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GROWING GREAT LEADERS

WE are not
LEADING change,
we ARE
BUILDING
a CULTURE
of curiosity.



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People want to know they matter
People need to do a good job
PEOPLE HAVE BAD DAYS
SOME PEOPLE HAVE REALLY BAD DAYS
PEOPLE ARE CAPABLE OF INCREDIBLE
Most people suck at communication
SOME PEOPLE ARE HAPPY IN THEIR DYSFUNCTION
LOVE LIGHTS UP THE BRAIN

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WHY
WOULD WE
Change
Anything?

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WHY WERE YOU APPOINTED?
WHY
are you?
HERE!



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BETTER



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The only way
to predict the
FUTURE
TO CREATE IT
Peter Drucker



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Better is
ALWAYS
about
CURIOSITY
Present Enthusiasm



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In our
QUEST for
EXCELLENCE;
change is our
CONSTANT.

My job is to
KNOW, KNOW, WHY, and RESPOND.
I am essentially
EMPLOYED and
EXPECTED to **CURIOS.**

"MY JOB IS TO LIFT THE
ROCKS EVEN IF WHAT I
SEE SCARES THE HELL
OUT OF ME."
JIM COLLINS 'GOOP TO GREAT.'

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28%

LEADERS
need margin
TO **marvel**
Marvel
Dreamers



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WE HAVE GOT
TO CREATE
MORE
MARGIN TO
BE DREAM..



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LEADERS ARE OVERLOADED BECAUSE THEY ARE FIRE FIGHTING

50KG

CURIOSITY IS YOUR EXIT PLAN



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THE
STATUS QUO
well that's
a BIG
LIE **FAT**

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IS EVERYTHING
IN EDUCATION
in your world
GOING TO
PLAN?

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WE DON'T HAVE A
PEACEFUL EASY
FEELING.




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WE THINK OUR JOB
IS TO KEEP PEOPLE
COMFORTABLE AND
COMPLIANT BUT IN
REALITY IS TO KEEP
THEM CONSISTENTLY
PROFESSIONALLY
CURIOS.



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CERTAINTY
WE LIVE IN A PECULIAR PARADOX
UNCERTAINTY

Man's Search For Meaning
VIKTOR FRANKL

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WE ARE CREATURES OF COMFORT AND PREDICTABILITY.

REALLY?

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COMFORT IS THE CURSE OF THE COMPLACENT BECAUSE WE CAN GET LEFT BEHIND BY THE PRESSURE (FEAR) OF NECESSARY CHANGE.


IMPOSED CHANGE!

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ANXIETY AROUND CHANGE IS WORSE THAN THE CHANGE ITSELF.




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CYNICISM CAN EASILY BECOME OUR ENEMY. BEEN THERE DONE THAT TWICE!

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THE WEIRD THING IS THAT PEOPLE WANT YOU TO KNOW WHAT IS NOT WORKING BUT THEY DON'T WANT OR LIKE TO CHANGE?

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CHANGE FOR SOME PEOPLE IS A CRISIS AND A CRISIS INFERS LOSS.

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TURN UP THE CLARITY, THE VOLUME AND THE FREQUENCY.

ANTIDOTE



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CLARITY IS THE GIFT YOU GIVE YOURSELF.

CLARITY BEGINS @ HOME


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The genesis of all organisational dysfunction is the inability to bring clarity.

???



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WHEN COMMUNICATION STOPS: IMAGINATION TAKES OVER.

I DIDN'T KNOW. They didn't know. We didn't know. I thought they knew. (I'M ALMOST POSITIVE I THOUGHT I MUST HAVE TOLD THEM)



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OUR BODIES ARE NOT MADE OF CELLS THEY ARE MADE OF STORIES.

NEW



What we believe about ourselves and past experiences sustains the limiting beliefs we hold. If we **BELIEVE** we are not able to take on the **NEW THINGS**, what kind of professional **CONCLUSIONS** do we make about our future?

