

*Administration with Spirit*  
Waldorf Administration Program at Rudolf Steiner College

**Subject Outline**

The Program uses the following subject outline to frame the conceptual outlook and the content of the sessions. In this context, "*working*" refers to both the subject the students focus on, as well as the process administrators utilize in their work.

**Self Development** – *Working with oneself*

- Biography and self development
- Inner life of the administrator
- Leadership styles
- Roles of administration
- Administrative issues

**Group Development** – *Working with small groups*

- Effective meetings in the Waldorf communities
- Communication and conflict resolution
- Comparative meeting approaches
- Decision making (consensus, Robert's Rules, etc.)
- Working with colleagues
- Resistance to change
- The nature of leadership
- Servant leadership, and other forms

**Organizational Development** - *Working with your school*

- Phases of school development
- Organizational development
- Threefold nature of a Waldorf School
- Mandates, evaluation and forgiveness
- Labor and employment issues
- Strategic planning
- Money matters: the financial life of the Waldorf School
- Financial planning
- Trustee and board development
- Enrollment building, strategies and responsibilities

**Community Development** – *Working with your community*

- Philanthropy (charitable giving, volunteering and volunteer leadership)
- Spiritual, social and work community
- Marketing
- Building effective working relationships between board, faculty and parents
- Esoteric sources of community
- Waldorf in the world today