

On-line Staff Development opportunity on Invitational Leadership in 2021

Date: 20 & 27 November 2021 (Saturdays) Time: 9:30 am – 11:45 am Venue: online using ZOOM platform

Trainer: DAVID KAM TAK CHIU (趙錦德), Executive Director, OnTrack Ministry, President, OnTrack Leadership Institute in Canada



Dr. David Chiu Kam Tak

It is no doubt that the IE philosophy of developing inviting school culture is the best fit for students in Hong Kong. But transforming a school that adhered to the society's norm into an IE school will take more than just by adopting the 5Ps. It will require competent leaders who are both convinced of and committed to the core values of invitational education as well as IE's leadership paradigm.

Participants of this two-part online seminar will take home the following:

1. Familiarization of IE's core values and their personal and structural implications
2. Foundation of leadership in accordance to the IE paradigm
3. Applying Dr. John Kotter's change model into the process of transformation

- i. Create a sense of urgency. ...
- ii. Form a powerful coalition. ...
- iii. Create a vision for **change**. ...
- iv. Communicate the vision. ...
- v. Remove obstacles. ...
- vi. Create short-term wins. ...
- vii. Build on the **change**. ...
- viii. Anchor the **changes** in corporate culture.



Trainer:

David is a very experienced and renowned trainer in training local churches and educational institutions both in N. America and Hong Kong on Transformational Leadership, Crisis Leadership, Raising Leaders for the Next Generation and Coaching courses at different levels. His book called 展翅上騰:「教練入門」(Coaching 101) co-author with Dr. Robert Logan (2007) and his other two books that were specially written for HK teachers and leaders: 井水湧流: 使人得力的教練指導 (2010), 雲端上的領導 (2011) and 策略領導 (2012) will offer many practical examples for the participants' reference.

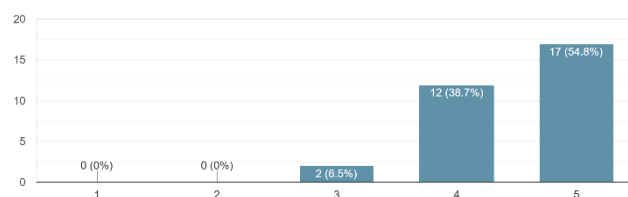


參與者回應：

DAY 1

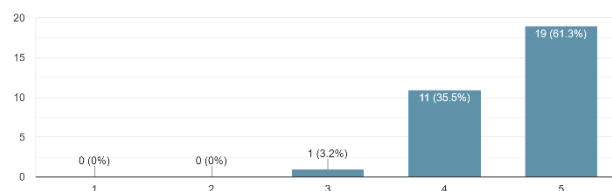
1. 達到參加工作坊的期望 My expectations in attending the workshop were met.

1. 達到參加工作坊的期望 My expectations in attending the workshop were met.
31 則回應



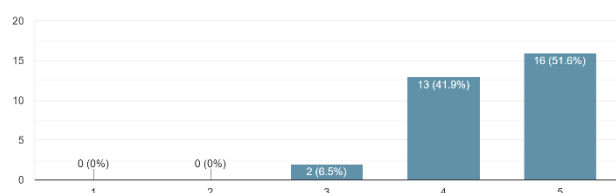
2. 工作坊的內容和時間長短恰當 The duration and content of the workshop is appropriate

2. 工作坊的內容和時間長短恰當 The duration and content of the workshop is appropriate
31 則回應



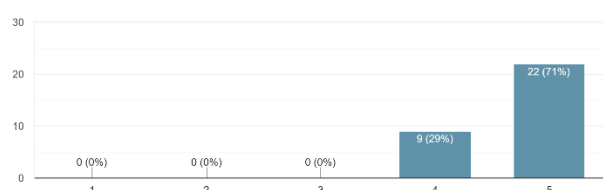
3. 工作坊的分享及交流富啟發性 The workshop sharing and exchanges are inspiring