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LEADERS ARE THE CUSHION FOR CHANGE



Lean into the **PARADOX** of **CONTINUOUS** improvement.

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THREE HATS OF HIGHLY EFFECTIVE LEADERS



COACH **CHEER LEADER** **CHAPLAIN**

People **PSYCHOLOGY** COMMUNICATION


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Prophets of Possibility

PREACHERS OF POTENTIAL

BEACONS OF BELIEF

CHEER LEADER




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DISREGARD THE PAST
IGNORE THE PRESENT
Speak to the future

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"THE WORLD IS AN INFINITELY BETTER PLACE BECAUSE YOU WERE NOT NORMAL."
ALAN TURING
"SOMETIMES IT IS THE PEOPLE THAT NO-ONE WOULD IMAGINE ANYTHING OF, WHO WILL DO THE THINGS THAT NO-ONE CAN IMAGINE."

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"IF WE TAKE A MAN AS HE IS, WE MAKE HIM WORSE, BUT IF WE TAKE MAN AS HE SHOULD BE WE MAKE HIM CAPABLE OF BECOMING WHAT HE CAN BE."
JOHANN WOLFGANG VON GOETHE 1749-1832

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POWER Words
COMFORT TIME
What have you done with what you have been given?

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Leadership
is a
PROFESSION.

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We are in the
PEOPLE BUSINESS


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We are in the
PEOPLE BUSINESS
THEREFORE WE are
IN the BUSINESS of
human
PSYCHOLOGY

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The practical EXECUTION of human PSYCHOLOGY is the COMMUNICATION business and our ability as LEADERS to COMMUNICATE at a high level.

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LEADERSHIP
Is the art of exchanging knowledge
UNDERSTANDING
What People Know & What People Need

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What People KNOW & What People NEED




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HUNDREDS OF THOUSANDS OF HOURS OF EXPERIENCE IN THE ROOM SO YOU NEED TO Ask THE QUESTION
What do they know
What do they know



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1%



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Change becomes exciting when there is FREEDOM of EXPRESSION.



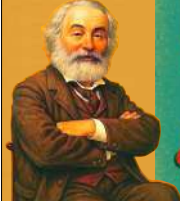
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Change becomes exciting when it is SELF DRIVEN.



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WALT WHITMAN - 1819-1892
Be curious NOT Judgemental



BE CURIOUS, NOT JUDGEMENTAL.

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IF THEY WERE
CURIOUS,
THEY WOULD
HAVE ASKED
QUESTIONS

TED LASSO

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“The
first role of
LEADERSHIP
is to DEFINE
REALITY”

MAX DE PREE CEO
HERMANN MILLER DESIGN

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So here's
THE
big
THING

If **PEOPLE**
are **AFRAID**
of making
MISTAKES
they will *lies.*
tell you

TEACH EVERYBODY
THAT IF YOU FEEL
SOMETHING IS
WRONG, IT IS GOOD
NEWS. SO IF PEOPLE
BELIEVE THAT BAD
NEWS IS GOOD NEWS,
THEN WE ARE HAPPY
TO HEAR IT AND
PEOPLE ARE HAPPY TO
SHARE IT.

BAD
NEWS
IS GOOD
NEWS

Psychological
safety is THE
SINGLE BIGGEST
MULTIPLIER IN
ORGANISATIONAL
PROGRESS

IT IS A MESSY
FRIGHTENING
SUBJECT FOR
LEADERS MAINLY
BECAUSE WE
HAVE BEEN
MISLED ABOUT
WHAT IT
ACTUALLY
MEANS.

Psychological
safety is
primarily
ABOUT
AUTHENTICITY
NOT ABOUT ABUSE

I CAN SHOW UP AND I
CAN GO TO A MEETING
AND I CAN BE WHO I AM.
I CAN BRING MY FULL
SELF TO WORK. WHAT
IT UNLOCKS IS NOT
ONLY MY INTUITION
AND MY GREAT IDEAS
IT UNLOCKS ME BEING
ABLE TO BRING MY
VALUES TO THAT TABLE,
AND BEING ABLE TO
HEAR YOU BETTER
BECAUSE I'M NOT
WORRYING ABOUT
WHAT YOU MIGHT
THINK IF I SAY
SOMETHING IN
RESPONSE.

