

Holding the line AND the relationship

The leader's role in psychologically
and culturally safe workplaces

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Sculpture Tashkent



Many lines



Guard rails or restrictive practice?



Sculpture Bishkek

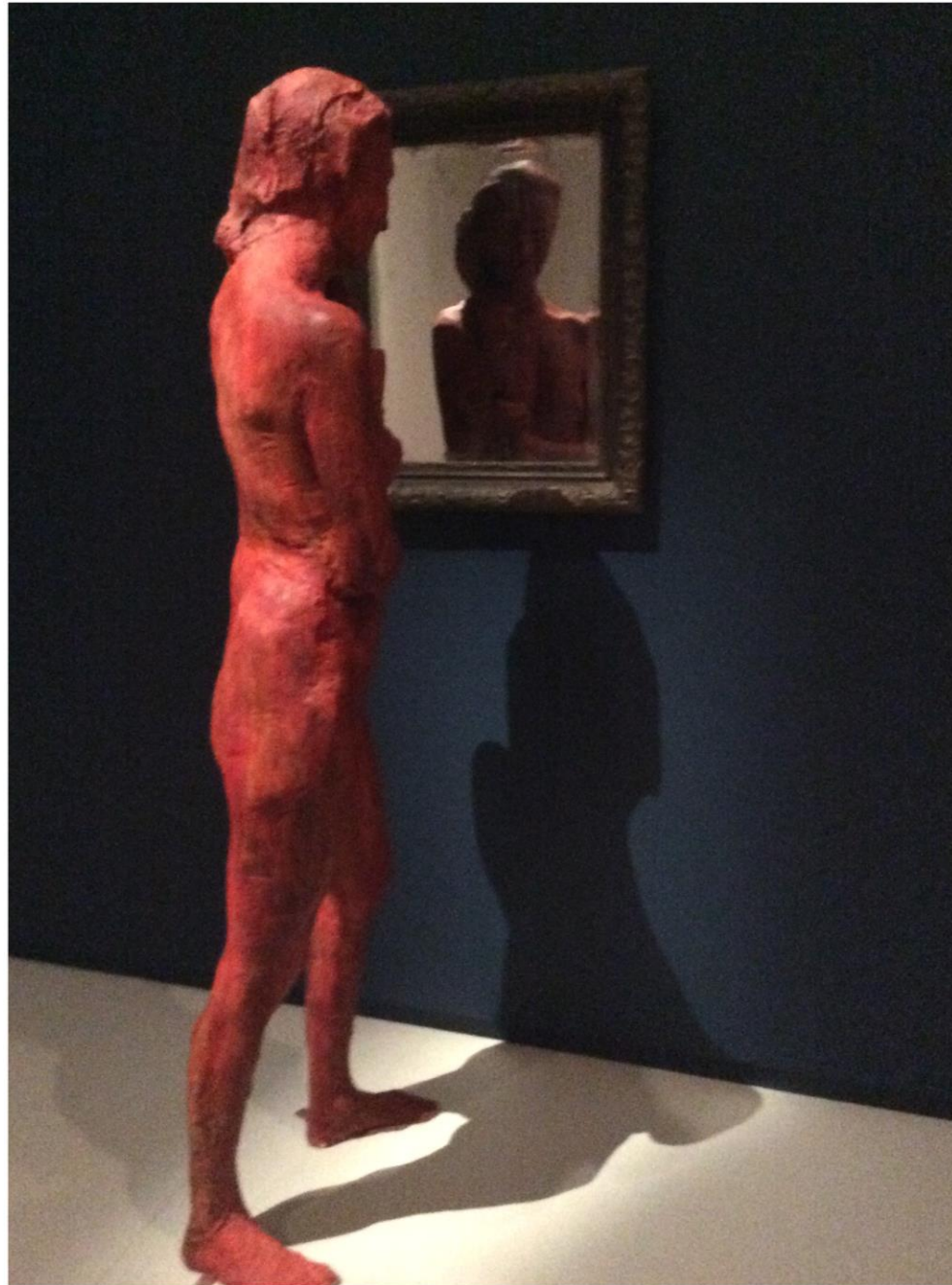


Reflection

Buddy chat:

What might be lines that are tricky to hold in leaders' work?

