

Sustainable Culture



How do we
create one?

Essential
Questions

What does it
look like?

Essential Questions

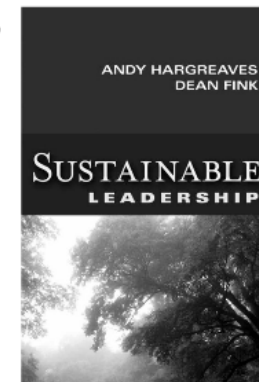
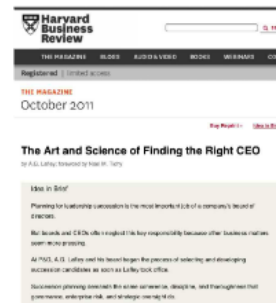
Change in Leadership?

Hope or Resign

Grow in spite of us?

Leadership Imperative?

“The challenges of leadership succession, of leading across and beyond individual leaders over time are at the heart of sustainable leadership and educational change.”



Apache
Internet
Skype
Craiglist
Wikipedia
AA
Toyota

What does it look like?



Personal Mastery
 Not only efficient,
 also self-efficacy

Purpose
 Not only organisational,
 also personal life mission

People Developer

whole person
 life mission

basic desire
 to change
 the world

Stage	Owner	Outcomes
Lower	Directed by: Executive Leadership	<ul style="list-style-type: none"> Develop, sustain and improve strategic vision and corporate mission and vision statements Develop and implement corporate strategy Develop and implement corporate mission and vision statements
Developing	Directed by: Executive Leadership	<ul style="list-style-type: none"> Develop and implement corporate strategy Develop and implement corporate mission and vision statements Develop and implement corporate mission and vision statements
Enhancing	Directed by: Executive Leadership	<ul style="list-style-type: none"> Develop and implement corporate strategy Develop and implement corporate mission and vision statements Develop and implement corporate mission and vision statements
Advancing	Directed by: Executive Leadership	<ul style="list-style-type: none"> Develop and implement corporate strategy Develop and implement corporate mission and vision statements Develop and implement corporate mission and vision statements

Self-Management
 "the term 'employee empowerment' implies that one person is transferring power to another person. In the real world, what is given can be taken away.
 In self-management, colleagues already have all the power they need to make anything happen they want to have happen from the moment they start work.
 Self-management is beyond empowerment.
 Self-management is power itself."



Ownership
 Not only empowerment,
 also freedom

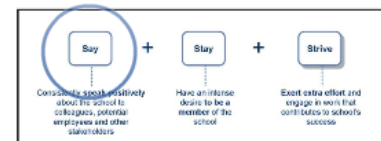
Relationships
 Not only collegial, also family

Colleagues are those explicitly united in a common purpose and respecting each other's abilities to work toward that purpose.

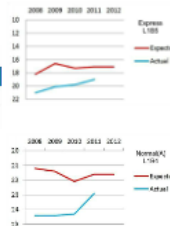
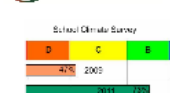
I Love AI because ...