**PSYCHOLOGICAL
SAFETY
MEANS I CAN BE
UNAPOLOGETICALLY
ME.**

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Am I
Curious?

Am I
Safe?

THE ONLY WAY TO GET TO PSYCHOLOGICAL SAFETY
IS TO ENSURE YOU HAVE SEATED YOURSELF WITHOUT THREAT.

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Explain
not
Defend

85% OF PEOPLE STAY QUIET UNTIL THE PAIN OF SPEAKING UP
IS LESS THAN THE PAIN OF STAYING QUIET.

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What we
want to
know are
TRENDS

IF THE 85% IS TRUE, THAT MEANS 8 & 1/2 PEOPLE OUT OF EVERY 10 PEOPLE
KNOW THINGS THAT WILL HELP YOU, BUT CAN'T OR WON'T TELL YOU.

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My job is to
**KNOW, KNOW,
WHY, and
RESPOND.**
I am essentially
EMPLOYED and
EXPECTED to CURIOUS.

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“DON'T ASK A QUESTION IF
YOU ARE NOT PREPARED TO
HEAR THE ANSWER OR ACT
ON WHAT YOU LEARN.” WE
HAVE TO LEARN TO BE
COMFORTABLE WITH THE
UNCOMFORTABLE!

**“Super
COMMUNICATORS
ask 10 to 20 times
more questions
than THE average
PERSON.”**

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MAY 2026

Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6
7	8	9	10	11	12
13	14	15	16	17	18
19	20	21	22	23	24
25	26	27	28	29	30

**CURIOSITY AND
REINVENTION
HAS TO BE
INTENTIONAL.**

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8287 DAYS OLD

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LOVE LIGHTS UP THE BRAIN

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Love CERTAINTY
GROWTH UNCERTAINTY
Significance Importance
PURPOSE CONTRIBUTION

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Being Seen
When people feel understood, it activates the pleasure centres in their brain.
from Arthur Frank's *The Wounded Heart*

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MARY JANE OLIVER (1935 - 2019)
WAS AN ACCLAIMED PULITZER PRIZE WINNING AMERICAN POET.

"Attention is the BEGINNING of DEVOTION."

A quote from her essay 'Upstream'. She suggests that truly noticing the world—its details, nature, and PEOPLE—is an act of LOVE AND REVERENCE.

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BEHAVIOUR FOLLOWS BELIEF

WHAT MIGHT HAPPEN IF YOU BELIEVED THAT PEOPLE ARE CAPABLE OF INCREDIBLE?

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MARGARET JOSEPHINE HACKETT

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WOW not HOW

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INNOVATION & CHANGE IS A PERMISSION GIVING EXERCISE

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The only way to predict the FUTURE TO CREATE IT

Peter Drucker

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WHAT is not FIT FOR PURPOSE?

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WHAT'S BROKEN IS NOT A MYSTERY TO YOUR TEAM.

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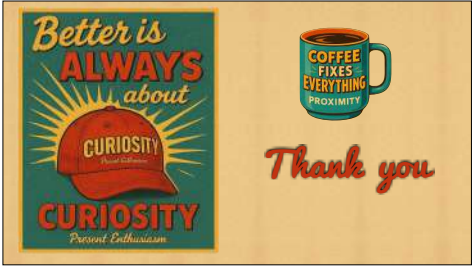
WHAT IS THE BIGGEST thing you would fix RIGHT NOW for YOUR STUDENTS OR for your TEAM?

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WHAT IF IF WHAT WHAT THEN THEN WHAT

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EVERYONE NEEDS THEIR 15 MINUTES OF FAME (RINSE AND REPEAT)



Thank you

