

Becoming a Leaders of Influence

Ainsley B. Rose

Thistle Educational Development Inc.

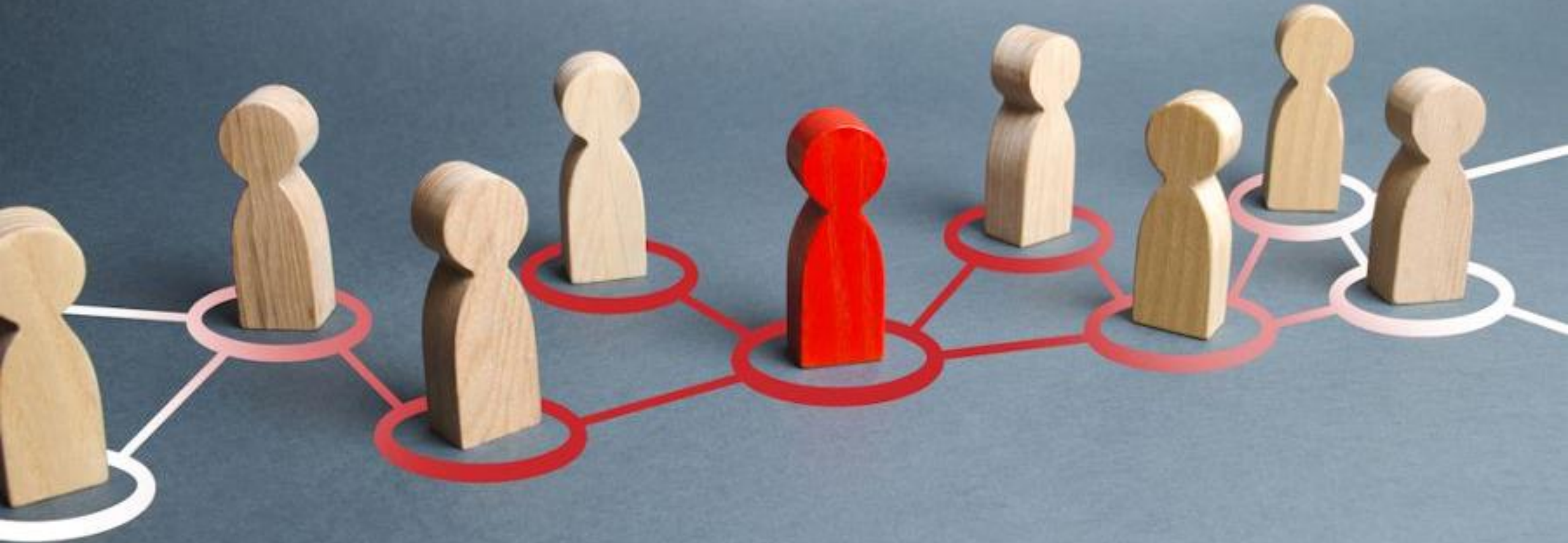
March 19, 2026





80,000

Who do you think about when I ask you about
a Leader of Influence?





In today's environment,
Authority stabilizes systems.

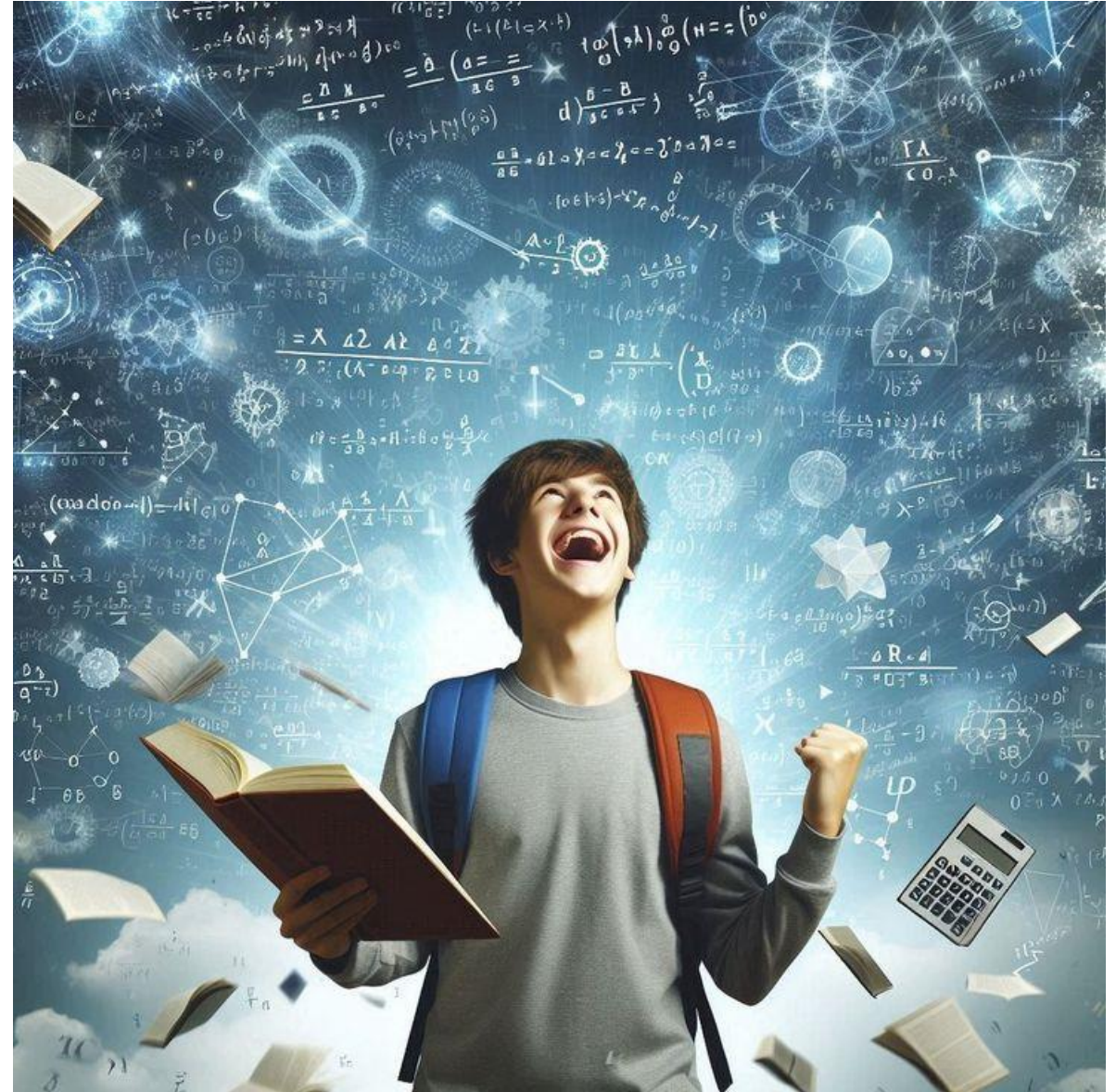
Influence transforms them.