3. 工作坊的分享及交流富啟發性 The workshop sharing and exchanges are inspiring
31 則回應



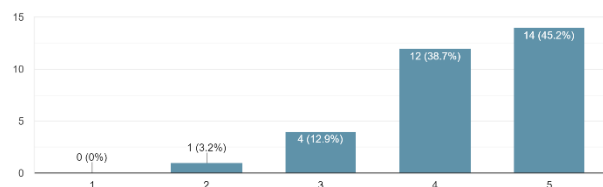
4. 工作坊的講解清晰、有條理 The presentation of the workshop is clear and well-organized

4. 工作坊的講解清晰、有條理 The presentation of the workshop is clear and well-organized
31 則回應



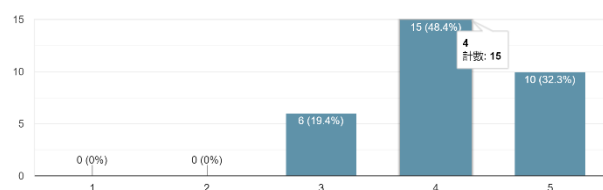
5. 在工作坊後，我對 IE 更瞭解，並能學以致用。 I understood IE more and be able to use what I learn today in my school after the workshop.

5. 在工作坊後，我對 IE 更瞭解，並能學以致用。 I understood IE more and be able to use what I learn today in my school after the workshop.
31 則回應



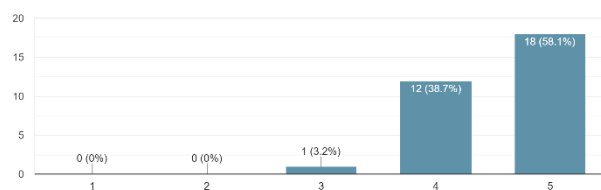
6. 我會向其他教師分享工作坊的內容 I will share the content of the workshop with our colleagues

6. 我會向其他教師分享工作坊的內容 I will share the content of the workshop with our colleagues
31 則回應



7. 總體來說，我滿意整個工作坊的安排 Overall, I was satisfied with the workshop.

7. 總體來說，我滿意整個工作坊的安排 Overall, I was satisfied with the workshop.
31 則回應



8. 請分享你在工作坊中印象最深刻的部份或任何在本研討會中的得著：Please share your insights, learning in attending the workshop:

- 反思領導在思想和行為的理想模式
- 好提醒自己要有一個願景去推動、溝通，而非只在做好多 task
- Dr Chiu 能用各種恰當易明的比喻解說一些大道理，對於中、高層教師領導極有啟發。
- 了解到團隊的合作精神的重要性
- 推行 IE 的 8 個 Step
- 作為領導要釋放人的潛能及以人為本的重要
- 建立危機意識方面
- Creating short-term wins in the changing process
- 變革八步驟
- 整個分享都很精彩，每一個部分都值得我們學習！
- Culture eats strategy for breakfast
- 核心、異象、目的是很有提醒性。
- Culture eats strategy for breakfast ！
- The difficulty in implementing when so many different parties are involved/wished to be involved.
- 變格八步曲
- Leader is not making everyone happy
- 認同宏觀的願景，組織願景應由上而下的共同願景。
- 開始主持題問大家對領袖的印象，並用文字表達出來，之後再主講者講出領袖的特色，用作檢視自己，讓自己知道未有的部分，要如何建立，並如何幫助學校成為好效的 IE 學校。
- 產生原定影響

9. 你希望進一步瞭解本課題的地方：Topic(s) you are interested in and would like to have further discussion / information:

- More cases sharing would be a bonus
- 了解更多實踐的成功例子
- 改變同事更願參與的一些實際方法
- 如何發展強有力的案列。
- 在學校內加強團隊（特別是中層）凝聚力的有

效策略

- 在領導力方面可以更深入了解，謝謝！
- 對於一些不能投入的同工如何 change 及乎合要求。
- How to empowering others to act on the vision
- How to lead/guide all stakeholders to have a visionary as a whole without it being like a task completion but something that needs to be sustained?
- 推行變革的步驟！
- IE 是什麼？
- 沒有特定，各方面都希望瞭解
- 如何有效和同事溝通，建立大家有 IE 思想，努力達成 IE 學校
- 在探索中，個人會面對什麼問題？

