



# THE PENNINGTON SCHOOL

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When beginning a new strategic planning process, we enlisted the services of Kevin Graham at Lookout Management. From the outset (late winter), it was apparent to me that we were in good hands with Kevin. His visit to our school in the early spring to meet with different constituent groups left our community feeling like they were all part of this important process. With Kevin's guidance and input, we were able to construct four very meaningful surveys that would be used to inform our strategic planning process.

Kevin expertly shepherded our community through this process and kept all of us on track and our eyes on the prize. Once the results were in, Kevin spent time with our Leadership team going over the data for each group. His analysis was both focused and relatable. By the end of the summer, we were ready to begin providing feedback to our different constituencies with the first group to get the results being the faculty/staff.

Kevin joined us electronically/remotely and in a well-paced two-hour presentation, he shared the data from each of our four groups and answered our questions. The best feedback I heard after the presentation came from a 20-year veteran faculty member who pulled me aside to say, "Kevin is one of the best speakers/presenters I have ever listened to in all my years in education! His analysis was concise, he added color and humor appropriately and personalized it for all of us."

Our faculty is not an easy group to "win over" but Kevin masterfully guided us through the Strategic Planning surveys, brought relevance to the entire process, and left us all feeling both optimistic and energized about the important work that lay ahead.

I would recommend Kevin Graham for any school who is considering a strategic planning process without reservation.

William S. Hawkey, Ph.D.  
Headmaster