

Building Community

建立群體

Dr Robin Cheung

Introduction

- ◆ At present the status quo is being upset
- ◆ Issues school leaders have to tackle: rebuild group cohesion, orient and coach the new recruits, train up new teacher leaders, reaffirm rules & procedures, re-culture the school (renew the vision/mission/values), and plan ahead as much as possible
- ◆ Rebuild the school community in short, but how? Return to the basics

What is community?

- The word “community” - root from Latin “communis”, meaning common, public & shared by many or all - customs, values, religion & identity
- Good community is marked by mutual respect, trust, love, friendship & fun
- Greenleaf’s motto: To serve and to be served
- A sense of community can fulfil members’ needs: survival, security, social belonging, self-esteem, opportunity to actualize oneself, serve and grow
- Community makes work more meaningful by helping individuals become parts of the whole
- Essential for building a Professional Learning Community (PLC)

How can servant leaders nurture community?

- Learn to like and love others
- Embrace colleagues' individual differences and work to integrate them and organize them around the common school vision and values
- Surface the common values and discuss them together to affirm them
- Build trust and enhance trustworthiness
- Nurture friendships in the workplace without sacrificing values and principles
- Have fun and laughter with staff/group members and celebrate success together