Shared	Operational
Leadership	Leadership
Servant	Instructional
Leadership	Leadership



A project team collectively makes decisions and shares responsibilities, ensuring that everyone's expertise and input are valued and utilized.

A factory manager efficiently organizes production processes, monitors performance metrics, and ensures that operations run smoothly and meet production targets.

A team leader actively listens to the concerns and ideas of team members and adjusts the team's plans to accommodate their needs and preferences.

A team lead in a training program designs and delivers workshops, provides ongoing coaching to team members, and monitors their progress to ensure effective skill development.

A school administrator oversees daily operations, such as managing budgets, coordinating schedules, and ensuring the efficient use of resources to support teaching and learning.

A department head actively listens to the concerns and needs of their team members, advocating for their professional development and ensuring a positive working environment.

A teacher-leader guides professional development sessions, sharing expertise and research-based instructional techniques with colleagues to improve student outcomes.

A school leadership team collaboratively makes decisions about curriculum development, student discipline policies, and school-wide initiatives, ensuring that all perspectives are considered.

In a community organization, multiple members take turns leading meetings and initiatives, encouraging a sense of ownership and collaboration among all participants.

Teachers participate in grade-level or subject area teams, collectively designing assessments and sharing best practices to enhance student learning across classrooms.

A school principal takes
time to mentor and
support individual
teachers, providing
guidance and resources to
help them improve their
instructional practices.

The CEO of a company personally spends time mentoring and supporting individual employees, helping them grow and achieve their professional goals.

An operations director strategically allocates resources, develops efficient workflows, and streamlines logistics to optimize the overall functioning of a business.

A school business manager strategically allocates funding to different departments, ensuring that financial resources are effectively managed and allocated according to educational priorities.

A school principal analyzes student assessment data to identify trends, strengths, and areas for improvement. They then work with teachers to develop data-driven action plans to address the specific needs of students.

A school principal actively engages with teachers, observing their classrooms, providing feedback, and facilitating professional development to enhance teaching quality.