In every encounter with our family,
friends and colleagues we either
enhance or diminish our
relationships and therefore our
influence on them

Ainsley B. Rose

Learning Intentions: The Spectrum of Influence

The SPARK conditions that
elevate leaders from
Inspire to Aspire



Purpose of Leadership

Leadership is the

- Discovery
- Development
- Deployment of human talent



“LEADERSHIP IS NOT ABOUT TITLES.
POSITIONS OR FLOWCHARTS. IT IS ABOUT
ONE LIFE INFLUENCING ANOTHER.”

— JOHN C. MAXWELL





“Leadership is about empowering other people as a result of your presence and making sure that impact continues into your absence.”

The Research Questions

A person is shown in silhouette, sitting in a meditative lotus position on a beach. The background is a sunset or sunrise over the ocean, with the sun low on the horizon, creating a bright glow and long, soft shadows. The sky transitions from a pale yellow near the horizon to a deep blue at the top. The water is calm, reflecting the light from the sun.

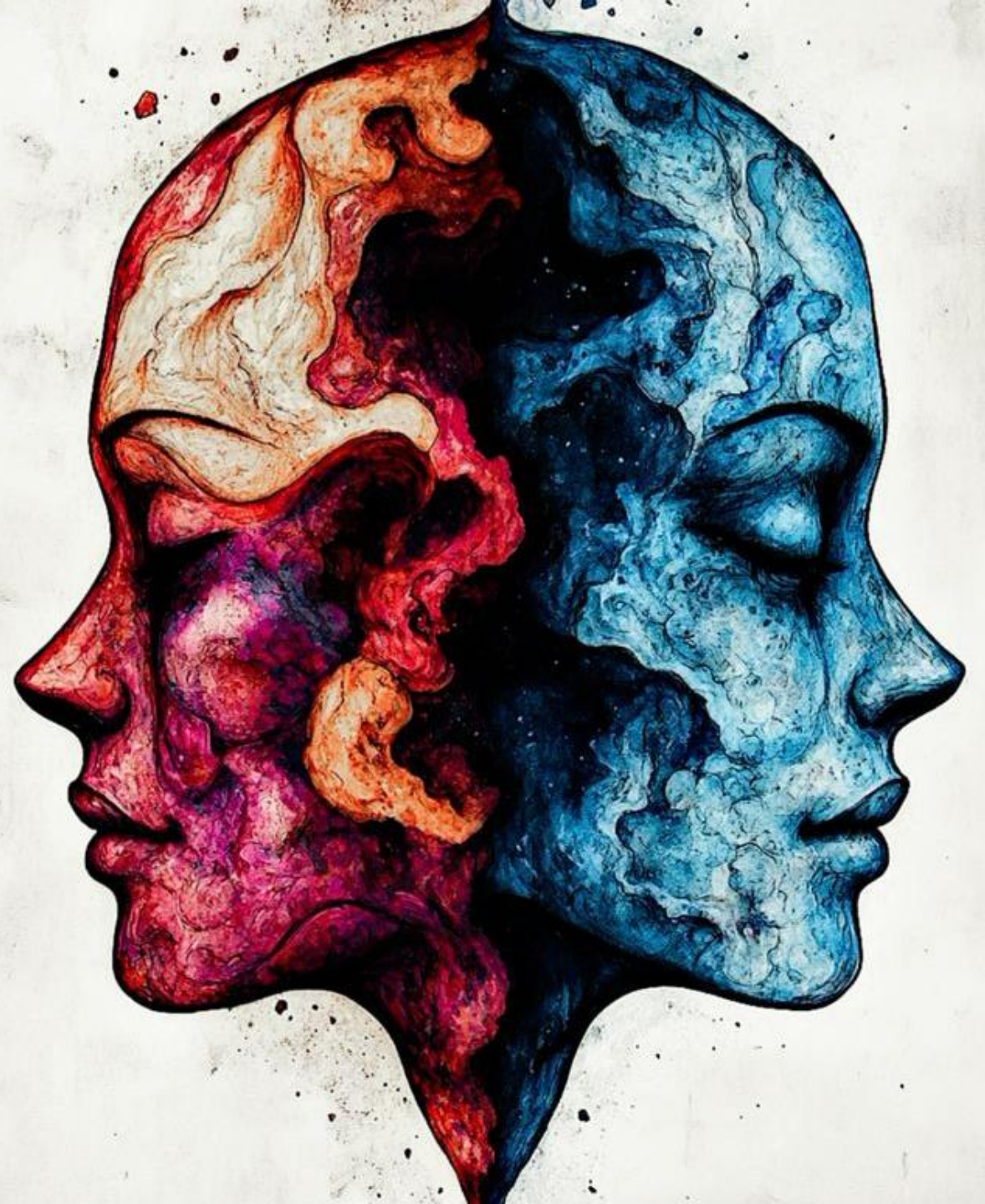
Who is the person that has had the greatest influence on your life and/or career?

