

The Artisan Leader

An Ed Leadership Conference Series

Heart of a **Servant**. Mind of a **Scholar**. Inspiration of an **Artist**.

Welcome to the **Artisan Leader Conference Series!**

2017 marks my 36th year as an educator and the 19th year of Rutherford Learning Group, Inc. Over that span, I've had the good fortune to work alongside thousands of devoted and masterful educators. We're excited to begin this new episode in our quest to fulfill our mission of development and inspiration for educators.

Here's a bit of the backstory for for the Artisan Leader Conference series. In June of 2015, I joined colleagues Dr. David Barnett, then Dean of the School of Education at the University of Pikeville, KY and Dr. Rocky Wallace, Assoc. Professor, The Graduate School of Education at Asbury University, for a 2-day retreat in the North Carolina mountains. David, Rocky and I each shared a common interest and yearning to incorporate aspects of servant leadership into the preparation and development of education leaders. Over the two days we outlined a rough draft of what a program of education leadership development, mightily influenced by the principles and tenets of servant leadership, might look like.

Next step—each of us invited four “thought leaders” in the field of education leadership and servant leadership to join us in Charlotte in December of 2015 for a two-day brainstorming session on servant leadership, education leadership, and a new framework that merges these two important and complementary aspects of leadership. Over that two-day session, the fifteen thought-leaders collaboratively laid out the case and basis for a new approach to education leadership development. Based on this group's wise direction, and after much reflection, research, and development, **The Artisan Leader, An Ed Leadership Conference Series** was launched in December, 2016. The March, 2017 conference marks the 2nd in a repeating three conference series. Conference 3 will be held in November, 2017 to complete the first round of the series.

We are honored and encouraged that you have chosen to be a part of this new and exciting endeavor. Many thanks!

Mike Rutherford, March, 2017

The **Artisan Leader Conference Series** is built around these three core design principles:

Heart of a **Servant**. Mind of a **Scholar**. Inspiration of an **Artist**.

Heart of a servant. We believe in reimagining education leadership to reflect the best attributes of servant leadership including the expression of these core elements: deep self-knowledge and awareness, a long-term, sustainable view that includes attention to future leadership transitions, personal courage, humility, deep interest in the growth and development of others, humane use of data and analytics, intergenerational collaboration, civility, community, and authentic, meaningful work. In the words of Robert K. Greenleaf, who coined the term servant leader, the best test of servant leadership is... *“Do those served grow as persons? Do they, while being served, become healthier, wiser, freer, more autonomous, and more likely themselves to serve others?”*

Mind of a Scholar. We believe that leaders are most definitely made and not born. Leadership is not a mysterious gift that is given to some and withheld from others. Leadership is, rather, an essential function that optimizes the performance of every life, team, organization, and society. The function of leadership can be studied, understood, and applied. The comprehensive study of leadership includes best practice and emerging theory from a complementary set of disciplines inside and outside of education, such as cognitive psychology, the neurosciences, artificial intelligence, military science, sociology, linguistics, cultural anthropology, computer science, and digital informatics.

Inspiration of an artist. Leadership is not magic, but it is also not purely mechanical. There are aspects of leadership that exist in the realms of inspiration, innovation, creativity, and spirit. Well-led lives and organizations can accomplish magical outcomes. Leadership is a science, and as such, it can be studied and understood. Leadership is also an art, and as such, it can never be fully appreciated empirically. As with all artists, leadership artists begin with an immersion in the science and craft of leadership, and then, as mastery develops, sometimes break the rules of convention and lead in ways that are unique, creative, innovative, and moving.

Heart of a **Servant**. Mind of a **Scholar**. Inspiration of an **Artist**.

Heart of a Servant... **The Artisan Leader Conference Series** is built upon the values and beliefs of servant leadership. Robert Greenleaf, widely recognized as the founder of servant leadership, poses this question that artfully illustrates the essence of the concept.

“Do those served grow as persons? Do they, while being served, become healthier, wiser, freer, more autonomous, and more likely themselves to serve others?” **Robert Greenleaf**

Characteristics of servant leadership in education:

1. Deep self-knowledge and self-awareness
2. A long-term, sustainable view that includes skillful leadership transitions
3. Personal courage
4. A strong and tight link to one’s higher calling or larger purpose
5. Intellectual and personal humility
6. Commitment to the growth and development of others
7. Ownership, autonomy, and shared decision-making
8. Humane use of data and analytics
9. Intergenerational collaboration
10. Civility
11. Community
12. Authentic and meaningful work
13. Focus on the fundamentals of design, leadership, and teaching rather than the implementation of programs– to be chefs, not merely cooks.

Curriculum Map:

The Artisan Leader Conference Series consists of nine leadership lessons embedded three conference experiences.

Conference 1: Lessons 1-3 December 8-9, 2016

Conference 2: Lessons 4-6 March 8-9, 2017

Conference 3: Lessons 7-9 Dates TBA, November, 2017



The nine lessons represent nine developable skillsets that support and magnify the administrator's primary role as **instructional leader**.