Intentional School (Re)Design

Who: Heads of School, Division Heads, Dean of Students, and Business Managers
Presenter: Cara Gallagher
When: Friday, December 11th from 10:00 a.m. to 11:00 a.m.
Where: Virtual on Zoom
Register HERE
The slide deck and recording will be available to registrants after each webinar

Session Description:

Schools often respond to change by adding new initiatives, roles, or layers of leadership without first asking whether the organization is designed to support the intended work. Intentional School (Re)Design explores how schools can clarify decision rights, right-size leadership teams, and align organizational structure with mission and strategy so that change has somewhere to stick. Participants will consider how reporting relationships, role clarity, and leadership structures can either enable or unintentionally undermine strategic progress. Drawing on case studies of independent schools transitioning to new leadership and reporting models, this webinar will offer a practical framework for thinking about organizational (re)design as a strategic tool--not simply an administrative exercise. The goal is to create greater efficiency while strengthening strategic leadership capacity, ensuring that the way a school is organized actually supports the work it is asking its people to do.

About Cara Gallagher:



Cara Gallagher is an organizational psychology practitioner, and former independent school teacher and administrator, who helps schools build the conditions for meaningful, sustainable change. Drawing on nearly two decades of experience, along with expertise in organizational design, psychometrics, and change management, Cara brings a practical, research-informed perspective to complex school challenges. She partners with independent schools to clarify strategy, strengthen leadership capacity, assess organizational health, and design change initiatives that are grounded in the realities of school communities. Her work combines rigorous data analysis with a deep understanding of the human side of organizations, helping school leaders move from good intentions to clearer decisions, stronger structures, and change that actually sticks.

Free for those schools who purchased a speaker series subscription



$60 per attendee for those schools who have chosen “A la Carte.”