



HOW DO YOU SHARE SCHOOL ADMINISTRATION?

School administration

THREE PARTS:

1. STAFF MANAGEMENT
2. ECONOMICAL ISSUES
3. PEDAGOGICAL LEADERSHIP

Human resource management

”AGE LEADERSHIP”

**Different age groups in
labour market**

Generations in labour market

1. What age groups are working there in your school?
2. What differences do you find with them?

GENERATIONS - LEADERSHIP

- NEW GENERATIONS HAVE DIFFERENT AIMS COMPARED WITH FORMER ONES
- HAVE TO THINK WHEN WE MOTIVATE THEM
- EXAMPLE UNDER 30 YEARS OLD ONES HAVE DIFFERENT VALUES THAN OLDER (more experienced) ONES



X-generation

- * Canadian writer Douglas Coupland:
“Generation X: Tales for an Accelerated Culture”
- * X-generation lived their youth in the 1980's or beginning of the 1990's (born 1964-1979)



Generation X

- * Big experiences together:
 - Soviet Union disappeared, United Germany, USA only superpower with Ronald Reagan, globalisation, Free eastern Europe



Typical for generation X

- * First "postmodern" generation who are pessimists and do not trust for a brilliant future
- * Famous sound of X-generation was NIRVANA with Curt Cobain and Billy Idol (band Generation X)
- * "X-generation demands things but they are not ready to work hard for it"
- * Films about X-generation:
 - Breakfast club, Reality Bites, Sleep with Me
- Extended family (cousins, uncles etc..) and home country very important
- * Quite many of them hate groupwork



Generation Y

- * This generation was born 1980-1990
- * They have different values than X-generation
 - * very open minded
 - * grew with new technology
- Generation is interested about possibilities with cellphones, computers and modern technology
- They work more naturally globally or with different cultures compared with X-generation
- Important value for Y-generation is family and himself

Generation Y (born 1980-1990)

- * Worklife and marriage are not very important for Y-generation
- * Downshifting
- * They have very liberal values (gay marriages, drugs, free markets, politically they are more right wing than left wing)
- * Older generations saved money – Y generation spends the money!



Y generation and WORKLIFE

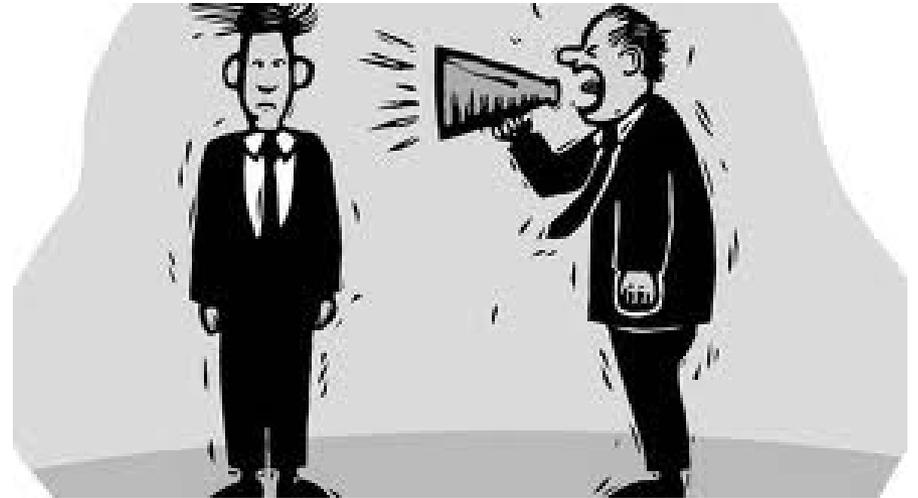
- * Y-generation started to work after year 2000
- * 2020 Y-generation is 50% of labour markets
- * More and more their work is not permanent (projects, part-time work)

Y-generation and worklife

- * Money is not everything for generation Y
- * According the survey **millenials at work (2008-2011)** they need:
 - * Possibilities to educate themselves and develop their skills
 - * Salary is not the priority
 - * They are ready to change their job (only 18 % was going to stay in same company where they were during the questionnaire)
 - * They demand balance between work and leisure time
 - * They honour the values of their employer and social life in job
 - * They choose their employer more and more according its values and reputation

Y-generation and leadership

- * Y-generation will challenge all models and values of management and leadership
- * Y-generation do not like orders and hierarchy (they say those are from past)



Y-generation and leadership

- * They want that their leader gives them new challenges but also clear limits about their tasks
- * They want to work independent, get feedback and they want to be trusted
- * Some say that their new way of thinking can really develop worklife and leadership



Y-generation demands:

- * nearly perfect computer equipment for them
 - Can be safety risk
- other kind of electric information more important than phone and traditional calls or face to face meetings
- they really think they are much more effective in work with their modern technology → "diginatives"



Weak sides of Y-generation

- * Quite many of them are pin-up people
- * Sometimes they are very impatient.
- * Everything must happen immediately!
- * They can not stand failures



Z-generation

- * Born about 1990-2002
- * Modern technology is routine for them
- * They are not surprised about any new inventions
- * More bilingual and connected globally than X- and Y generations

Z-generation

Non-Negotiable Aspects of Work Ethic:

- * Transparency
- * Self-Reliance
- * Flexibility
- * Personal Freedom

Z-generation

- * They are classified as passive individualists
- * They follow more general norms than X- and Y-generations
- * They do not smoke or use alcohol like earlier generations



How to use this knowledge?

