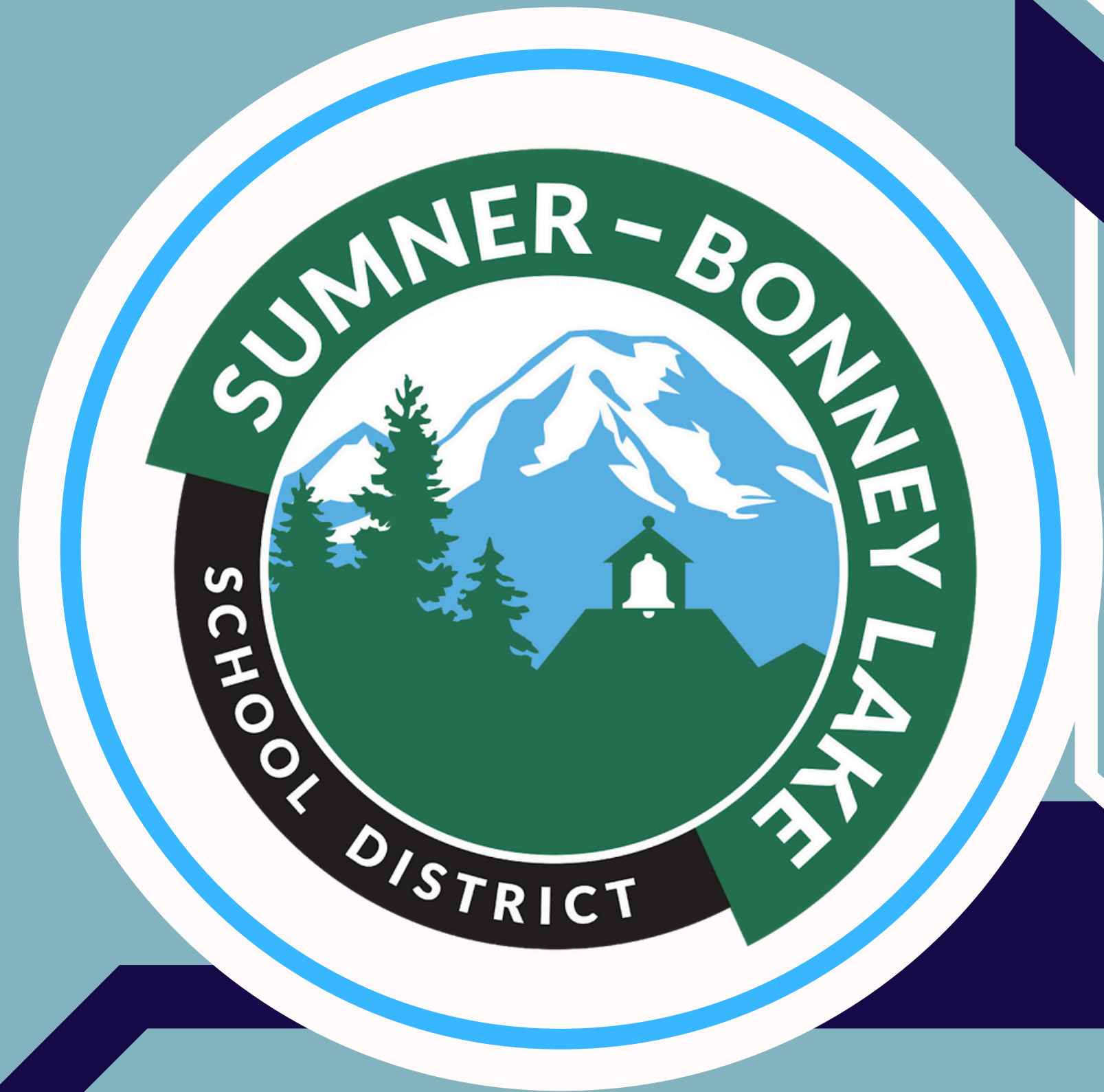
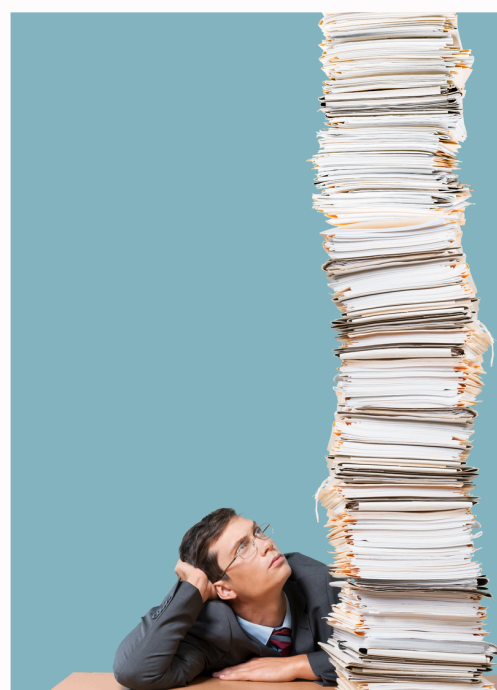
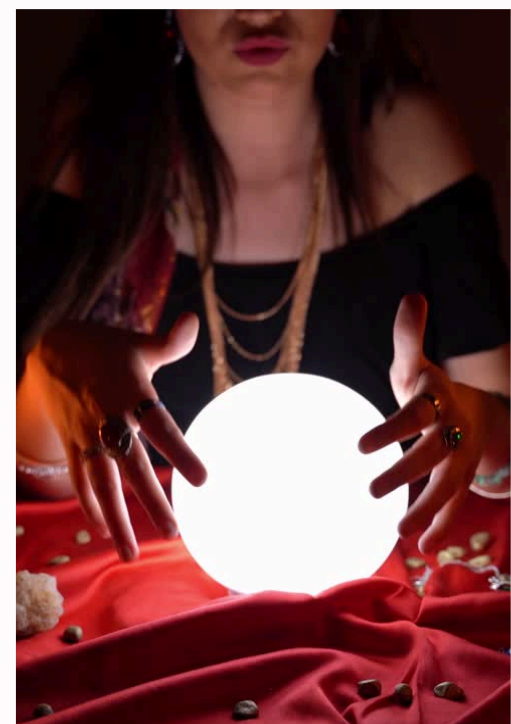


