

2022-23

Transformational Executive Leadership Training

PROPOSAL



Education Solutions International
Empowering School Leaders & Learners



EDUCATION SOLUTIONS INTERNATIONAL
Chief Executive Officer, Dr. Dwayne Dyce
Chief Financial Officer, Judy Villeneuve-Dyce

Transformational Executive Leadership Training

About ESI

Education Solutions International Inc. (ESI), a registered 501(c)3 private charity in the US, is a leading international K-12 education sector provider of professional development, online and in-person teaching and learning strategies and leadership training for government leaders, school administrators, principals, teachers, students, parents, and education communities.

ESI was established in January 2022 by its founder, Dr. Dwayne Dyce, Chief Executive Officer, ESI and co-founder Judy Villeneuve-Dyce, Chief Financial Officer, ESI whom together have over 30 years of executive experience in largescale (million+ student), urban educational administration leadership, classroom instruction in charter, private, public, Montessori and International Bachelorette (IB)schools, and professional development training for principals and junior to senior teachers in teaching and learning online tools, K-12 curriculum, and administrative management including Diversity, Equity and Inclusion.

Challenge

Effective leadership is the most critical component to achieving a successful professional outcome in every sector of government and private industry. Ineffective leadership practices are to blame for 90% of failures in all sectors. Changing the mindset of staff employed in senior executive positions is fundamental to improving the quality of your business or government operations.

Solution

Once leadership teams are able to envision change, secure necessary buy in, problem solve and successfully implement transformative initiatives that produces significant benefits to all stakeholders involved.

Comprehensive leadership training is the only means through which employees may internalize the qualities of effective leadership that both empowers them with the necessary motivation, confidence, skills and ability to conduct their leadership responsibilities to an organization effectively.

Purpose and Scope

The purpose of this Proposal is outline ESI's *Transformational Executive Leadership Training* course and to clearly identify the roles and responsibilities of each party in the MOU as they relate to providing the Ministry of Education workforce with a comprehensive 5-year executive leadership training program, that is renewable annually by design in order to guide leaders through the process of achieving short- and long-term divisional goals, and the course objectives.

The ESI *Transformational Executive Leadership Training* curriculum is designed to be a personal, spiritual, and intellectual journey for participants enrolled in the program. Employing industry tested strategies, ESI training is a multi-tiered learning matrix that is divided into three primary sections of course content:

(1) **Skyline Training**

Skyline Training course content focuses on three orienting concepts that include the leadership learner's self-discovery, self-in society and instruction, specifically in Project Management leadership strategies. *Skyline Training* provides the foundational course content on which Grounded Training and Deep Dive Training are dependent. *Skyline Training* is taught intermittently in a "retreat" format, for two-day period, on a quarterly cycle (i.e., September, December, March, and June).

(2) **Grounded Training**

Grounded Training course content develops upon the Skyline Training course content by going a layer deeper by working with attending participants to discover their personal Leadership characteristics and instruct them on how to develop essential leadership skills and use effective leadership strategies. *Grounded Training* will use the Jamaican Education Transformation Commission Report Recommendations at a real case study which attending participants will dissect, deliberate, and decide on how they will design a change management plan to solve issues directly impacting the division they currently lead. The *Grounded Training* course instructor will, then, lead the attending participants through their individual plans as they apply the project management training strategies to their real-live divisional leadership plan. The Grounded Training course will be conducted on 8 distinct, in-person workshops conducted on the weekend between Skyline Training (i.e., October, November, January, February, April, May, July, and June).

(3) **Deep Dive Training**

Deep Dive Training course content involves the instructors providing weekly, instructional guidance and oversight of the progress of the attending participants individualized divisional leadership plans, advising them through leadership challenges and brainstorming with them on strategies to overcome conflict and build collaboration with stakeholders, manage time constraints, prioritize economic parameters, and navigate public engagement challenges. 48 virtual office hours are provided as well as weekly readings and videos to deepen participants understanding of leadership strategies. Participants will also make entries and revise their individualized project plans weekly. (Sample schedule on p. 3)

4 Weekend Retreats (2 Days) (Sept, December, March & June)	TIME	COURSE TITLE	COURSE CONTENT	RESULTS
	9:30am To 11:30am	Mindfulness Mornings	This 4-part session covers self-discovery, self-regulation, personal and professional goal setting, motivation, and purpose	Leaders will learn and practice fostering a receptive mindset essential for effective leadership and creative problem solving
	12:00am To 1:45pm	Global Citizen University	This 4-part education series covers relevant topics in global history, economic systems, governance, education, etc.	Leaders will gain international perspective about global outcomes critical for effective leadership in a global world
	2:45pm To 5:00pm	Project Management Training Workshop	Each of this 4-part workshop will cover identification, management, and introduction to vision planning (i.e., Stakeholders, human resources, scope risk, etc.)	Leaders will be introduced to tools and practical skills to effectively lead simultaneously, complex government programs and country-wide initiatives
	5pm – 6pm	DINNER		
	6pm – 12pm	ASSIGNMENT: Reflection, Journal Entry or Survey (Used in next morning session)		
8 In – Person Workshops (Oct., Nov., Jan, Feb., April, May, July, August)	TIME	COURSE TITLE	COURSE CONTENT	RESULTS
	9:30am To 10:30am	Leadership Essentials	This 8 weekend workshop series covers multi-dimensional leadership	Leaders will learn effective skills strategies to apply at leadership all levels
	11:00am To 2:00pm	STRATEGY SESSION Jamaican Education Transformation Commission Report Recommendations	Leaders will dissect, analyze and brainstorm to develop and identify actionable steps which may be implemented to solve issues raised in the JETC report	Leaders will both identify the areas of improvement discussed in the report and both analyze the leadership problems and devise solutions to issues
	3:00pm To 5:00pm	Leadership Vision Planning and Implementation Design	Leaders will develop personalized action plans for their divisions using the project management skills training	Leaders will use the skills learned in project management and leadership essentials to create planning design
	5pm – 6pm	DINNER		
6pm – 12pm	ASSIGNMENT: Reflection, Journal Entry or Survey (Used in next morning session)			
48 Online Classes	WEEKLY ONLINE SCHEDULE	COURSE CONTENT	RESULTS	
	Leaders will: <ul style="list-style-type: none"> • Watch a brief video from the lecturer (no more than 30 minutes) • Watch a video or read an electronic article on a topic covered that month in training • Post a video or write a reflection • Update Project Management Plan 	Leaders will: <ul style="list-style-type: none"> • Receive guidance from the lecturer in the pre-recorded video about the topic covered in-person that week. • Watch videos or reach articles to support learning covered in-person that week. 	Leaders will: Design a project management plan that will be the roadmap used in their leadership efforts to address recommendations proposed in the Jamaican Education Transformation Commission Report	
1. Sept.-Dec.12 weeks, 2. Jan.-March 12 weeks, 3. April-June 12 weeks, 4. July – Sept. 12 weeks				



For additional Information about the content of this proposal, please contact:

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