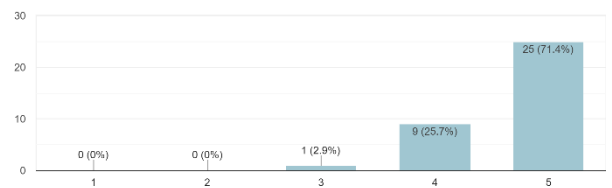
10. 其他意見、心聲或分享：Other comments / suggestions：

- 好多謝 Dr Wong 好即時回應大家對 invitational leadership 的興趣，好快就有 workshop！好多謝 Dr Chiu，俾好多 tasks 令到自己好沮喪，忘記要畫一幅好靚的圖畫，希望自己能覺遠些，不要再這樣短視！
- Totally appreciate the WS and looking forward to next week.
- Very inspiring workshop. Thank you!
- 變革中的機會……
- Thank you Dr. Chin and Dr. Wong. The seminar was well ptesented and organised!
- 非常感謝 Dr.Chiu 的精彩分享和 Dr.Wong 的主持！
- 期望不斷的學習更多潛能教育的知識。
- 謝謝 DR.Chiu ！你的分享令我有許多聯想，亦給予我很多能量去將一些想法與團隊分享。
- 講者內容清晰，知識豐富，富有啟發性！
- Dr.Chiu 的講解十分貼地且令人容易明白。
- 沒有

DAY 2

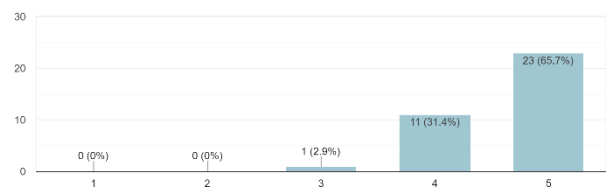
1. 達到參加工作坊的期望 My expectations in attending the workshop were met.

1. 達到參加工作坊的期望 My expectations in attending the workshop were met.
35 則回應



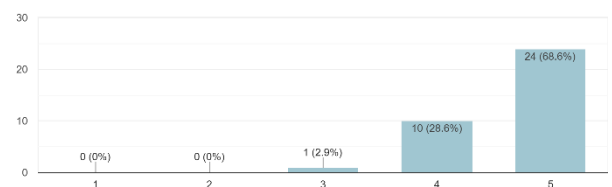
2. 工作坊的內容和時間長短恰當 The duration and content of the workshop is appropriate

2. 工作坊的內容和時間長短恰當 The duration and content of the workshop is appropriate
35 則回應



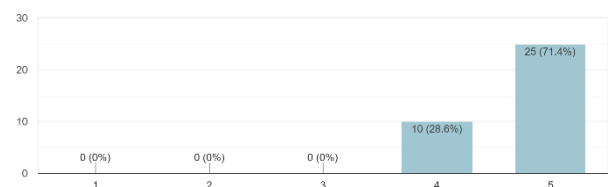
3. 工作坊的分享及交流富啟發性 The workshop sharing and exchanges are inspiring

3. 工作坊的分享及交流富啟發性 The workshop sharing and exchanges are inspiring
35 則回應



4. 工作坊的講解清晰、有條理 The presentation of the workshop is clear and well-organized

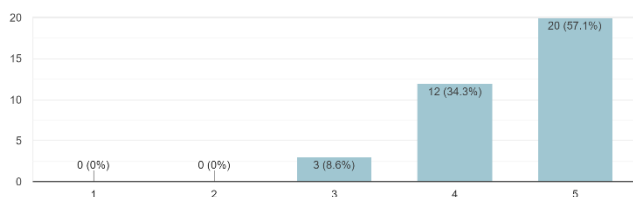
4. 工作坊的講解清晰、有條理 The presentation of the workshop is clear and well-organized
35 則回應



5. 在工作坊後，我對 IE 領導更瞭解，並能學以致用。 I understood Invitational Leadership more and be able to use what I learn today in my school after the workshop.

5. 在工作坊後，我對 IE 領導更瞭解，並能學以致用。 I understood Invitational Leadership more and be able to use what I learn today in my school after the workshop.