BUILDING COLLECTIVE LEADERSHIP FOR LASTING IMPACT

Superintendent's Conference

DR. LAURIE DENT, SUPERINTENDENT
SUMNER-BONNEY LAKE
SCHOOL DISTRICT





"Which Picture Best Captures Your Life as a Superintendent Right Now?"

BEING A SUPERINTENDENT IS LIKE...

The
TWILIGHT
ZONE

**WHAT THAT CAN
FEEL LIKE...**



I USED TO THINK....

“I carry it all!”

- Leadership meant carrying the weight alone
- Faster to do it myself
- Asking for help was a sign of incompetence
- I needed to have the answers
- Delegating meant giving up control
- Success was measured by how much I could handle
- Vulnerability would erode trust and show weakness
- The buck stops with me—so I have to do it all





“Sometimes you have to step back to lead forward.”



I can't do this alone.

***How do I grow leaders
who can lead with greater
depth, think strategically,
and build readiness for
the future?***



***How do I build
my bench?***

#1 NEW YORK TIMES BESTSELLING AUTHOR

NEVER LEAD ALONE

10 SHIFTS FROM
LEADERSHIP TO
TEAMSHIP

KEITH FERRAZZI

WITH PAUL HILL

TEAMSHIP

“Collective Leadership”

Leadership is about vision, direction, and accountability.

Teamship is about how we get there together.

From Challenge to Collective Strength

- From a strike and a 2% fund balance to more than a 30% reserve
- From a bond failure to \$732M success
- From COVID isolation to a new Strategic Plan
- From doing it all to sharing the load
- From ME to WE
- From Hero to Hero Maker
- From leadership to teamship



