

EQUIPPING LEADERSHIP FOR THE EMERGING FUTURE 2022

Vision

(where we would like to see ourselves)

Lutheran Education SA, NT & WA is a community of learning communities that is thriving, supportive and compassionate, having a common foundation, that collaborate to enable each community to achieve its vision.

As we continue to develop and implement a strategic approach to leadership development and succession, and to develop and implement networks and collaboration for the emerging future, the following leadership learning opportunities will be offered to leaders in LESNW.

• Induction for leaders new to their role and/or LESNW

Purpose:

- To support leaders new to LESNW or their leadership role in their understanding of and engagement with the core elements of leadership in LESNW
- To explore the variety of leadership learning opportunities in LESNW
- Develop a community of learners within and beyond the group
- To connect with members of LILLC (Leaders in Lutheran Learning Communities) and regional office staff



Format: 1 session online 90 mins (Feb 16th 1.30-3.00)

Register on the LESNW Events Calendar

• Leadership Lab 1.0 for principals/heads of schools/directors

Purpose:

- Develop personal mastery, team learning and systems thinking
- Use theory U, system thinking and system sensing to support innovation and improvement
- Build leadership capabilities and practices grounded in *Growing deep*
- Develop a culture of trust and collaboration

Level	Leader as...	Emphasis on...	Context of...	Stakeholder as...	Action as...	Interaction with...	Vignette
1.0	Rescuer	Management	Crisis	Dependent	Reactive	Events	"We need to do something that allows us to truly focus on school improvement, as distinct from fire fighting..."
2.0	Mentor	Behaviour	Capacity building	Learner	Pro-active	Patterns of events	"I have this group of school leaders who are asking for PD, who want to learn more..."
3.0	Coach	Thinking	Improvement	Performer	Reflective	Mental models, structures and systems	"We need to promote a creativity, inquiry and innovation mindset..."
4.0	Catalyst	Innovation	Transformation	Co-creator	Generative	Shared vision, eco-systems	"The opportunity to reshape, re-energise and take a different trajectory in the whole area of systemic leadership development across LEA is exciting..."

Table 1: A matrix for system leadership – NLT Lab

Format: 4 days in T2 and T3

19th May, 20th June, 2nd August, 5th September

Register on the LESNW Events Calendar

• Leadership Lab 1.0 for middle level leaders

Purpose:

Building leadership capacity grounded in *Growing deep* through:

- developing a culture of generative dialogue and deep listening;
- growing systems thinking and systems sensing connecting with *Growing deep* capabilities
- developing a community of practice and trust (coaching and case clinics)
- development of prototypes for innovation and improvement



Register on the LESNW Events Calendar

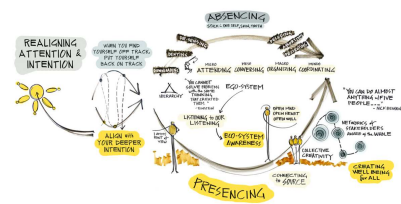
Format: 4 days in T2 and T3

25th May, 24th June, 3rd August, 9th September

• Leadership Lab 1.5 (Ongoing learning lab for 2021 and 2020 Lab 1.0 participants)

Purpose:

- opportunities to re-connect, innovate, collaborate, develop new system thinking capabilities connected to *Growing deep*
- prototyping and project development
- develop a deeper understanding of compassionate systems tools and strategies and ways of using them with staff and students



Register on the LESNW Events Calendar

(only available for those who have completed 2020 or 2021 lab 1.0 participants)

Format:

17th March, 7th June, 19th August

• Re-engaging with Leadership Labs

Purpose:

- Reconnect with systems thinking and core practices and strategies grounded in *Growing deep*
- Develop a community of practice through Case-Clinics, coaching, journaling, prototyping

Format: (3 sessions)

9th March

6th June

28th July

Register here (only for those people who have previously taken part in Leadership Labs)



- **Leaders in Lutheran Learning Communities**

Term 1

Secondary 3 March @ Concordia College
Primary 4 March @ Immanuel Primary, Gawler
Early Years 25 February @ LESNW (venue TBC)

Term 2

LILLC – combined: 17 June @ LESNW/LLL (venue TBC)

Term 3

LILLC – combined 5 August @ Lobethal Lutheran

Term 4

LILLC – Secondary @3 November venue TBA
LILLC – Primary LILLC 4 November venue TBA
Early Years -4 November venue TBA



Register on the LESNW Events Calendar

- **In-school leadership development**

Purpose:

- Develop leadership capabilities and capacities across the learning community using compassionate systems tools and practices grounded in *Growing deep*
- Develop a common language and approach to leadership and learning across the learning community
- Develop communities of trust and innovation within the school community.



If you are interested in developing leadership capabilities within your learning community or collaborating with one or more schools, please contact mignon.weckert@lesnw.edu.au to discuss options.

- **Women in Leadership**

A range of professional learning and networking opportunities will be provided for women in leadership in LESNW throughout 2022 which will focus on:

Empowering and Equipping women in and for leadership roles

a) Empowering

- Regular forums (specific topic or key speaker or catchups)
- Conferences
- Retreats (facilitated by women, possible spiritual focus, empowering women as spiritual leaders in their schools)

b) Equipping

- Application for roles, CV development, interview process



- Financial Literacy
- Industrial Issues – knowledge of the award (key aspects, support)
- Spiritual leadership – what does this look like in a Lutheran school for women?
- Mentoring and Coaching models
- Toolkit for managing inequity/gendered situations, use of language, responding to misogyny, calling out inappropriate behavior and comments

Register on the LESNW Events Calendar:

Thursday 17th February Network Planning Meeting: 2.00-4.00pm

Friday 25th March (Breakfast meeting): 7.30-9.00am

• Networking opportunities through Compassionate Systems Australia

Compassionate Systems Australia is a network of schools and organisations committed to advancing systems change in education through an integrated focus on systems thinking, systems sensing, and social-emotional learning.

Membership of Compassionate Systems Australia provides;

- Access to an online library of readings and resources for leaders and teachers
- Opportunity to participate in Australian and Asia-Pacific communities of practice, both online and in-person
- Discounts on Compassionate Systems Australia workshops and conferences
- Engagement with the latest research and practitioner experience through a quarterly newsletter
- Connection with an innovative community of practitioners from around the world

More information about membership of this group will be provided in 2022 as well as professional learning opportunities.

FEEDBACK FROM LEADERSHIP LEARNING LABS

To be able to share, listen and change the culture of our meetings from task focussed to care focussed was priceless and the thing I valued the most

This was not forced, no path was forced upon me. I was invited. I was given agency around the process for me while prompted with provocations of thought, articles, the reflections of my peers. I have better skills for listening. I have more tools for examining

The Team has been able to co-create, have more say. This in turn improves teaching and learning as it allows us to respond to concerns and examine our practice more openly and authentically thus improving outcomes for our learners."

I use the strategies and tools that we explored often in meetings I run with staff and in classes I teach. I have found the ladder of inference, the way we show up to meetings, the four-player model and the mental models to be so helpful...Its great that we all have a shared language around these tools and strategies now as this helps us all in our daily interactions with each other as we go about our work together.

I have slowed down and am not in a rush to reach an end point. I embrace the now for what it has to offer. I protect my time for thinking and open my time for listening.