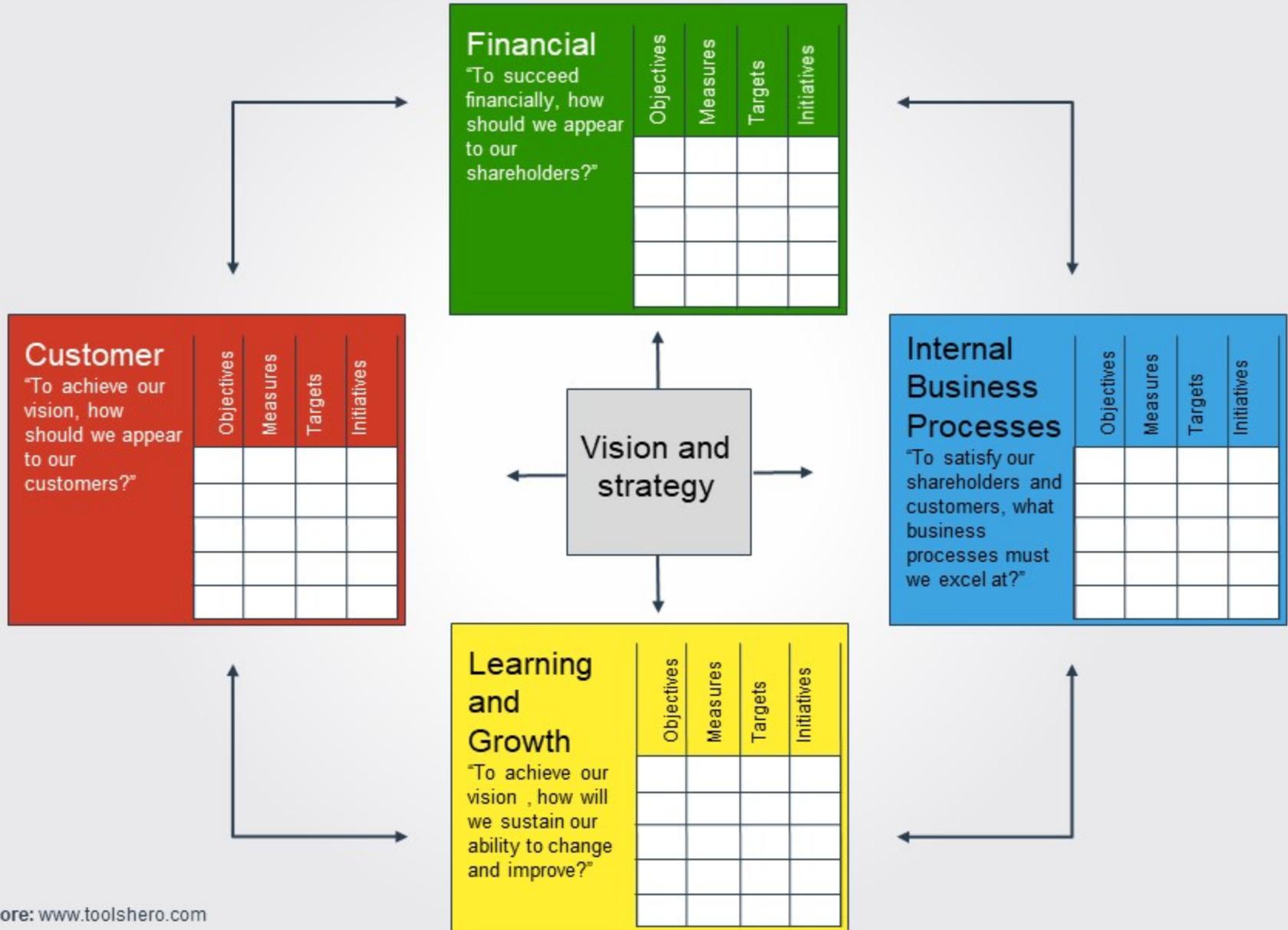
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Difference Between Boss & Leader

Drives employees	... Coaches them
Depends on authority	... On goodwill
Inspires fear	... Generates enthusiasm
Says, "I"	... Says, " We "
Places blame for the breakdown	... Fixes the breakdown
Knows how it is done	... Shows how it is done
Uses people	... Develops people
Takes credit	... Gives credit
Commands	... Asks
Says, " Go "	... Says, " Let's go "

STRATEGICAL THINKING

- * OWNER OF THE SCHOOL CAN HAVE A STRATEGY
- * SCHOOL MUST FOLLOW OWN OR OWNERS VISION OR WILL
- * IF THERE IS NO VISION: WHAT IS YOUR PURPOSE?
- * STRATEGY, VALUES, VISION, MISSION, HOW TO MEASURE
- * TOGETHER WITH STAFF – PART OF STAFF MOTIVATION



LEAN IN EDUCATION

*WHAT DOES LEAN MEAN?



* https://www.youtube.com/watch?v=RxDwoQ_gVto

LEAN IN YOUR WORK

- * What can you do?
- * What can stakeholders do?
- * In office? In classrooms?



**PURPOSE OF LEAN IN SCHOOL
ADMINISTRATION IS GET MORE TIME
FOR PEDAGOGICAL LEADERSHIP
AND SCHOOL DEVELOPMENT!**