**Start by creating the
conditions to develop
leaders.**



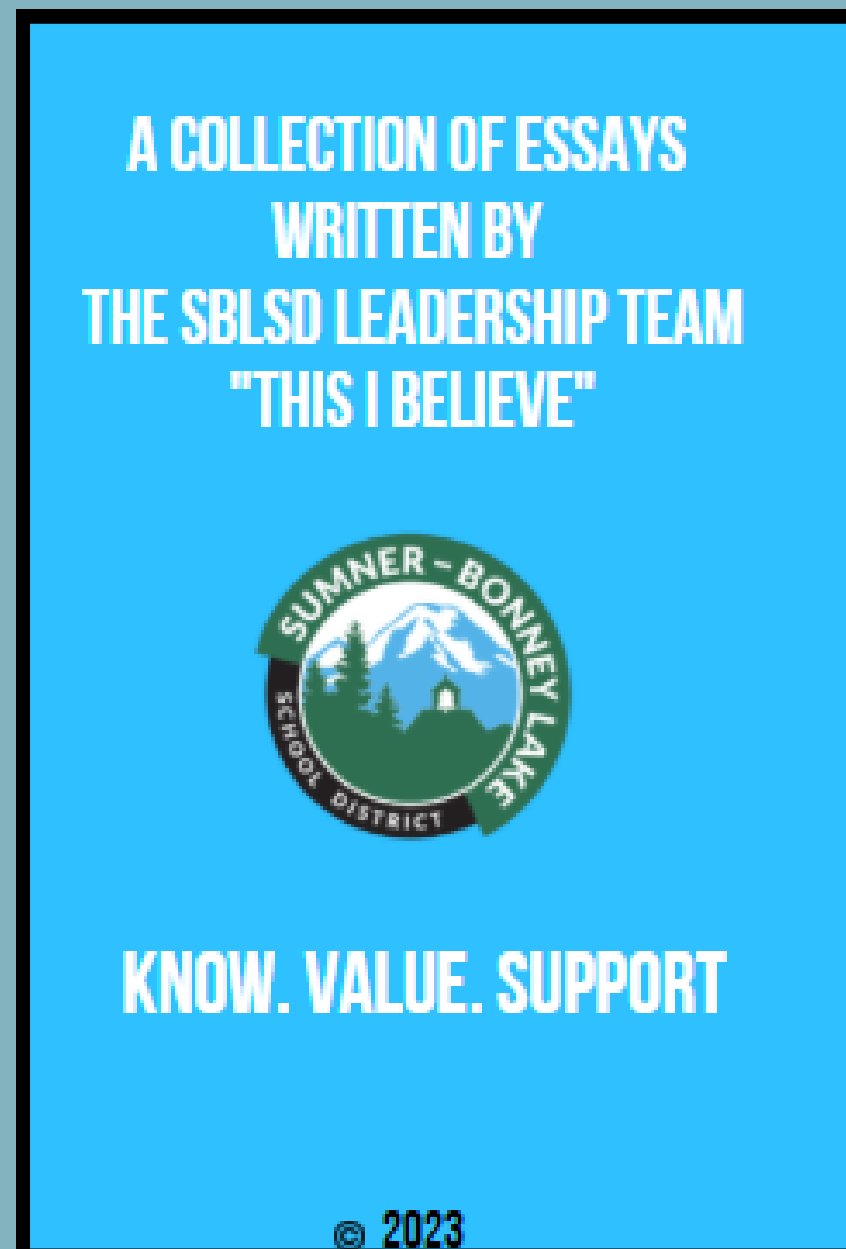
**First Day of Kindergarten with
Principal Jennifer Knight**