What did they do that influenced you?

Did you describe a
person's position,

or

did you describe,
character, behavior,
or relationship?



Questionnaire on Influence



The person who has had the greatest influence in my life was the Education Director at Littoral SB, Deborah Foltin.

Deborah Foltin, is the reason I am where I am today. She brought me out of my shell, and helped me

realize that I had the

She helped me develop

I thank Debbie, for the

and for helping me fly

She believed in me

myself. ^{Debbie} had such

my personal well being

what Debbie did for me. ^{But}

out the leader in me - by leading

Creating a body of research about stories of influence

My mentor makes smart, capable and me gives me courage and advance in my

I hope one day, I young teacher in the she has done for

Who is the person who has had the greatest influence on your life/career?

My former principal - 4 schools ago - profoundly influenced my path ~ as a strong female leader & mother. - she showed me I could expand my career as an educator.

What did they do that influenced you?

This principal gave me tools to expand my learning and the freedom to explore curriculum ideas I wanted to pursue that were outside the box. She included me in early "Backwards Design Workshops" w/ Grant Wiggins & encouraged me to pursue my library media degree. She later inspired me to go back for my principal cert & supported me as I made job decisions, and her way of treating students, families, etc, has been a guiding factor in how I approach staff, students + community.

Coding the Evidence

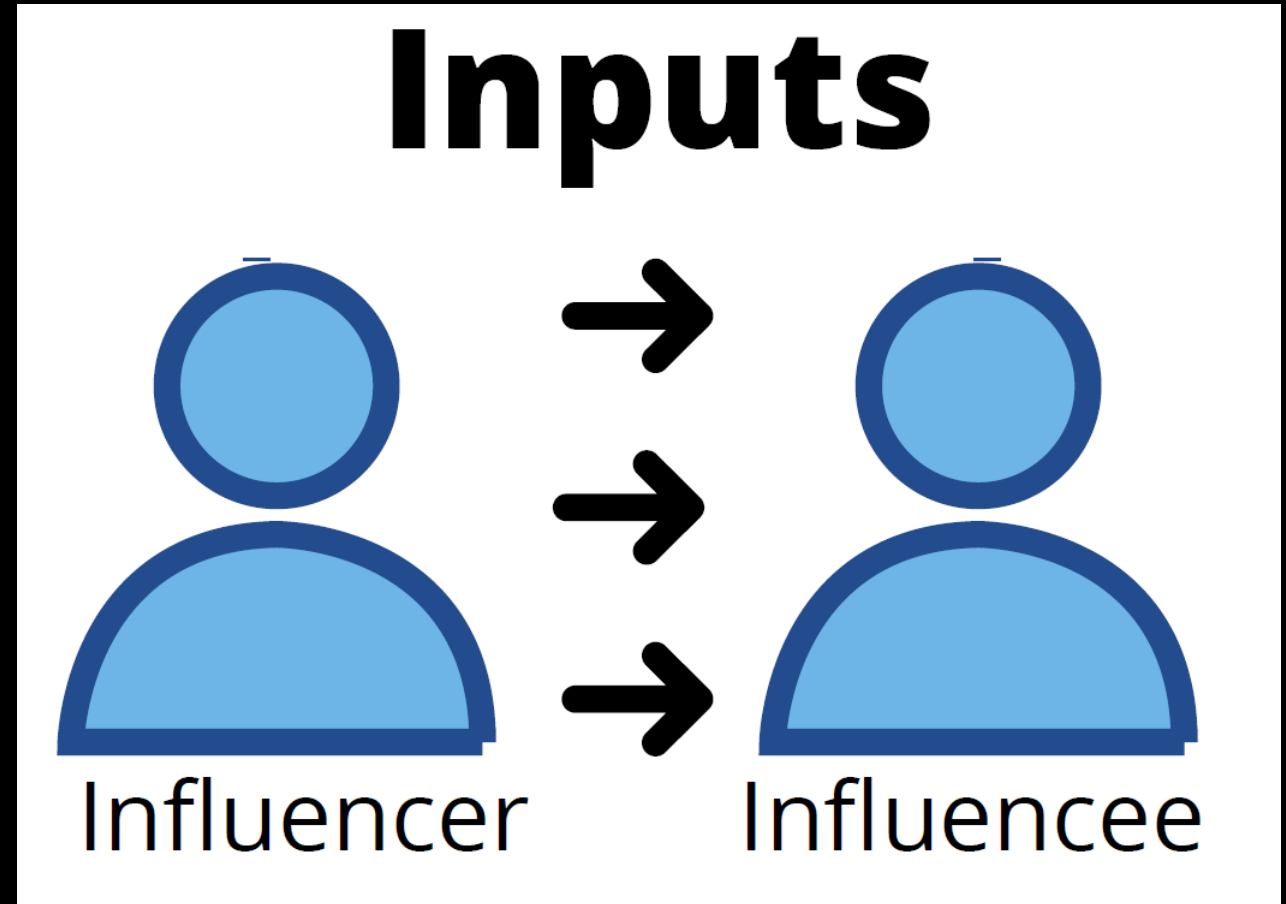
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Inputs are what the Influencer provides for, contributes to, or projects into the Influencee, the way one influences another.



