GLOBAL REACH
MANAGEMENT CONSULTANTS

Leadership & Organizational Development Partnerships



A Guide for School Leaders

For School Leaders and Leadership Teams

Great Company | Big Results | Trusted Partnership™

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A Note to School Leaders

Thank you for the opportunity to partner with your school community.

This guide provides a broader view of the leadership and organizational-development support available through Global Reach Management Consultants. Some of these areas may already be part of our work together; others may become relevant as your priorities evolve.

Our aim is not merely to deliver sessions, but to strengthen leadership, improve organizational coherence, support effective execution, and leave schools with greater internal capacity to continue the work.

We value practical wisdom, thoughtful partnership, and work that is responsive to the actual needs of a school. We would welcome the opportunity to continue building upon the progress already underway and to support the next phase of your priorities with care and excellence.

Linden I. Millwood

Linden I. Millwood
Founder & Chief Executive Officer

Who We Are

- Veteran-owned, certified M/WBE consultancy
- Leadership and organizational development
- Education, nonprofit, and corporate experience
- In-person and virtual support

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The Global Reach Approach

We work to strengthen people, teams, and organizations in ways that are practical, coherent, and sustainable.

Human First Principle™
Put people, purpose, and dignity at the center.

Start with the actual need
Look beneath the surface before prescribing support.

Build capability, not dependency
Help schools grow what they can carry forward.

Align leadership, culture, and execution
Sustainable progress requires coherence.

Leave something tangible behind
Plans, tools, language, and structures that remain useful.

Practical. Human-centered. Sustainable.

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How We **Partner**

Each engagement is shaped around the real context, priorities, and pace of the school.

1 Discover

Listen, observe, and clarify priorities.

2 Design

Shape support around context and goals.

3 Develop

Strengthen leadership and organizational capability.

4 Deploy

Facilitate, coach, advise, and support implementation.

5 Sustain

Document, transfer learning, and position the work to continue.

Customized support. Practical judgment. Sustainable capability.

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Leadership & Executive Support

What We Help Strengthen

Principal leadership, strategic judgment, prioritization, execution, and leadership presence.

Areas of Focus

- Executive thought partnership
- Strategic alignment and planning
- Decision-making and prioritization
- Leadership transition support
- Communication and accountability
- Sustaining leadership effectiveness

What This May Include

- Individual advisory sessions
- On-site leadership observation
- Planning conversations
- Follow-up support

Working Toward

- Greater leadership clarity
- Stronger execution
- More sustainable leadership practice

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Administrative & Leadership Team Development

What We Help Strengthen

The clarity, effectiveness, and coherence of assistant principals and leadership teams.

Areas of Focus

- Role clarity and team functioning
- Meeting discipline and follow-through
- Instructional leadership support
- Communication and coordination
- Coaching and feedback
- Shared ownership of school priorities

What This May Include

- Team facilitation
- Leadership team sessions
- Coaching for assistant principals
- Observation and debrief

Working Toward

- Stronger teamwork
- Better communication
- Sharper alignment around priorities

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Organizational Development & School Culture

What We Help Strengthen

The structures, habits, relationships, and conditions that help a school function well.

Areas of Focus

- Organizational coherence
- Trust and professional culture
- Change management
- Conflict navigation
- Systems and process improvement
- Healthy communication

What This May Include

- Culture conversations
- Facilitation and advisory support
- Organizational review
- Implementation planning

Working Toward

- Healthier culture
- Improved coordination
- Greater organizational stability

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Family & Stakeholder **Engagement**

What We Help Strengthen

Meaningful partnership between school leaders, families, and the wider school community.

Areas of Focus

- Family engagement strategy
- Stakeholder communication
- Community partnership thinking
- Parent learning experiences
- Trust-building and accessibility
- School-community alignment

What This May Include

- Planning sessions
- Workshops and forums
- Communication support
- Event or initiative design

Working Toward

- Stronger trust
- Better participation
- More connected school communities

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What Partnership Can Look Like

Global Reach engagements are designed around a school's priorities, context, timing, and level of support needed.

- **On-site strategic support**
- **Virtual advisory sessions**
- **Individual leadership mentoring**
- **Team development and facilitation**
- **Observation, reflection, and follow-up**
- **Short-term intensives or continuing partnerships**

Designed around your school's needs — not a one-size-fits-all menu.

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Continuing the **Partnership**

We welcome the opportunity to build upon the work already underway in your school and to explore the next phase of support aligned to your priorities.

Whether the need is focused leadership advisory support, leadership team development, organizational strengthening, or family engagement, our commitment remains the same: thoughtful partnership, practical support, and work that leaves lasting value behind.

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Atlanta, Georgia | Serving schools in person and virtually

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