

**Notes from Kevin Murnane's "Bench Strength: Building Your Team" Workshops  
at the 2012 ISACS Heads of School Conference – Thursday, January 27, 2012**

Objectives

- How to i.d. people you want: high potential, low performance, etc.
- Motivational Fit– Keep or Out
- Self- advocacy vs. mission
- Allocate resources
- Teacher training
- Keep good people growing – others to see they need to grow
- Hiring from within vs. outside (Build vs. buy)
- Rewards and incentives
- Role of leader joining an intact team
- HR support/expertise
- Action learning (Democratize)