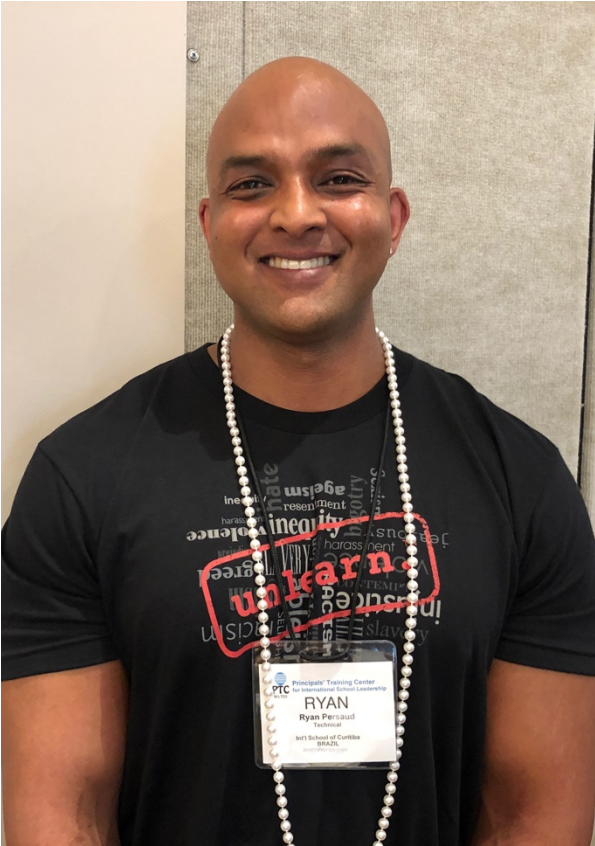


## Ryan Persaud, Director of IT- Participant of PTC Leadership and Team Dynamics, and Technology 2019



“Good. So I think we can all agree that we're all leaders in some way, shape or form. Okay. You need to be more, more convincing of that. So a show of hands, how many of you want to advance your careers? Okay. I think that's why we can all agree we're here. Okay. How many of you have applied for a formal leadership position in the past or currently have applied? Okay. And how many of you have applied or interviewed for a formal leadership position and not gotten the position? Okay, great. So I think this will resonate with everybody. The idea for this Pearl of wisdom came when I was here the first day of the course. I was here hanging outside a sample room, just waiting for the course to start and someone came down to the double doors outside and they're pulling on the door and I'm hearing rattling and they're pulling in, they're pulling and they can't get through. And Jane was outside, uh, the lovely woman that had helped us in registration. She yelled down the hall, try the other door. The person shifted over, opened up and low and behold they walked through. Anyone know what my pearl is?

Okay, so you're close. So someone said when one door closes, another one opens. Right. My pearl is a twist on that. So, because I don't believe that you can just wait for that door to open. Right. In my experience, and I'm sure others in the room, it's more like when one door closes, you have to figure out why it's not opening and you have to seek out another door. leadership's not about being passive. It's very active. In my career, I've applied for seven formal leadership positions and I've been successful with three of them. When I was not successful, I was active in terms of getting myself prepared for the next opportunity. And I just want to share five nuggets, as to how I got past, not being successful. Okay. So the first one is you have to be a Zen monk.

All right? You need to be calm, cool, collected. You have to keep in mind, remember, you have to go to work the next day. right. And you need to keep that reputation that you've earned right at the forefront of your mind, especially when you've interviewed for that formal position in the building you're currently working because there will be people in that building that are looking for you to crack. Um, I remember the last school I was at, I applied for an associate principal position and I



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wasn't successful. And the next day rolls around and dozens of people were coming up to me and asking me how I was doing, how I felt. And my response to them was, you know, I'm here cause I love the school, but I think Eric's going to do a good job because he's a fantastic educator and I wholeheartedly felt that way.

The second day is to mourn your loss. Okay? So you deserve to mourn that loss. You psychologically need to, you know, whatever mental health strategies you use. I mean, when you go for a run, go to the spa, bless you. Maybe it's retail therapy, maybe it's meditation, right? For me it was two hours in the weight room and I bought myself a new suit. Okay, look good. Feel good. Right? So I think you need to, you need to do that in order to move forward. Second. The third, sorry, is to find confidence, right? You need to talk it out and you need to get some really good advice, right? We've all got those people in our lives who will be brutally honest with you. You can cry to them, you can share with them, you can vent in front of them. You can be really authentically angry in front of them, right?

I'm not talking about your Facebook friends and acquaintances, but I'm sure you all have one or two people in mind that you can do this with. The first formal leadership position I went for back in my home district, I was unsuccessful. And, uh, I found, you know, I sought out one of these confidant, someone who had much more experienced than me and someone who I really respected and went out for coffee and she just said, you know what, your resume was good enough and got you in the interview, but you weren't ready for this position. And that was hard to hear. But because I respect this person so much, I took that advice and we mapped out my next steps. The fourth one is to seek feedback from those you interviewed with. This actually relates to our last Pearl, right?

You're on the other end. Do you want to give people feedback? You've taken the time, you've gone through the interview process. You're sure you weren't successful, but you deserve to get that feedback. But you'd be surprised how many people actually don't email or don't pick up the phone and call and ask for that feedback cause that's gonna really help you move forward. And the last one is just to keep the big picture in mind. As you regroup and you begin to better yourself, you know what to think about, what the long game is and what your long-term goals are. I always kind of map out where I want to be, where I want to get to, and then I fill in the baby steps in between. And I think having that long-term goal in mind as well kind of allows you to weather the storm when you face hiccups



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or you face roadblocks in terms of getting to where you want to be. So just to recap, zen monk, mourn your loss, find confidence, seek feedback, and keep the big picture in mind. So my Pearl is when one door closes, you have to figure out why it's not opening and seek out another door. Thank you."