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Advancing Women In Leadership

Governance Gumbo

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...the ultimate goal of great recipes, especially this gumbo, is to be pleasing to the persons who partake of it.

Governance Gumbo

4 c. School Roux
2 lb. Leadership Style
2 c. Ethic of Care
1 c. Ethic of Critique
1 c. Ethic of Justice
1 tsp. Theory X
1 tsp. Theory Y
2 T. Theory Z
1 c. Public Relations

School Roux

School roux, the base of a governance gumbo, distinguishes a gumbo from an everyday bowl of stew. Great chefs have long understood that quality ingredients and appropriate mixing procedures are critical to the creation of a robust gumbo.

The first step in creating a school roux is to combine several principals, a superintendent, and a local school board into a large bowl. Stir gently until all ingredients are well mixed and form a firm, cohesive unit. After careful blending of these first ingredients, add a dash of regional service centers and a pinch of state agency staff members. The inclusion of these last two ingredients will enhance the

knowledge base of the administrative core and add a flavorful depth to the roux. Stir the mixture until it has a consistency that is free of lumps. (Hint #1: When the mixture is the proper consistency, an untrained person will have difficulty identifying the individual components as they appear to have one common goal.)

After refrigerating the state board of education for at least three hours (to prevent loss of nutrients), pour the chilled state board of education into a large legislative skillet that has been lined with mandates, both funded and unfunded, add the school roux and simmer over a medium heat for fifteen to twenty minutes or until the mixture turns a light honey brown. At this point, the ingredients will have melted together to form a roux capable of responding to the governance needs of the organization.

Leadership Styles

Leadership style, the main source of protein in a governance gumbo, is obtainable in a variety of forms. Leadership styles suitable for this recipe include autocratic and laissez-faire as each has a distinct flavor. (Hint #2: Chefs may use one leadership style or a combination of the two styles.)

The use of autocratic leadership frequently yields a gumbo that is chewy and, at times, a little hard to swallow. Chefs who choose autocratic leadership should expect a final product that is task-oriented, extremely directive, and concerned about status rather than people. The chef should also be aware that the use of autocratic leadership may create a bad taste in people's mouths and may foster a sense of distrust. Despite its strong taste, a gumbo made with autocratic leadership may be suitable for serving untrained employees, when high volumes of production are needed, and when limited time is available for effective decision-making.

A governance gumbo that uses a laissez-faire leadership style frequently lacks robust flavor and to the untrained palette, may appear to lack the leadership style ingredient altogether. A gumbo that uses a laissez-faire style of leadership will offer little guidance, supervision, or direction in the decision-making process. However, laissez-faire leadership may be an effective ingredient when the gumbo already has a sense of togetherness and a clear sense of the role each ingredient plays in the creation of the perfect gumbo. Adding laissez-faire leadership to a gumbo is ineffective when other ingredients are weak or when the ingredients do not understand the purpose of the gumbo. (Hint #3: Leadership styles have the potential to enhance or destroy the flavor of the governance gumbo. Therefore, the choice of leadership style should take into consideration the number and types of dinner guests and the over all stability of the school roux.)

Ethics

In a large bowl, mix 2 cups of ethic of care (the type that seeks to nurture and encourage), 1 cup of pureed ethic of critique (use a brand designed to awaken the social inequalities in today's society), and 1 cup of caramelized ethic of justice (this stabilizes the gumbo by providing guidelines to solve issues with fairness and consistency). Chefs have developed a fourth ethic, ethic of professionalism;

however, this product has not yet received FDA approval. (Hint #4: Although you may prefer one ethic over another, remember, the goal is to create a gumbo that satisfies the needs of the dinner guests.)

Theory X, Y, and Z

Combine 1 teaspoon of Theory X, 2 tablespoons of Theory Z, and 1 teaspoon of Theory Y into a management bowl. Theory X, Y, and Z add the necessary thickness to the educational governance gumbo. Theory X has a flavor similar to the autocratic leadership style as it is typically used to control others and is full of directives. Chefs typically increase the amount of Theory X when they believe the workers avoid work. By increasing the amount of Theory X, the chef may coerce employees to work harder by implementing threatening policies designed to punish.

Theory Y, a completely unique flavor, enhances the gumbo when each of the other ingredients possesses an intrinsic enjoyment of their contribution to the gumbo. Theory Z, a bolder flavor than either Theory X or Theory Y, is derived from a Japanese root and is a wonderful addition to the stew when all of the ingredients have a high level of commitment to the gumbo.

Public Relations

With a good educational governance gumbo, the temperature is critical. Should the gumbo begin to boil over, the addition of 1 cup of public relations releases enzymes designed to cool the gumbo. (Hint #5: Interestingly enough, these same public relations enzymes may be used to spice up a gumbo that has become too bland or unappealing.) Public relations enzymes also release an aroma that makes the bouquet of the gumbo pleasing to a multitude of diners.

Procedures

Combine the school roux, leadership style(s), Theory X, Theory Y, and Theory Z in a large cooking pot and simmer uncovered for twenty-five minutes. Ten minutes before serving add the ethics of care, critique, and justice; cook an additional seven minutes. Gently fold in the public relations, as needed, let the mixture breathe for five minutes before serving.

Note: Dinner guests should be warned that not all governance gumbos look or taste alike. Throughout history, gumbo chefs have been at liberty to substitute, increase, or eliminate ingredients as appropriate to their needs. After all, the ultimate goal of great recipes, especially this gumbo, is to be pleasing to the persons who partake of it.

Tip: Serve to all stakeholders to increase cooperation.

Serving Size: 1 cup

Preparation Time: Lifetime

Nutritional analysis per serving:

Calories 270 gm
Fat 12 gm
Carbohydrates 33 gm
Cholesterol 51 mg
Protein 25 gm
Sodium 665 mg

References

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