Sculpture National Art Gallery Canberra



Oliver Arnuld's 'Happiness does not wait'



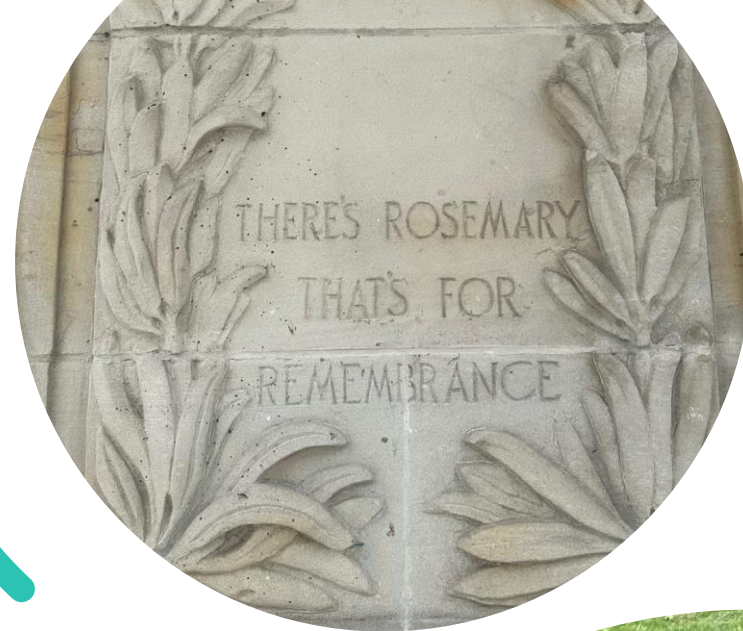
What helps?

- ★ Clarity of message
- ★ Effective communication of message

Sculpture Belvedere Palace Vienna



Compassion



*War memorial
Christchurch*



Sculpture Christchurch

Showing care



Angas Family
memorial
Adelaide



Greetings, presence



Visiting classrooms &
showing interest in their
joys



Checking in on wellbeing
in performance and
development
conversations



High expectations



Funded PL at point of
need



Beautiful environments

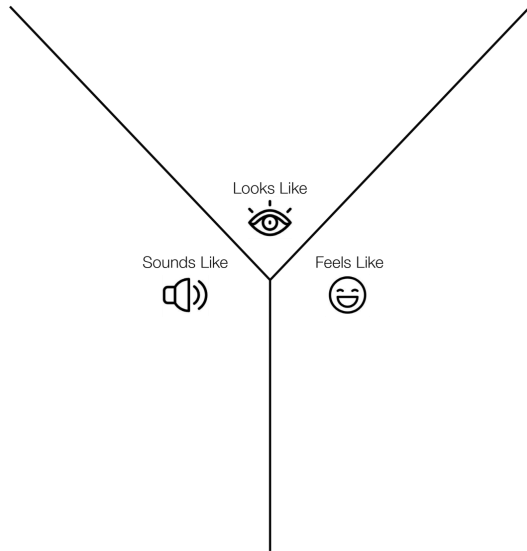


Job crafting

Positive
workplace
relationships
& culture



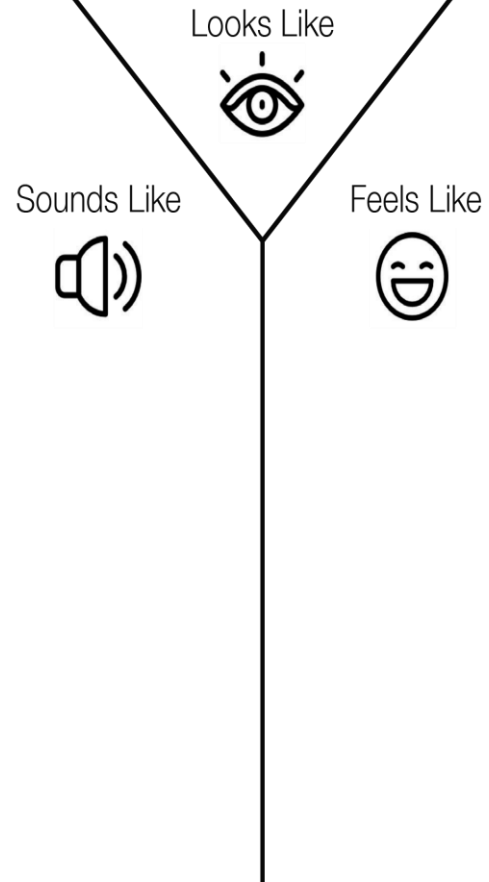
Healthy communities



Peter Kenyon
Bank of I.D.E.A.S

| Healthy | Unhealthy |
|---------------------------|-------------------------|
| Optimism | Cynicism |
| Focus on unification | Focus on division |
| "We're in this together" | "Not in my backyard" |
| Solving problems | Solution wars |
| reconciliation | Hold grudges |
| Consensus building | polarization |
| Broad public interests | Narrow interests |
| Interdependence | Parochialism |
| Collaboration | Confrontation |
| Win-win solutions | Win-lose solutions |
| Tolerance and respect | Mean-spiritedness |
| Trust | Questioning motives |
| Patience | frustration |
| Politics of substance | Politics of personality |
| Empowered citizens | Apathetic citizens |
| Diversity | Exclusion |
| Citizenship | selfishness |
| Challenge ideas | Challenge people |
| Problem solvers | Blockers and blamers |
| Individual responsibility | Me-first |
| Listening | Attacking |
| Healers | Dividers |
| Community discussions | Zinger one liners |
| Focus on future | Re-debate the past |
| Sharing power | Hoarding power |
| Renewal | Gridlock |
| "We can do it" | "Nothing works" |

Agreed and practised process?