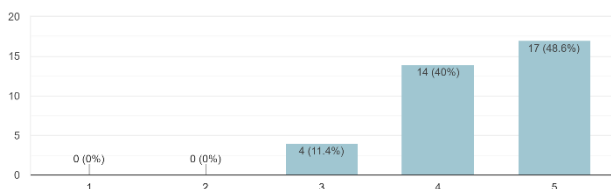
35 則回應



6. 我會向其他教師分享工作坊的內容 I will share the content of the workshop with our colleagues

6. 我會向其他教師分享工作坊的內容 I will share the content of the workshop with our colleagues

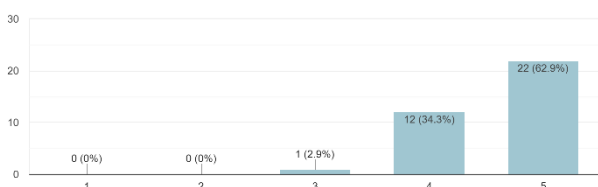
35 則回應



7. 總體來說，我滿意整個工作坊的安排 Overall, I was satisfied with the workshop.

7. 總體來說，我滿意整個工作坊的安排 Overall, I was satisfied with the workshop.

35 則回應



8. 請分享你在工作坊中印象最深刻的部份或任何在本研討會中的得著： Please share your insights, learning in attending the workshop:

- VUCA
- Dr. Chiu's intergration of leadership skills
- AI 論文及毅力部份
- 老子的「水」
- 學習在 VOCA 時代，以 FIT 去應對。我會好好記在心中。
- VUCA,如何融入當中的文化,要明白年青人的處境
- Jarvis 的科技
- AI 作文
- VUCA 的世界，要做一個 FIT 的領袖，彈性中有願景和

堅毅力。

- 每一部分都覺得非常精彩！
- 新生代要有 insight
- 領袖要有前瞻性、洞察力、堅毅。
- A very good paradigm to look at the present situation as a world citizen and a teacher
- FIT
- 數碼閱讀障礙
- face to iT 新領域
- 數碼障礙，太傳神了！
- 能以多樣有趣方式呈現內容
- VUCA 概念
- 最深的得著是最後的提醒：面對多變的世代，有時人也會有失望沮喪的時候，但很好的提醒是別忘學校的 vision 和自己的 passion!

9. 你希望進一步瞭解本課題的地方： Topic(s) you are interested in and would like to have further discussion / information:

- Flexibility 及 interdependence 既圖，可更多例子說明
- 如何建立和加強下層同工的團隊精神及願景
- 希望在培養前瞻性、洞察力和堅毅力方面能吸收得更好！
- Future Education
- Is there the most beneficial organization culture (Harvard's structure) for an IE school to aim at? If not yet, any suggestion of path towards it?
- Leadership Development
- 在改革原有教學管理的生態中，如果打破固有思維的理解（我是新來校的男主任，現在是四位女主任），現在是用緊慈母的方式來和家長的心態，來作課程規劃遷就，以家長式的一言堂但又放任的制度方式來管理老師，眼見一間神興起的學校，現在真的痛苦萬分。所以我想以謙卑的心來更好更深入學習怎樣處理和改變現況，謝謝。
- 推行時如何啟動團隊的合作，方向調整一致。假設有些人就是不同意。
- 如何帶領同事在校政上同心同行

10. 其他意見、心聲或分享： Other comments / suggestions :

- 非常精要的講座，感謝趙牧師！
- 多謝 Dr. Chiu 分享，感謝 Dr. Wong 安排這場分享會
- 在這世代，帶領著同工共同奮鬥確實不易，因為太多未確定因素，聽完趙牧師分享後，確實獲益良多。

- Thank you very much, Dr. Chui. Ur speech was very inspiring.
- 感謝很實用的知識,盼望能做到 FIT 的領袖。
- 講真經驗、知識十分豐富!
- 謝謝趙牧師分享，內容豐富，表達清晰，很有啟發性。
- Thank you
- 期待繼續有學習的機會，感謝。
- 得益良多
- 新領導的思維，感覺受用。謝謝
- A very good workshop. Thank you very much!