



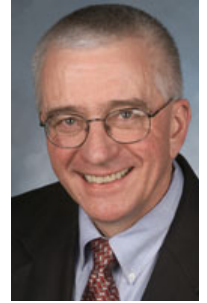
CASE CADRE OF LEADERSHIP COACHES

NAME: *John Hefty*

JOB TITLE: *Leadership Coach*

ORGANIZATION: *Independent Contractor*

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BIOGRAPHY: John Hefty is the retired Executive Director of CASE. He is currently doing leadership coaching for school and district leaders, teaching at the University of Northern Colorado and consulting with state and district organizations. All of his work is focused on improving school and district leadership in Colorado. Hefty's prior leadership work included serving as superintendent of the Brighton and Eagle County Schools. In addition, Hefty worked in Jefferson County for 12 years serving as assistant and deputy superintendent. Other Colorado work included serving as associate professor at the University of Denver and high school principal and assistant superintendent in the St. Vrain Schools.

COACHING PRACTICE PHILOSOPHY: Here is a sampling of my beliefs about coaching; coaching helps people with their own learning and changing; coaching helps people set and reach goals; coaching is not about telling people what to do; rather, it is giving them a chance to examine what they are doing in light of their intentions; coaching helps people focus on how they see, think and act; then make positive changes in how they see, think and act. Here is how I intend to coach: I intend to listen, to clarify, to challenge, to pay attention to language. I intend to get to action steps in every coaching session and to check progress on action steps at the beginning of each coaching session. I intend to ask challenging and helpful questions.

K-12 EXPERIENCE: Executive Director CASE (7 years); Superintendent (10 years); Deputy Superintendent (6 years); Assistant Superintendent (9 years); Associate Professor (3 years); Adjunct Professor (25 years); High School Principal (5 years); Assistant High School Principal (2 years); Teacher (4 years).

DEGREES AND COACHING CERTIFICATIONS: PhD; MS; BS; Powerful Coaching for Powerful Results Training

HOURS COACHING: More than 200 hours

AREAS OF EXPERTISE: Identifying, selecting, developing, supporting, and evaluating school and district leaders; Change Leadership; Systems Thinking; Team Development; Negotiation; Difficult Conversation Training; Organizational Design and Development; Board and Superintendent Relations; Superintendent and District Level Leadership