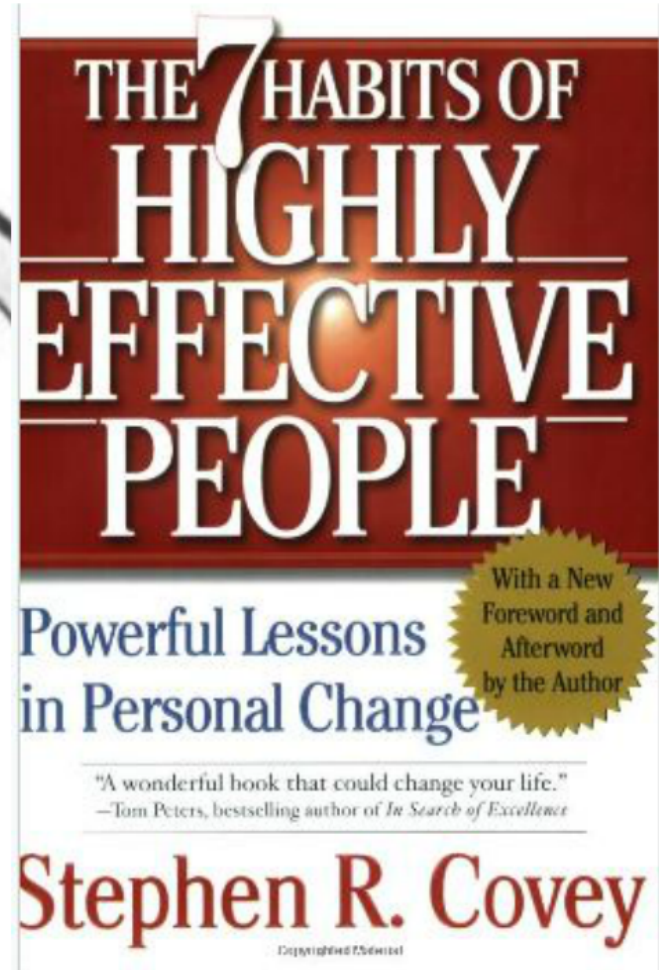


Communication
 Not only information, also feedback
 Not only top-down, also across
 Not only successes, also failures



What do our colleagues say to those who are not contributing to the mission?





response-able
legacy
prioritize

People Developer

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	Stage	Owner	Outcomes
Career Development	I dentify	Owned by Teachers, guided by PDs	Identify <ul style="list-style-type: none">- career options and aspirations- strengths and areas for growth based on<ul style="list-style-type: none">- personal mission and values- feedback on Performance and Potential- Behavioural Indicators for the 3 career paths
	D eploy, Develop, Deliver	Owned by Teachers, guided by PDs	Deployment of roles and responsibilities to achieve School Strategic Goals . Develop strategies and competencies to achieve targets in KRAs.
Talent Management	E valuate	Managed by PDs, evidences by Teachers	Evaluate Performance and Potential of teachers using evidences from observations, feedback of outcomes, so as to <ul style="list-style-type: none">- Give feedback on strengths and leadership areas- Acknowledge & reward contribution and performance at appointment (Acknowledge).
	A cknowledge	Managed by PDs, evidences by Teachers	Acknowledge quality Performance, affirm and recognize Contributions regularly. Reward accordingly and develop for appointment