Sculpture, Bishkek



Review processes

Annually



**Fold not
hang**



How to survive (a knife attack)





**Connected circle:
Yuimaru**



Buddy chat

Who is your crew and how do they help?

Sculpture Helsinki



Embedding



A woman with dark hair, wearing sunglasses and a white long-sleeved sweater, stands in a lush green field. She has her arms raised and is joyfully throwing white flowers into the air. The flowers are captured in mid-air, creating a sense of movement and celebration. The background shows a line of trees under a bright sky.

Getting the message across



Address Slippage

- Cracks?





PITMIS



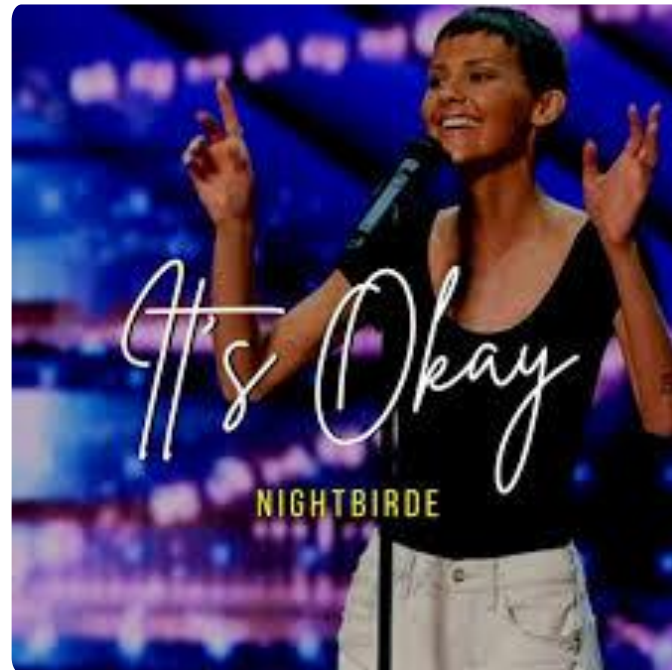
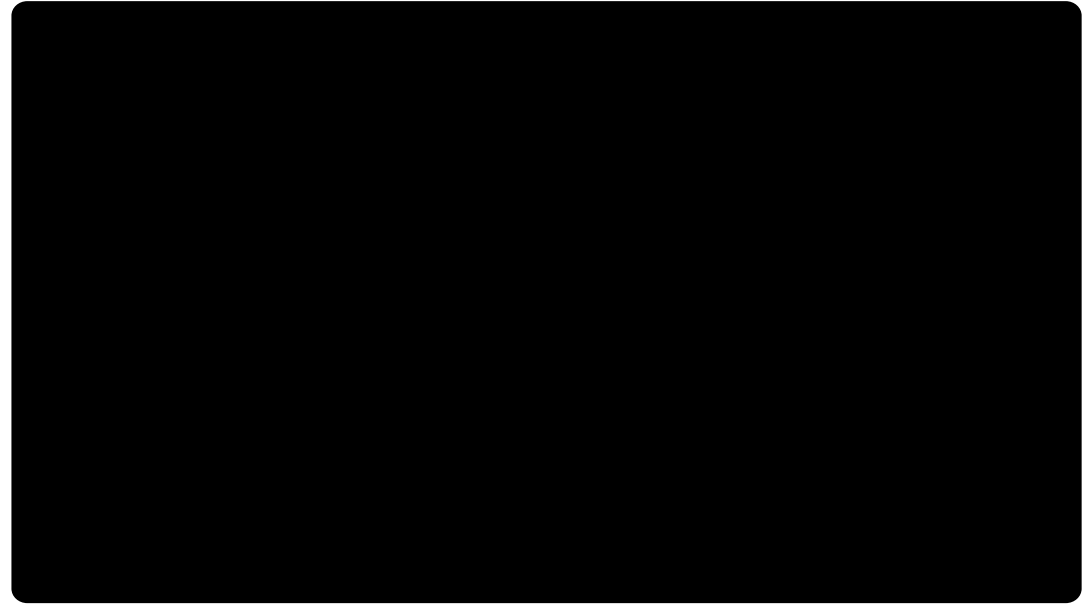
Be prepared