Most Common Responses

Top 6 Responses

Influencee ...

- Felt heard and valued.
- Saw Influencer as a model of success and one who communicated through actions.
- Was willing to push outside of comfort zone because of Influencer.
- Felt Influencer believed in them and noticed strengths and potential
- Learned new things about self, life, and job because of Influencer.
- Knew Influencer was committed and present in relationship.

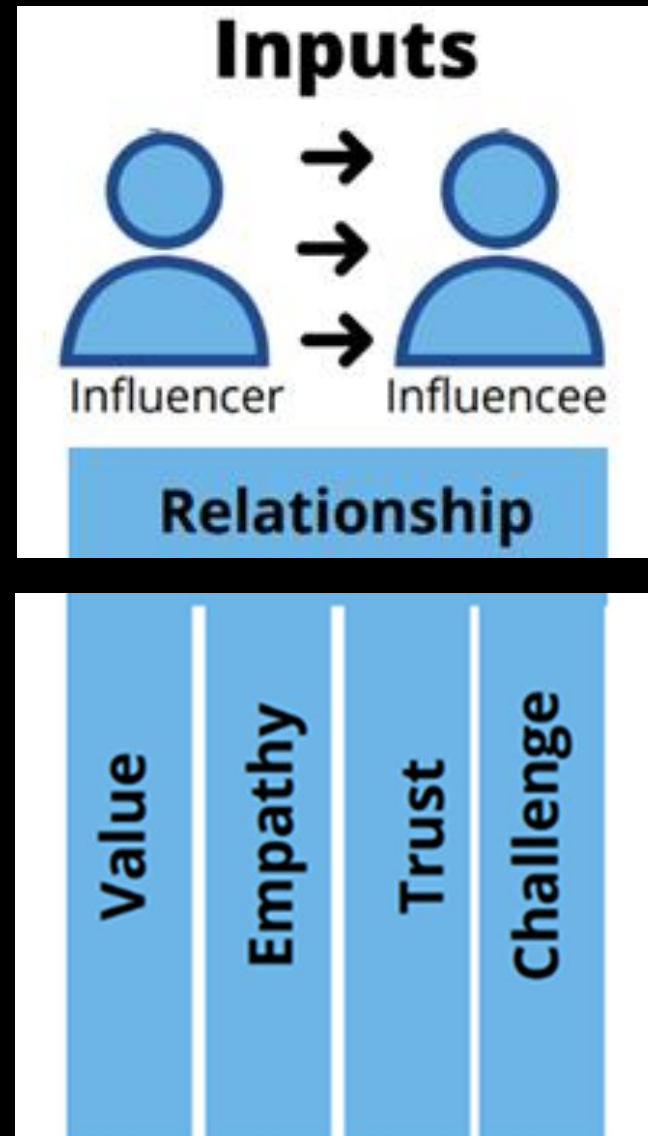
Additional Responses

- Came to new realizations about self through reflections with Influencer.
- Saw Influencer as a mentor.
- Was encouraged through struggle and felt Influencer acted as cheerleader for them.
- Was afforded choice and shared in decision-making, while Influencer.
- Engaged in regular conversations about progress, concerns, next steps, etc. with Influencer.
- Appreciated that Influencer asked questions, rather than giving answers.
- Witnessed Influencer stand up for others.
- Felt held accountable for goals by Influencer.
- Felt celebrated and appreciated.
- Witnessed innovative ways Influencer resources others' goals.

Dispositions of Influence Relationships

The inputs of influence are aligned to four relationship pillars.