**“This I
believe!”**

BUILD A MINDSET

**Sets the foundation
for how people
think, interact, and
solve problems
together — not just
individually**



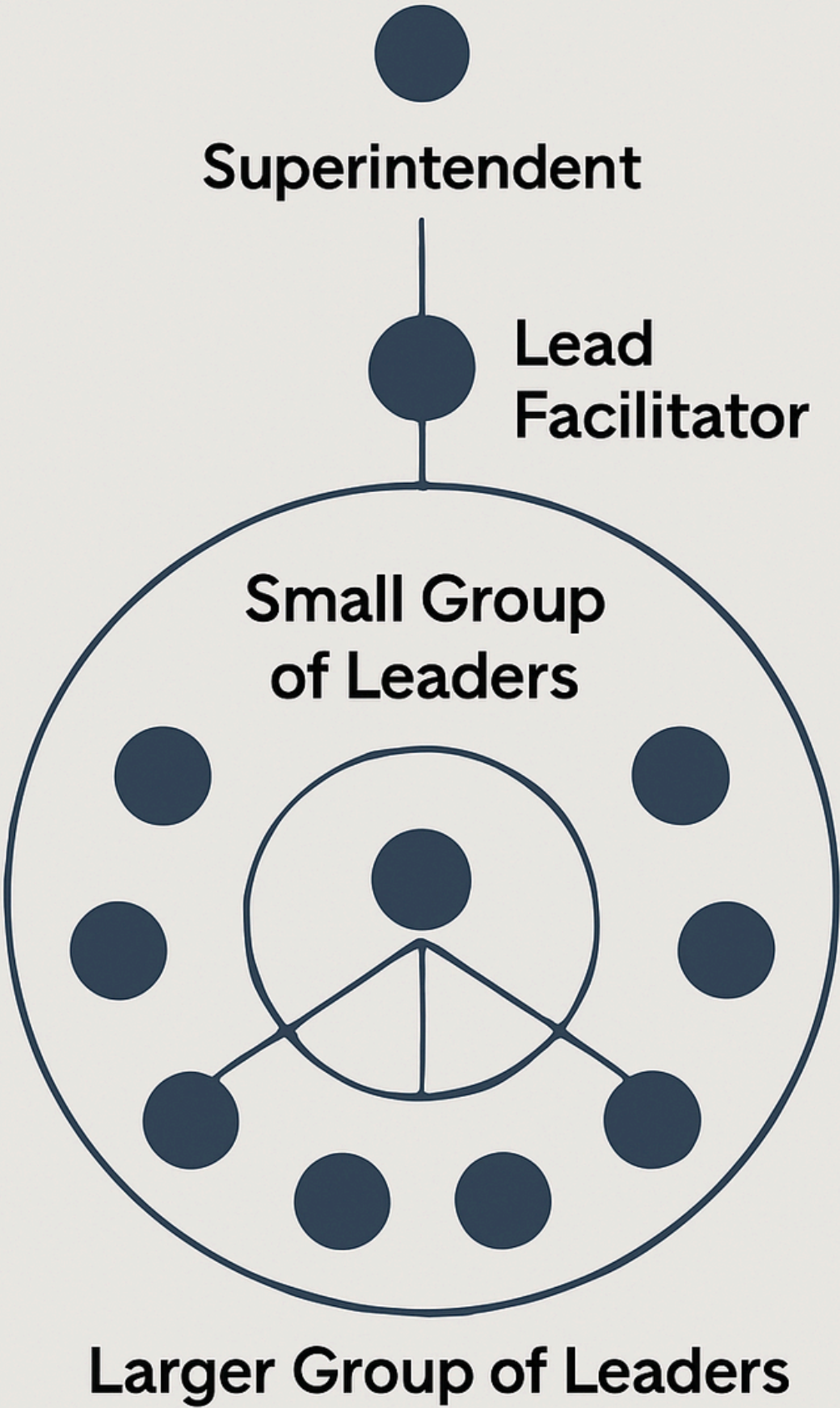
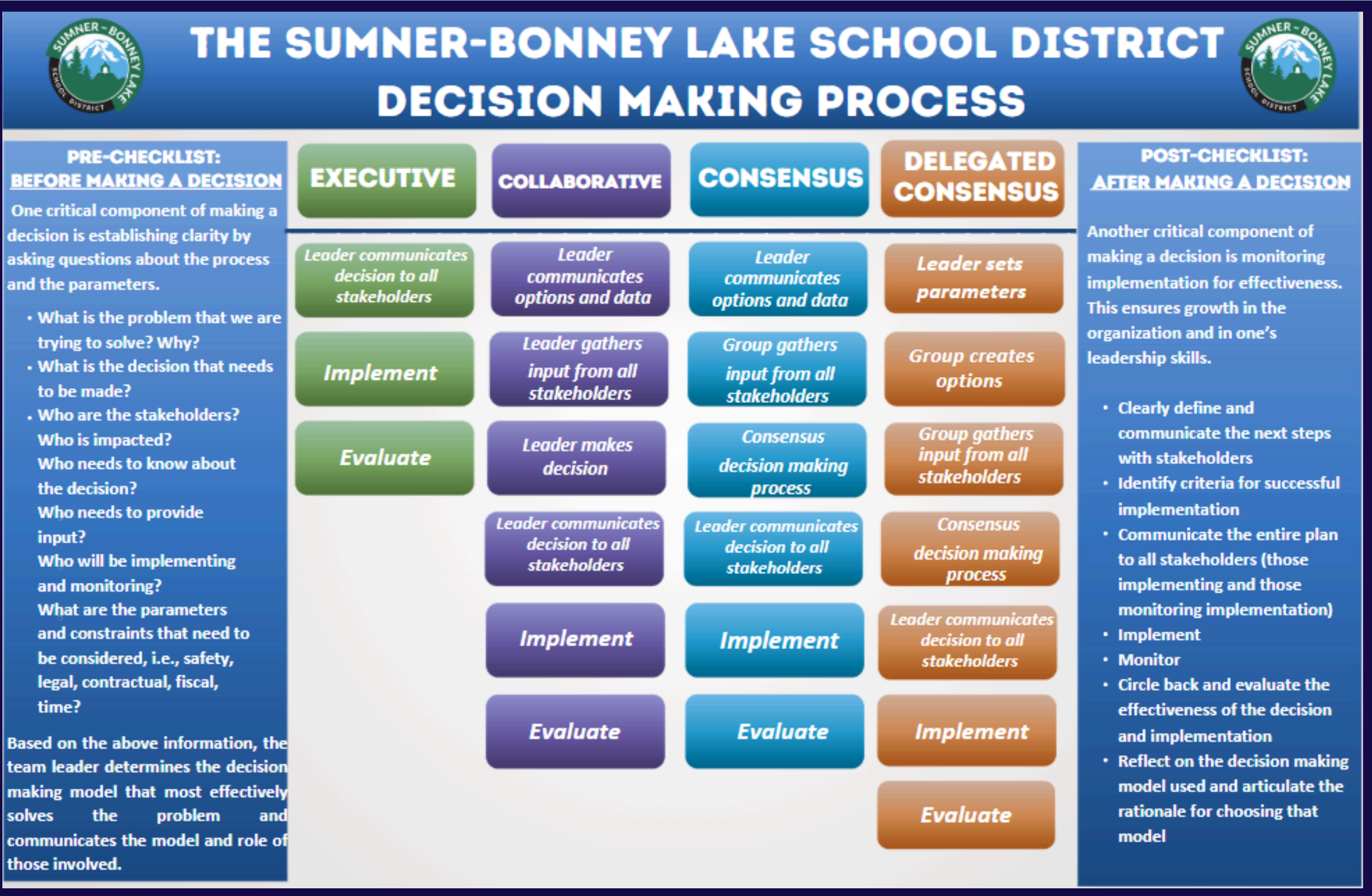
2023 WASBO PROFESSIONAL OF THE YEAR