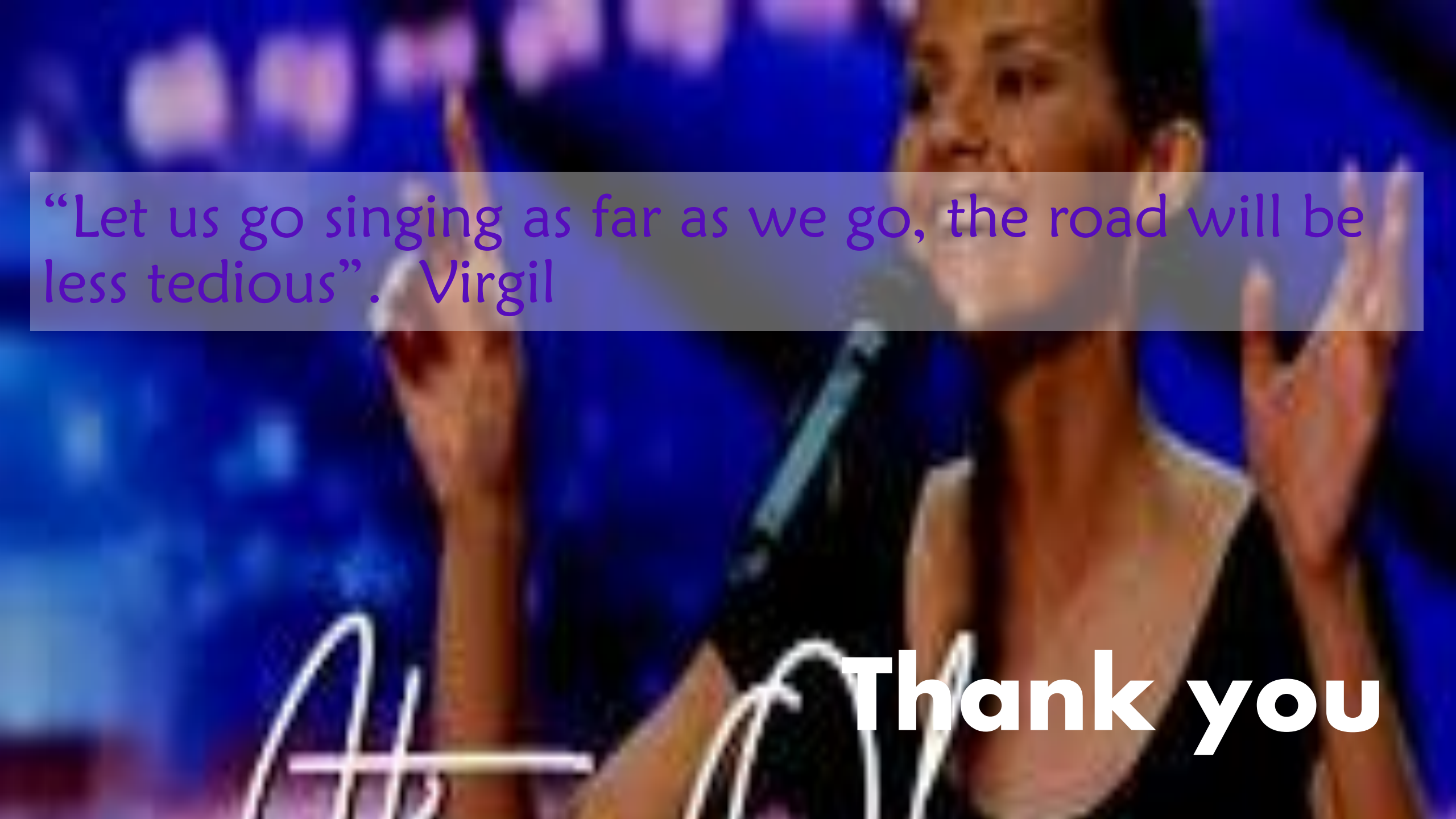
- Effortful
- Persistence
- Partnership?
- Support in place



Reflection:

Nightbirde
'its OK'



A man with short dark hair and a mustache is singing into a silver microphone. He is wearing a dark suit jacket over a light-colored shirt. His hands are raised in the air, and he has a joyful expression. The background is a blurred blue stage with purple spotlights.

“Let us go singing as far as we go, the road will be less tedious”. Virgil

Thank you



Happy Day Pudding



Lizzie & Hamish Christmas Day Pudding

Take two or more children according to taste

A skyful of sun

One lawn (fresh and green)

Four trees (shady ones preferred)

One nursemaid (out of sight).

Take the children & mix well with an armful of dolls, reins, rubber ball, one puppy, one tent, one rocking horse.

When mixed, sprinkle all over with smiles and a pinch of unselfishness.

Keep stirring until sundown, then take the children, put in a cool room, cover lightly, and leave until morning.

What would be in your recipe for a happy day and how can you go about making it happen in the next week?

Compassion

