



The ability to execute on top organizational objectives is one of the necessary traits to achieve sustained superior performance.

Execution is only possible when everyone knows the top goals and possesses a relentless drive to achieve them.

THE JOB TO BE DONE

The Metropolitan Nashville Public School District sought to improve its schools in three ways: boost individual students' performance, initiative and enthusiasm; reach its long term goal of becoming the top-performing school district in the nation; and create a "common culture" among teachers, students and administrators.

SOLUTION

The district began its transformation by implementing The 7 Habits of Highly Effective People training for staff members at every level. All 250 administrators and principals from the district's 131 schools participated in one of the three-day 7 Habits workshops, as well as The 4 Roles of Leadership training, facilitated by a FranklinCovey consultant. The administrators continued to participate in renewal work and conduct regular leadership retreats, and many became certified facilitators themselves. Their goal: to train all 10,000 of the district's employees, including 5,700 full-time classroom teachers.

The 7 Habits and The 4 Roles of Leadership training fostered teamwork among instructional leaders, ensuring that both teachers and principals had the orientation and tools needed to perform at the highest levels, while improving learning among the 73,000 Metro students in all 131 public schools.

RESULTS

This training had a major impact throughout the district, giving teachers and administrators a framework for long-term positive change while providing students with powerful new tools for learning and retaining knowledge. According to Dr. Pedro E. Garcia, School District Director, "Training in both The 7 Habits of Highly Effective People and The 4 Roles of Leadership gave us the infrastructure to build a powerful, visionary organization; taught us skills to focus and do the job every day; enabled us to think as a team; and gave us a common vocabulary to enhance our communication efforts. I don't know of any other training programs more powerful than these."

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By concentrating on the tenets of The 7 Habits and The 4 Roles of Leadership, teachers and administrators were more committed to invoking positive changes in the classroom and instituting long term change. The Nashville Metropolitan School District is well on its way to achieving all three of its Wildly Important Goals it initially presented to FranklinCovey.