“We lead this district together!”

- **Used “Shadow then Lead” model**
- **Invited someone to co-lead a project or a meeting**
- **Selected someone for a leadership opportunity**
- **Made space for a new voice at the table**
- **Delegated tasks (smaller at first) with support**

BUILD OPPORTUNITIES



IT'S INCREDIBLE

Start Small – Do one thing!

You don't think your way into this model, you act your way into this model.



It's contagious!

**People are asking
for opportunities to
lead.**



NOW I THINK....

“We carry it together.”

- **Leadership is about sharing the weight**
- **I don't need all the answers—I need the right team**
- **Investing time in people is a way to expand capacity**
- **The buck still stops with me—but I don't carry it alone**



2023 School Board of the Year



WHAT'S NEXT FOR SBLSD?

Keep Building Heroes

- I'm going deeper—not wider
- I'm not hoarding leadership—I'm multiplying it
- I'm leading less from the front, and more from within



Transportation May 4th

***“There are many ways to lead.
You just have to find yours.”***

Obi-Wan

Obi-Wan reminds us—leaders
aren’t defined by having all the
answers.

His strength wasn’t in being the
hero—but in making room for the
next one.

**Your turn! Where would you
rate your bench?**



What do you notice?





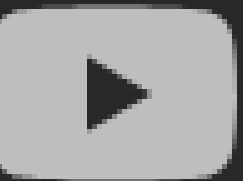
**“What’s one thing I
can do this month
to grow the
bench?”**

Thank you!