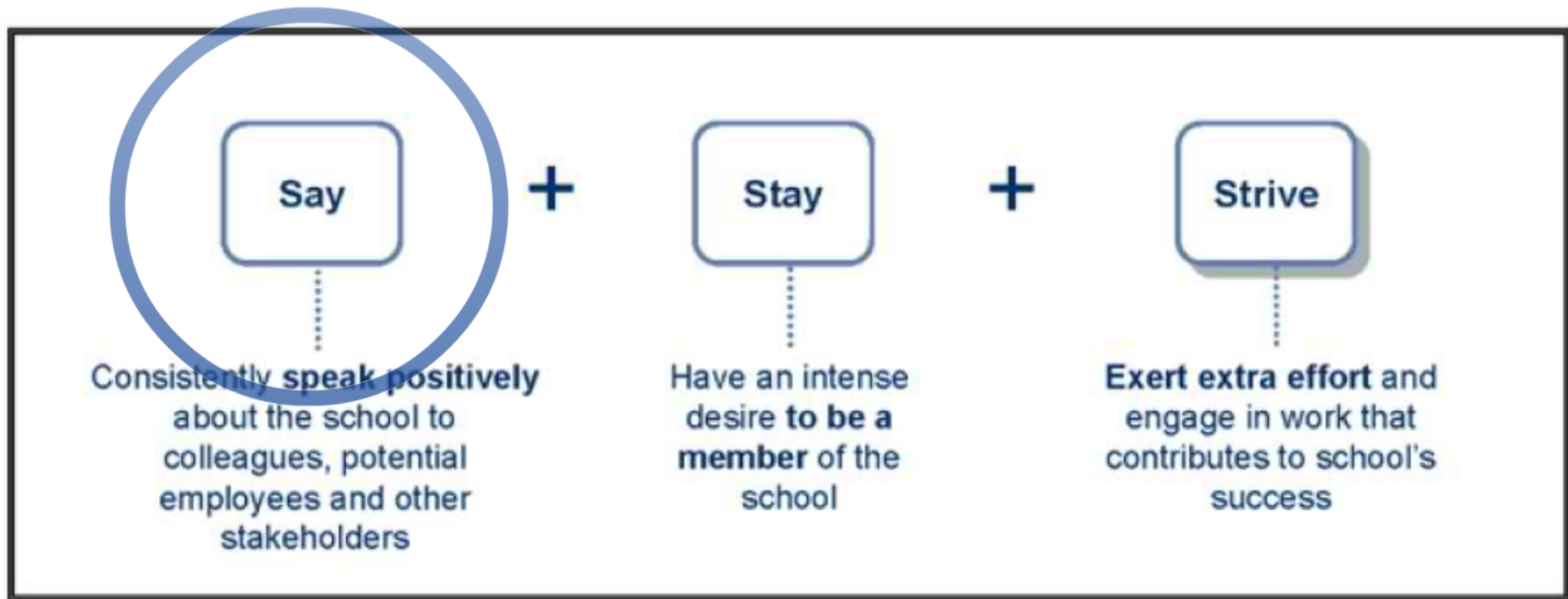
Developer

	Stage	Owner	Outcomes
Career Development	I dentify	Owned by Teachers, guided by PDs	Identify <ul style="list-style-type: none"> - career options and aspirations - strengths and areas for growth based on - personal mission and values - feedback on Performance and Potential from PD - Behavioural Indicators for the 3 career Tracks.
	D eploy, Develop, Deliver	Owned by Teachers, guided by PDs	Deployment of roles and responsibilities in KRAs aligned to School Strategic Goals . Develop strategies and competencies in order to deliver targets in KRAs.
Talent Management	E valuate	Managed by PDs, evidences by Teachers	Evaluate Performance and Potential of teachers based on evidences from observations, feedback, and scope and quality of outcomes, so as to <ul style="list-style-type: none"> - Give feedback on strengths and learning areas (Identify) - Acknowledge & reward contributions, and develop for appointment (Acknowledge).
	A cknowledge	Managed by PDs, evidences by Teachers	Acknowledge quality Performance, affirm Competencies and recognize Contributions regularly. Reward accordingly and develop for appointment.

Colleagues are those explicitly united in a common purpose and respecting each other's abilities to work toward that purpose.

**I Love AI
because ...**





What do our colleagues say
to those who are not
contributing to the mission?

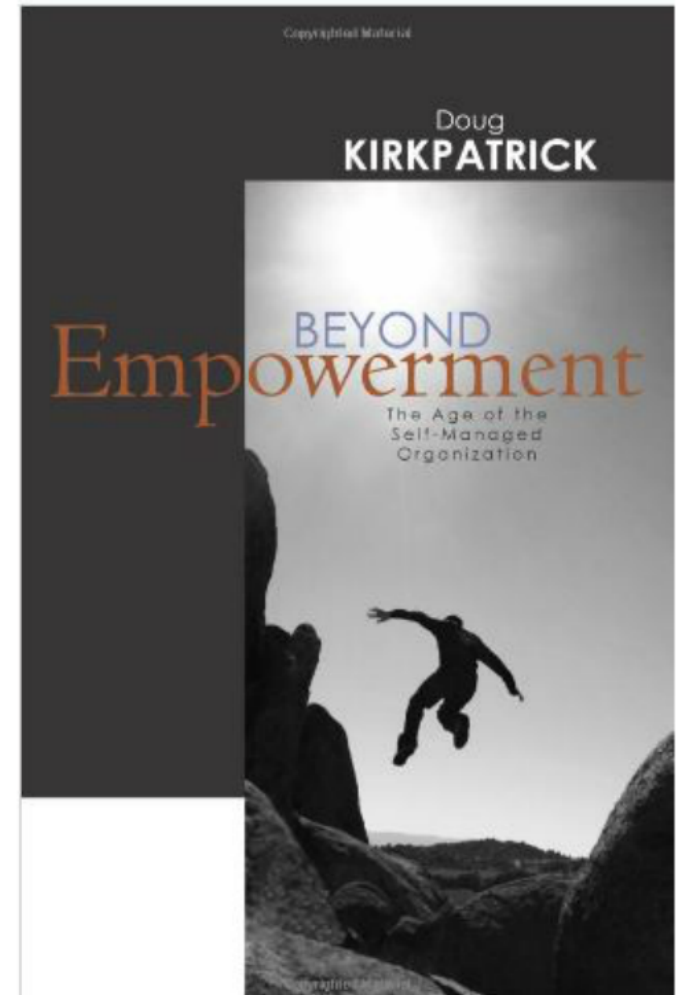
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Accountability