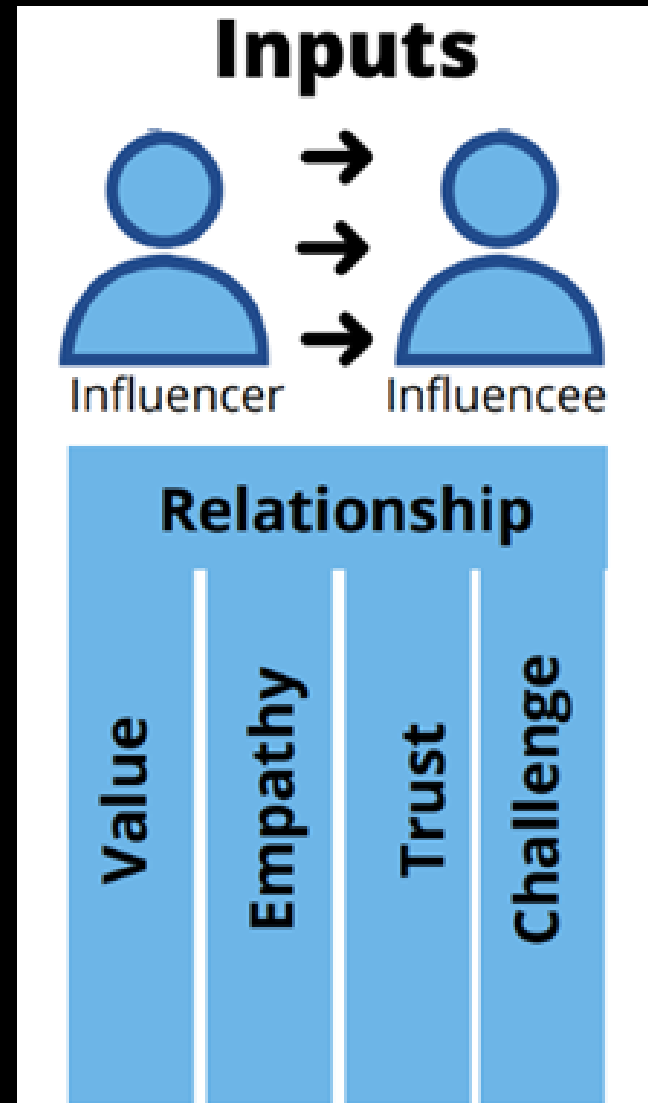
- We value others with our words and actions.
- We empathize with their situation, hopes, fears and goals.
- We build trust through everyday interactions.
- We challenge others to aspire to their best selves.