Video unavailable

[Watch on YouTube](#)



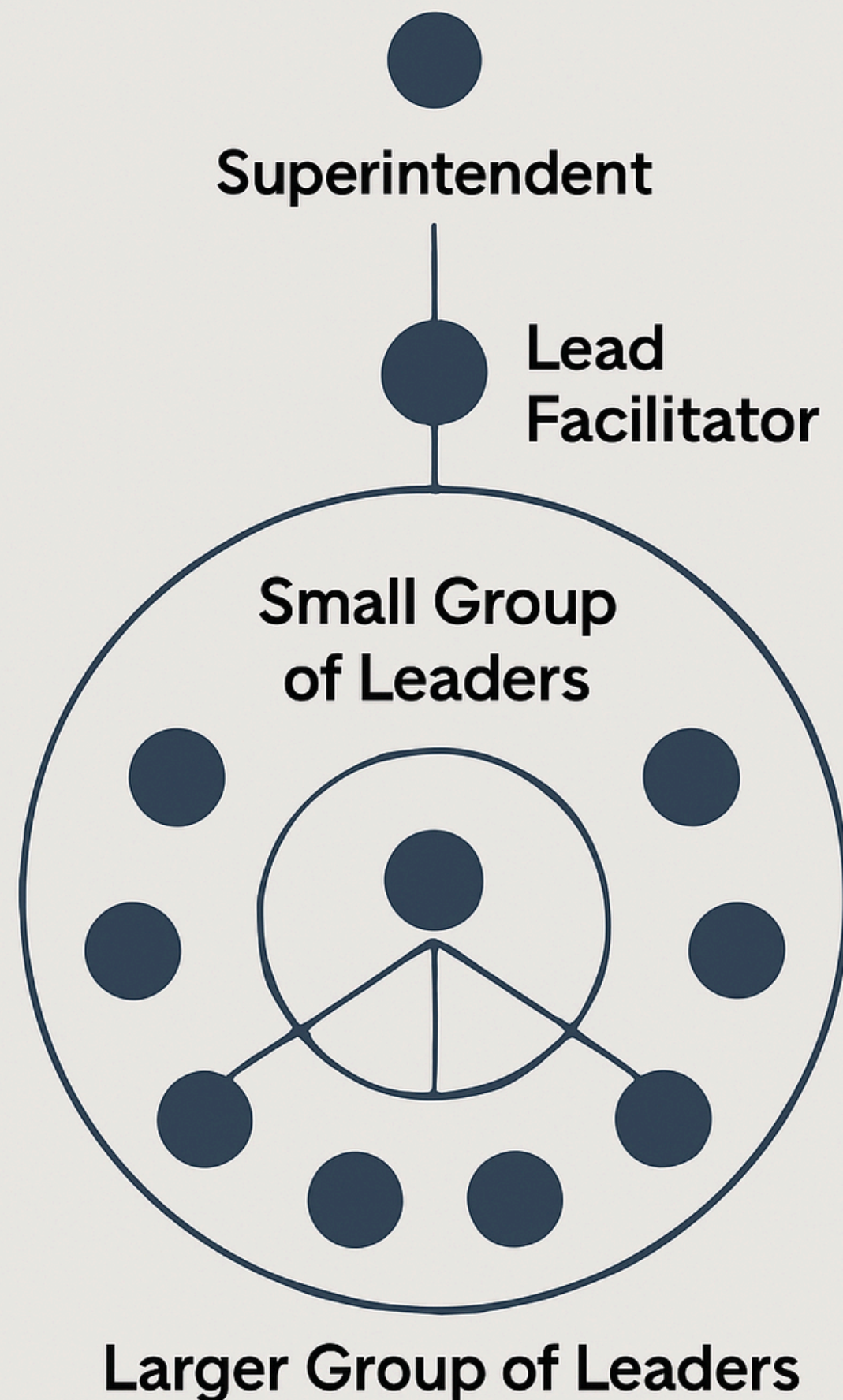
What if?



...building the bench wasn't a side project, but a core part of how we lead every day?

Shared Leadership in Action

**Growing our bench by
letting leaders lead leaders!**



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TEAMSHIP*

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WITH PAUL HILL

CABINET RESET

Meijer - Put Me In Coach

Sh



ch on  YouTube