Mission

Colleagues



*Community Outreach
23 March 2012*

KEEPING THE FLAME ALIVE

10

12

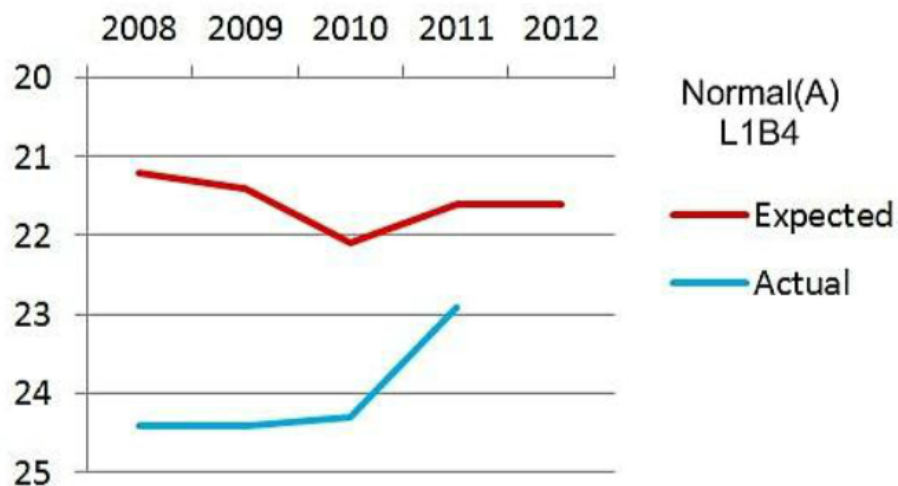
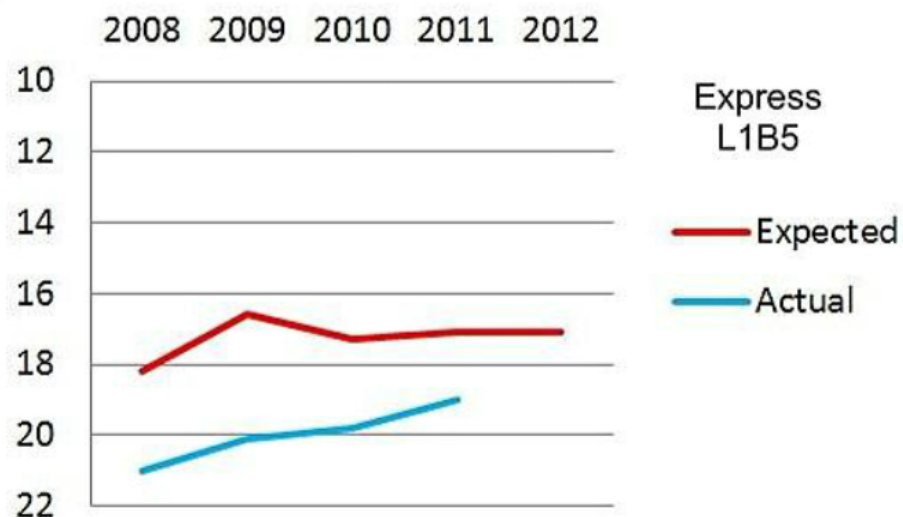
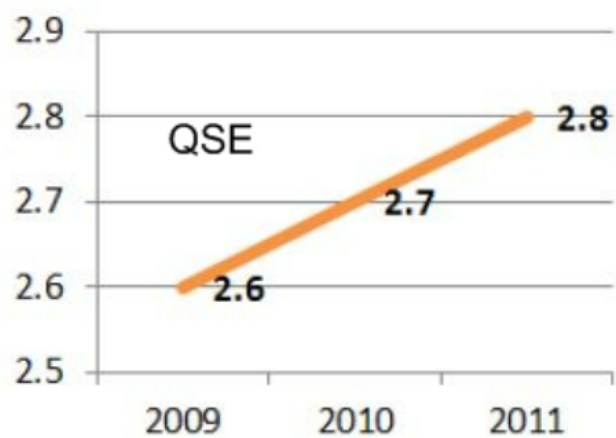
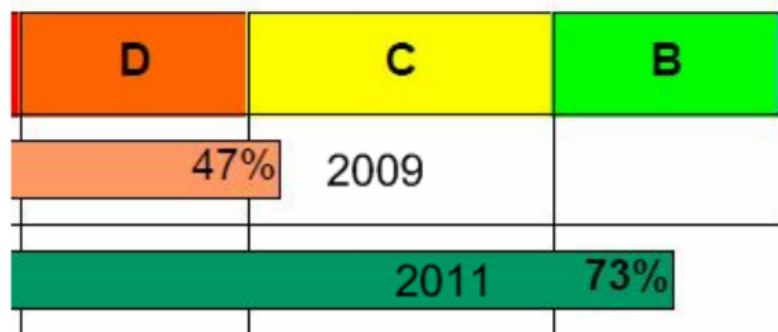
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Community Outreach
23 March 2012

