

SCHOOL BUSINESS LEADER

LEADERSHIP LESSONS FOR SCHOOL BUSINESS PROFESSIONALS

Volume 4 • Issue 2

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- TEAM BUILDING TIPS
- NAVIGATING CHANGE
- TIME & STRESS MANAGEMENT

WHAT HAVE YOU MISSED ON THE NETWORK?

HOW DO YOU PREDICT ENROLLMENT?

Rising student enrollment is keeping school business officials on their toes as they try to forecast growth and determine the effects on their school budgets. How do you predict student enrollment? Join the discussion on ASBO International's Global School Business Network at asbointl.org/Network, and share your methods with your peers! Here are some of their suggestions to predict enrollment growth:

- Distribute community surveys.
- Ask realtors for information about new homeowners in the community.
- Leverage data analytics software that uses local birthrates and other pupil-projection tools.
- Hire a demographer or contract for a demographic study.



GLOBAL LEADERS

WHAT MAKES A GLOBAL LEADER?

Many people are unaware of the impact that local culture has on organizational culture and believe that being exposed to people of different backgrounds is sufficient to becoming culturally competent. But is that really enough?

Steve Terrell, a researcher at George Washington University, studied the development of global leaders and the importance of preparation for global challenges. He interviewed global leaders from industries ranging from pharmaceuticals to financial services, focusing on what global leaders experience, what contributes to their development, and how they learn. Here's what he discovered:

Two characteristics are essential to developing global leadership qualities:

- 1. Cultural Sensitivity.** Global leaders are open to different environments and appreciate cultural differences.
- 2. People Skills.** Global leaders are patient, seek to understand others, and invest in relationships and networks.

Six factors contribute to the development of global leaders:

- 1.** Having cultural awareness, being curious about other modes of

thinking, and being sensitive to other cultures.

- 2.** Being able to leave one's comfort zone, being flexible, and dealing with ambiguity in a foreign environment.
- 3.** Learning by observing and reflecting on direct experiences.
- 4.** Connecting with people in an authentic and humble way.
- 5.** Having passion, resilience, and tolerance as key qualities.
- 6.** Having people leadership skills across cultures.

Any organization with a multicultural workforce should nurture and develop cross-cultural competencies in their staff. This is especially important in school districts because of the wide demographic of students, faculty, and community members they serve. SBOs may want to invest in relevant professional development, cultural awareness programs, individual or team assessments of cultural competencies, and training in cross-cultural management and communications.

Adapted from "How Do Global Leaders Develop?" by Marie Christine Tseng. Cultural Impact, (n.d.). www.culturalimpact.org. (Creative Commons License, CC BY 4.0. <https://creativecommons.org/licenses/by/4.0>.)



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