

## Green County Leaders February

### Empty Tea Cup Story

Definition of Adaptability (from dictionary)

Good news: We are all born very adaptable  
As we grow older, experience brings preconceived notions.

Adaptability Quotient and Emotional Quotient vs. IQ  
AQ, more important than EQ, EQ more important than IQ

### Adaptability Quotient Quiz

#### Summary

Have a mindset of curiosity

Observe carefully

Take action on facts

#### Kathy Hennessey – Executive Director, Monroe Arts Center

Keeping MAC going during pandemic

Fortunate to have contacts across country – meet Friday nights on Zoom to bolster each other

Most are shuttered right now and hope to re-open

MAC – virtual classes and entertainment

How has it felt as a leader?

Been double edged sword – mix of IQ, AQ and EQ

Constantly scanning environment to look for funds to help the organization

Stay on top of scientific research on Covid

Hardest – adjust to fact we're not going to make it through without letting some of our staff go

Worked picked up by remaining staff, but more importantly, it was personal

Continuing to fulfill mission to community

Reinvent the wheel every day she comes to work – survival depends on that

Need to find ways to deal with own stress. Be aware staff is also stressed.

For some, coming to work is their release valve.

As important as MAC is, it's not life or death.

Theater has always been on the brink of disaster, so here we are.

Kathy finds peace and hope in that.

When closed last March 16 – one week away from one of largest fundraisers of year, other important performances and gallery openings, etc. etc.

“Show must go on” mentality.

Figured out how to do things differently.

Difficult to say right now that we’ve been successful. It’s still a long haul because theaters will open last.

But on the right path.

When will people feel safe to gather again?

There will be startup costs to manage.

Have found ways to stay connected to community. Continued education and entertainment programming, but not been able to monetize that. Created a sustainability group to tackle different subjects with a variety of viewpoints.

When ready to open, they will be ready.

Laura Eicher, Principal of New Glarus Elementary School

What do things look like in education world?

Education would not have adapted without Covid. But had no choice but to find new ways.

Teamwork –

Came together to talk about what is best for kids.

Empowering and exhausting.

Some new things they want to keep into the future.

Success is still to be determined. We’re never done. Always learning and adapting.

Lessons learned: Always going back to why we exist – mission and purpose.

And communicating team decisions with staff. Rely on one another.

Brick brain vs. Bubble gum brain

Fixed mindset vs. Growth mindset

Hard to think about doing new things with a Brick Brain

Difficult – how bring staff together? Many individual conversations so everyone’s voice is heard.

And then how do we communicate decisions with families?

Listening and Communication are so important.

Optimistic for 2021 – Every situation has a silver lining. We don’t always have to be in the same space to have collaboration. (i.e., parent teacher conferences)

Looking forward to having all kids back in the building. And yet there will always be kids who will be all virtual.