KEEPING THE FLAME ALIVE

School Climate Survey



get out of the way,

Catalyst

Be Inspiring,
not the Center

Fanatic

Be Resolute &
Disciplined,
driven by Love,
not by Results

Influencer

Encourage & Enable,
not by authority

How do we create one?



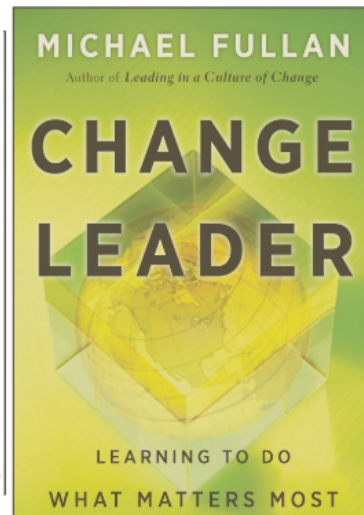
“empowers people and
gets out of the way”

Catalyst

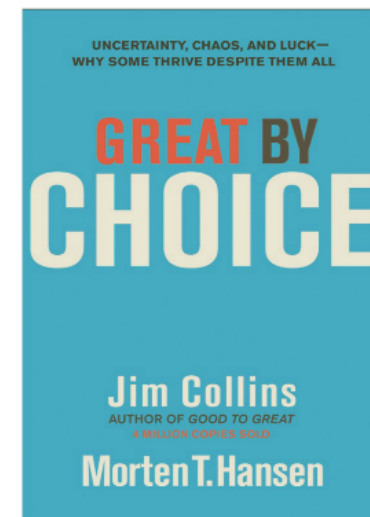
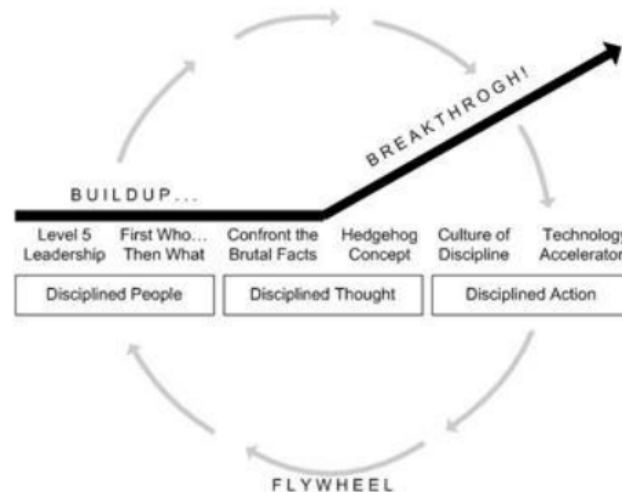
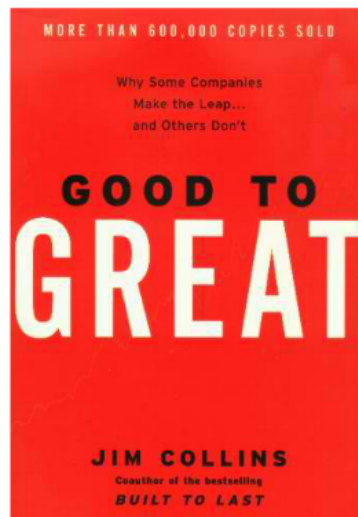
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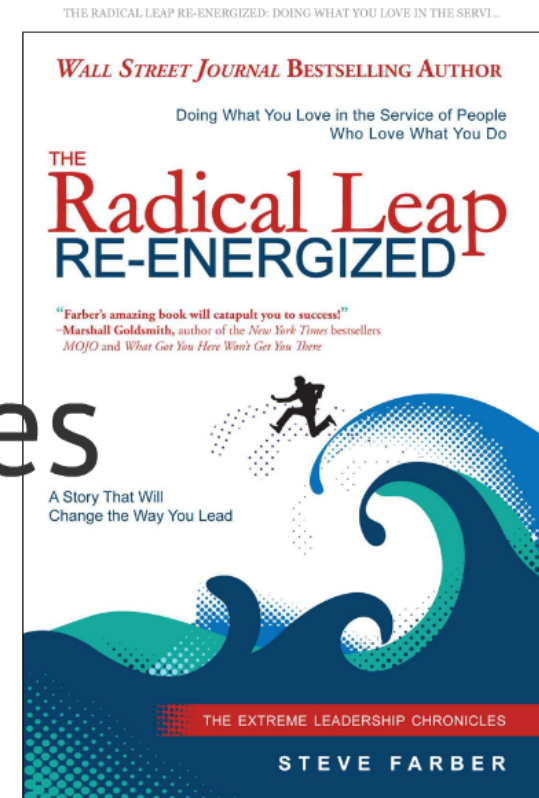


