



Advance Your SUCCEED Training to the Next Level

McGrath SUCCEED Training of Trainers “TOT” Program

Keep the McGrath SUCCEED System alive and consistent in your organization. Have your own local instructors train your people in the powerful, multi-purpose SUCCEED communication system. Reach everyone - administrators, supervisors, teachers and staff.

Because organizations are not static - people come and go - newcomers will need instruction in the basics of the SUCCEED System. McGrath’s TOT Program allows you to keep everyone current in SUCCEED in the most cost-effective way.



A Certified McGrath SUCCEED Instructor is Authorized under License to:

- Conduct in-house training for administrators, supervisors, teachers and staff that can be tailored to the time and class size needs of the district.
- Act as a SUCCEED facilitator with learning communities of SUCCEED practitioners in your organization.
- Provide on-site assistance, mentorship, regular coaching and review of administrators’/ supervisors’ work product.
- Have access to a customized SUCCEED website for McGrath Instructors that provides ongoing growth and professional development in the area of transformational communication. Collaborate with colleagues on issues and methods that have made a difference and enhanced the culture of trust, respect and growth in their school districts.
- Receive a one-year subscription to the SUCCEED Online Support Program.

“The SUCCEED System leads our principals to comfortably make judicious and indisputable employment decisions. And I can always count on excellent documentation. One reason for this is that supervisors and administrators live in a work culture steeped in SUCCEED. It has had a huge impact on us. Our principals are so used to it that it’s second nature.”

Kathleen Crume, Assistant Superintendent, Human Resources
Academy School District 20, Colorado Springs, CO

Certified McGrath SUCCEED Instructor and Licensed School Organization since 1995



McGrath Training of Trainers Course Content Description

TOT Instructor Candidates will be taught to deliver The McGrath SUCCEED Foundations Course as described below. Course designer, Mary Jo McGrath, will guide them through a detailed Instructor's Manual that provides a comprehensive script of the entire two-day Foundations Course. The new SUCCEED Online Support software will be used in the instruction.

Role-play, small group activities, and up-front delivery with personal coaching from Mary Jo is the way the TOT training proceeds. The goal is that each Instructor Candidate will understand the depth of the principles and concepts of the course, be able to instruct a group of participants in their learning of the course, and be clear on the underpinnings of the course.

Subject areas to be learned are:

1. Getting Started: Principles, Practices and the Legal Framework

Participants engage in the first of many hands-on activities in the course. They learn to incorporate the legal fairness standards of due process and just cause in their communications.

2. The Human Dynamics of Leading and Supervising People

Participants examine what stops people from giving honest feedback and communicating effectively. Fundamental fears and feelings of being powerless to make changes are brought to light and dispelled.

3. Whole Person Based Leadership and Supervision: Why it Works

Participants explore the current systems within schools for communication, relationship, supervision and evaluation, and see how those systems breed adversarial relationships. Participants learn a new way to work with the whole person based on trust, respect, understanding and growth.

4. Building Relationships: A Continuum of Communication and Supervision

Participants are introduced to the 4 essentials of legally fit and fair record keeping, and shown how to incorporate them into their practices. They are guided step-by-step in their communications, both verbal and written, from the beginning of an issue through resolution.

5. The PowerTools of Constructive Supervision and Evaluation

Working collaboratively with their colleagues, participants apply the McGrath SUCCEED System for step-by-step problem-solving and communication/relationship skill-building. They learn The FICA Dynamic for everyday thinking, organization and right-action taking.

6. The Heart of the Matter: The Content and the Context of SUCCEED

The philosophical basis, socio-emotional elements and structural flow of the McGrath SUCCEED Course are explained: The Whys and Wherefores of the Course Design • The Flow and Transitions from Section to Section • and Advice from Long-Term Users of the McGrath SUCCEED System and FICA Tools.

