



**EDITORIAL THEME: Organizational Excellence  
APRIL 2021**

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**Highlights include:**

**Thought Leadership Series interview:** Business management expert, Gary Hamel, author of *Humanocracy*, offers helpful advice to leaders on how to create an organization that is highly innovative and free of bureaucracy.

**\*Learning From Our Wicked Challenges/A** superintendent who solved many complex problems looks at how to tackle wicked problems that are difficult or impossible to solve.

**Building Resilience in an Organization: Withstanding Uncertainty, Sustaining Focus, Reaching Results/A** Oregon superintendent used “Leader Huddles” and “Rounding for Outcomes” to build organizational agility and resilience during a pandemic and a wildfire.

**Decision Making That Sustains People and Deepen Relationships/A** superintendent in South Dakota discloses her simple question when making decisions: Is it good enough for my own children?

Contact Kathy Sveen TODAY at [ksveen@smithbucklin.com](mailto:ksveen@smithbucklin.com). She can create a program to stretch your budget and meet your specific needs. *School Administrator* magazine is published by AASA, The School Superintendents Association.