“when you are on a crucial mission, stay the course against all odds; and be impressively empathetic when it comes to opposition in the early stages.”



“Discipline, in essence, is consistency of action – consistency with values, long-term goals, performance standards, of methods, over time.”

“Love generates
Energy, inspires
Audacity, and requires
Proof”

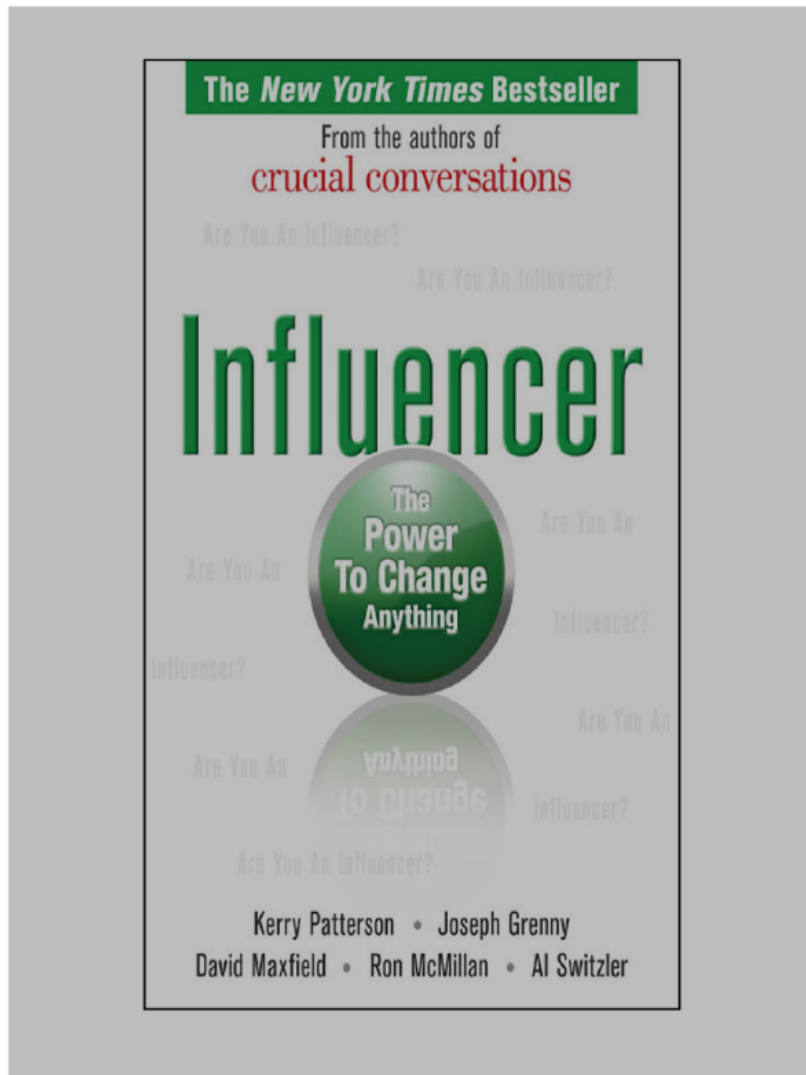


“Do what you love in the
service of people who
love what you do”

Influencer

**Encourage & Enable,
not by authority**

Is it worth it? Can I do it?



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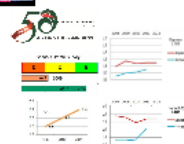
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