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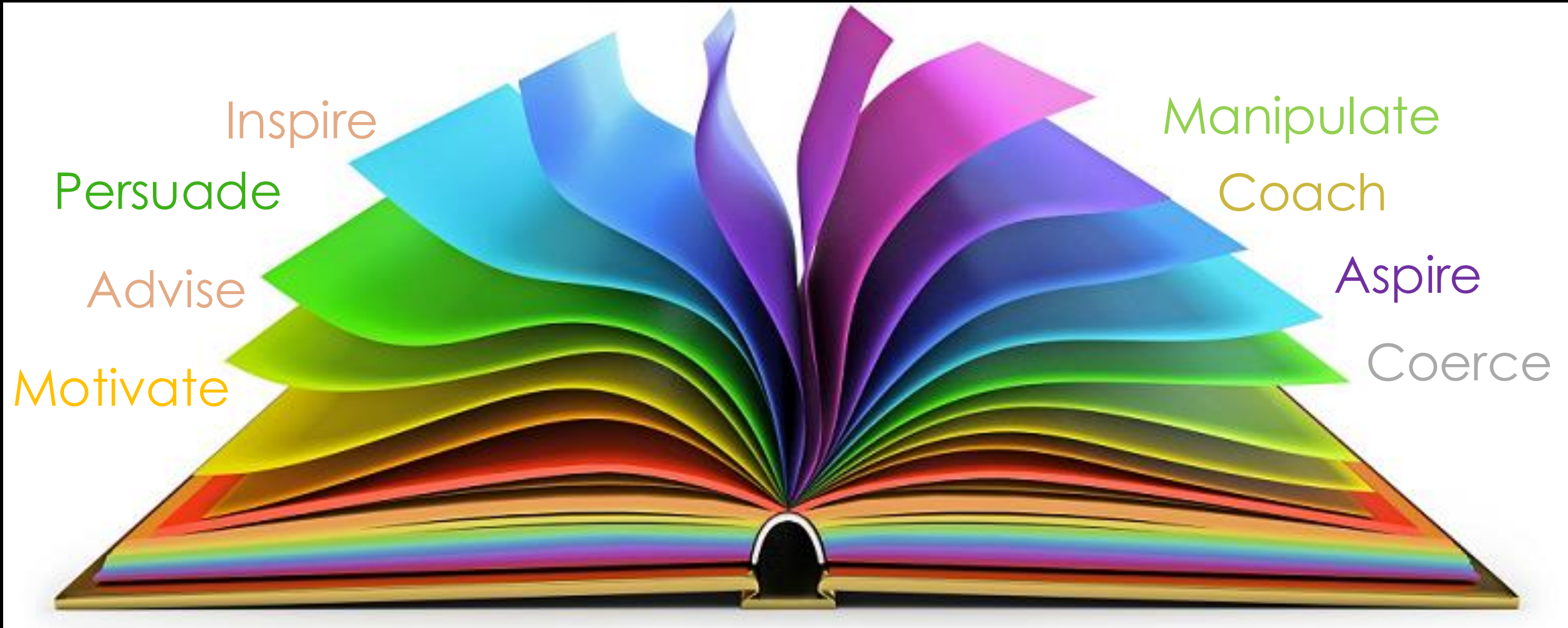
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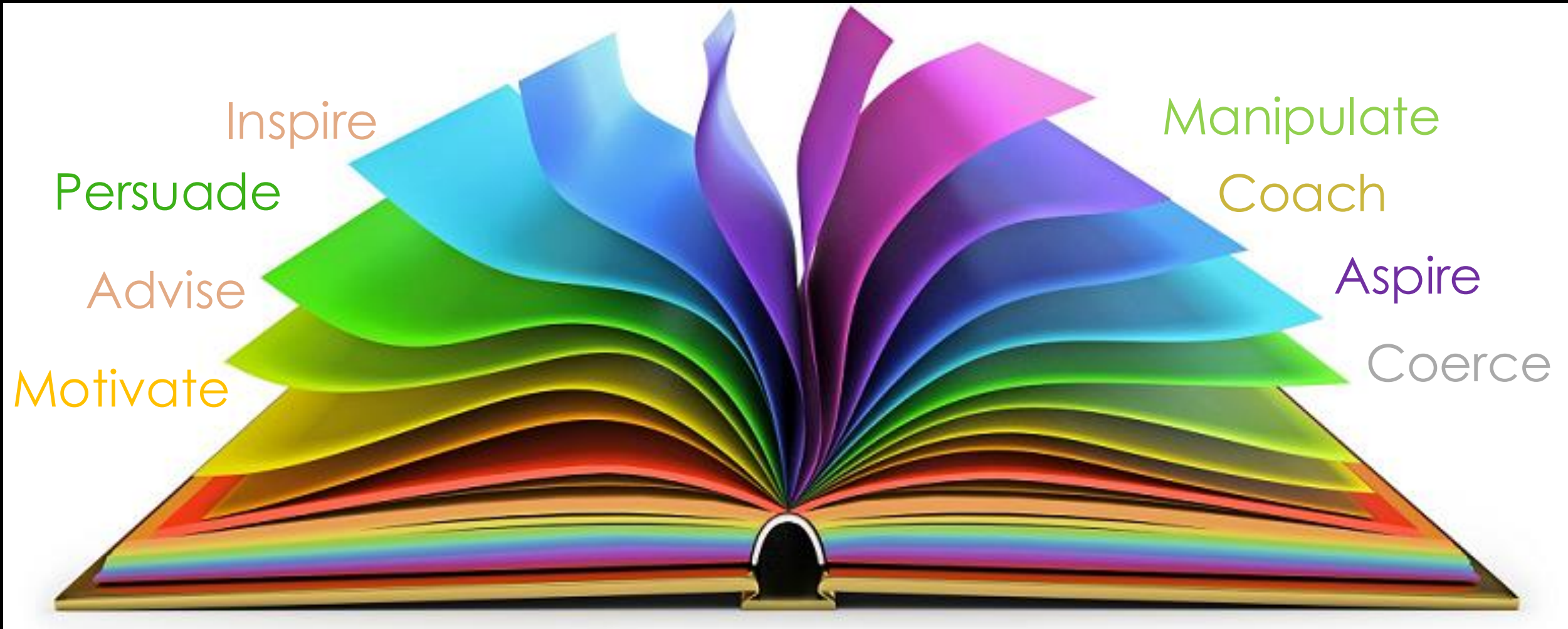
Influence is about growing our capability to apply the dispositions in our personal relationships

