protocol:

**Wonder/Invention/Discernment*



Ask: Can you support this decision both privately and publicly?

Team agreement is crucial before galvanizing others & moving plan to action!

(Next steps: Galvanize/Enable/Tenacity)





Wait!
What happened next??

- 1. Did this framework truly align the K-12 principals?**
- 2. Did the board approve the proposed reductions?**
- 3. So does the Working Genius framework really work or not??**

— THE 6 TYPES OF —
Working Genius®



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STAGES OF WORK

RESPONSIVE VS DISRUPTIVE

THE 6 TYPES

ALTITUDE

