

Modelling Leadership on the Practice



The Principles



✓ Working at relationships

All leadership is relational, leaders work at their relationships

✓ Being curious and prepared to admit you may have it wrong

You don't have to have all the answers and admitting you got it wrong paradoxically brings more authority

✓ Families and front line staff informing how you see things and your decisions

The experience of families and staff best informs how the work is landing and how our policies and structures and strategies are working



The Tools

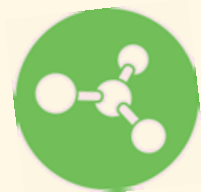
✓ Three column planning & review

Fundamental modelling and effective cut through for complicating issues

✓ Scaling questions

Develop the skills, it brings out different perspectives and puts the focus on getting a bit better or even to a 10

The Disciplines



✓ Plain language

Einstein said if you can't explain it to a child, you probably don't understand it yourself

✓ Observable behaviours

First rule of performance development is to focus on the behaviour and not the person, that is what we look to affect, work with what you see rather than what you interpret (you may have it wrong)

The Process

✓ More questions, less telling

The challenges of time and authority can make this difficult so it must be deliberate

✓ Distributing the leadership – working in teams

We all share responsibility for achieving the outcomes we want, from the front counter to the bean counter through to the chief executive