Spectrum of Influence



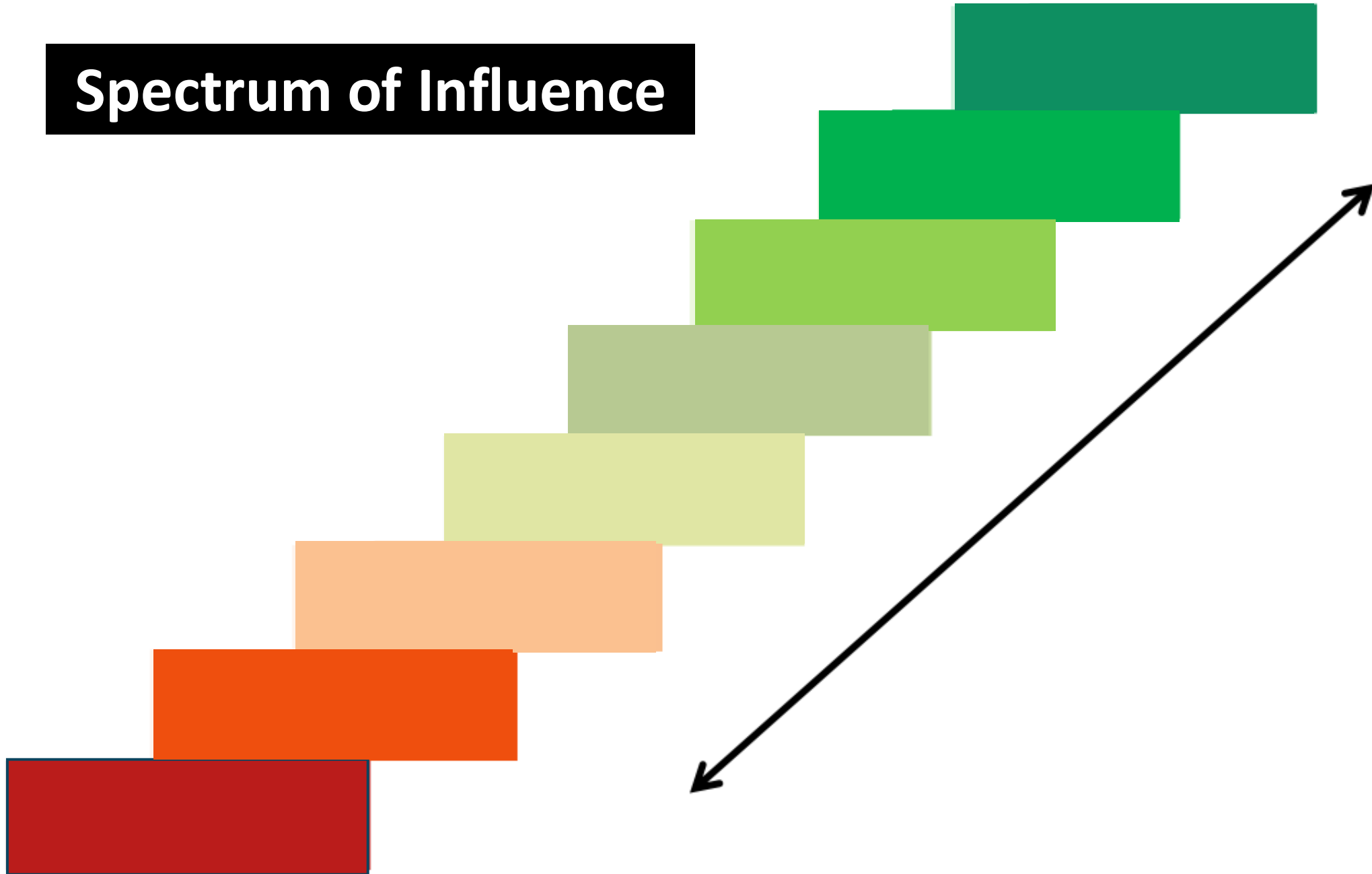
1. Order the words related to the spectrum of influence (sticky notes) - SELF

Spectrum of Influence



4. Reveal and review of definitions

Spectrum of Influence



Level	Definition
Aspire	<ul style="list-style-type: none"> ▪ To fuel others' ambitions over time. ▪ To activate growth and efficacy in others. ▪ An internal desire to surpass or exceed at what we are usually able to do or accomplish
Inspire	<ul style="list-style-type: none"> ▪ To create the conditions for inviting others to a challenge or new paradigm. ▪ A moment in time that provided a challenge and an invitation, a moment of realizing and desiring a challenge, creating a spark of challenge and an invitation to engage. ▪ To serve as a role model for others.
Coach	<ul style="list-style-type: none"> ▪ To instruct, train, or provide feedback. ▪ To establish a goal-centered relationship.
Motivate	<ul style="list-style-type: none"> ▪ To provide motive. ▪ To pique interest.
Advise	<ul style="list-style-type: none"> ▪ To provide an opinion about what one should do or believe.
Persuade	<ul style="list-style-type: none"> ▪ To cause someone to do something through reasoning or argument.
Manipulate	<ul style="list-style-type: none"> ▪ To manage or control, especially in an unfair manner (omit, half-truths, deceive).
Coerce	<ul style="list-style-type: none"> ▪ To demand someone to do something by using force or threats, crosses the line to illegal or unethical behavior.

Spectrum of Influence Reflection Activity

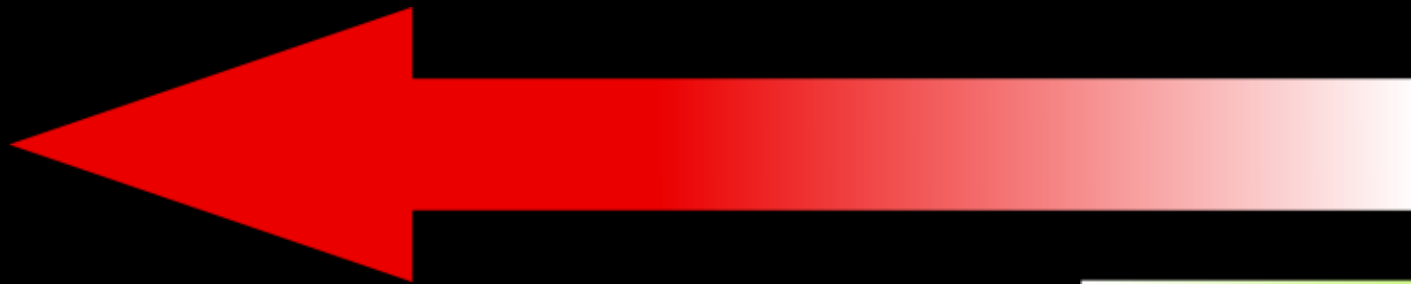
Coerce	Manipulate	Persuade	Advise	Motivate	Coach	Inspire	Aspire

Truths of the Spectrum of Influence

Absence of the
Dispositions of
Influence

Presence of the
Dispositions of
Influence

Destructive		Prescriptive/Informative				Productive	
Coerce	Manipulate	Persuade	Advise	Motivate	Coach	Inspire	Aspire
Impactful		Less Impactful				Impactful	



Truths of the Spectrum of Influence

Locus of Control:
Influencer

Locus of Control:
Influencee

Absence of Agency							Agency
Coerce	Manipulate	Persuade	Advise	Motivate	Coach	Inspire	Aspire
Impactful		Less Impactful				Impactful	

Locus of Control:

The extent to which an individual believes they have control over their outcomes of events in their life.

Agency:

The capacity to act, paired with the belief in self, which builds ownership of learning and choices.

Spectrum of Influence Reflection Activity

Coerce	Manipulate	Persuade	Advise	Motivate	Coach	Inspire	Aspire

*Think of your professional relationships, related to influence.
What have you experienced?
What level of the Spectrum of Influence best aligns?*

Table Reflection

Where do you operate most often under stress?

Where do you operate most often when you are at your best?

What District conditions push you down the spectrum?

SPARK
Conditions



Synergy-of Purpose, Ideas & Action

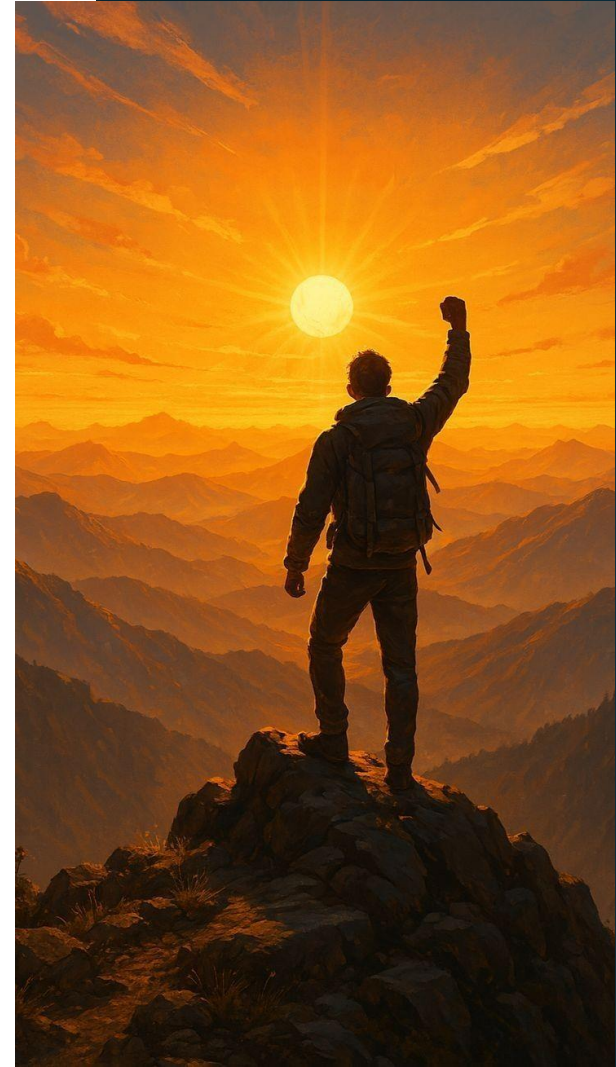
“the interaction of elements that when combined produce a total effect that is greater than the sum of the individual elements.”

Is your strategic plan aligned with budget decisions?

Do your evaluation systems match your stated priorities?

Powerful, Personally Invested

- Do your leaders see compliance or conviction in you?
- Are you visibly invested in what you are asking others to do?
 - What is one District initiative you are personally invested in and why?





Aspiration, Stretching, and Psychologically safe

- High Expectation + High Safety = High Influence
- In your District, department, team, organization, which side is stronger-aspiration or safety?

Reflective of Self, Others and Their Potential

Three levels of reflection;

1. Self-awareness
2. Stakeholder awareness
3. Possibility awareness

Where do you create structured reflection in your system?



Kinetic, Causing Action

- Influence must convert belief into behaviour
- Inspiration without movement becomes frustration

Where does momentum stall in your district?



Inspire

- People believe in the vision
- Energy increases
- Momentum builds

Inspire



Aspire: The Pinnacle of Influence



Aspire

People internalize the vision

Identify shifts

Leadership Multiplies

What would aspiration look like in your district?



A close-up photograph of a lit matchstick. The matchstick is positioned diagonally, with the flame at the bottom left and the wooden stem extending towards the top right. The flame is bright yellow and orange, with wisps of white smoke rising from it. The background is dark.

Celebrate!



**Inspiration lights the spark;
Aspiration keeps it burning.**

Influence, then, is not about moving others to *our* vision; it's about helping them move toward *theirs*.

H O P E



Helping Other People Excel



Inspire:
“I believe in this
vision.”

Aspire:
“This is who I
am/we are.”



Final Word

- Don't build a district that works because of you.
- Build a District that works because of who your people can become.



Influence is not measured by how
often you are needed,

It is measured by how well others
lead without you.



Thank You!