

A photograph showing four women engaged in gold panning in a stream. They are leaning over the water, using metal pans to sift through sediment. The background is a natural, outdoor setting with greenery and a rocky bank. The text is overlaid on the image.

# **Mining the gold.....**

**Mary Wilson & Trans Tasman Storytellers –  
Mallory, Teresa, Janet & Jenny**



**Ehara tāku toa I te toa takitahi,  
engari he toa takitini**

**My strength is not as an individual,  
but as a collective**

A close-up photograph of a person's hands holding a large, irregular, yellowish-gold nugget of native gold. The nugget has a rough, crystalline texture and is held in the palms of the hands. The person is wearing a light blue shirt and a silver watch on their left wrist. The background is dark and out of focus.

# GOLD NUGGETS

- A gold nugget is defined a 'naturally occurring piece of native gold'
- *“It’s like money in the bank when you build up your reserve of lessons learned.”*

A close-up photograph of a person's hands holding a large, thick chocolate chip cookie. The person is wearing a light blue long-sleeved shirt and a silver metal watch on their left wrist. The cookie is golden brown with numerous dark chocolate chips. The background is a plain, light-colored surface.

**PARTNERSHIPS through  
RELATIONSHIPS**

# **PARTNERSHIPS through RELATIONSHIPS**

- **Listening to understand**
- **Absence of judgement**
- **Questions of Inquiry**
- **Deep mutual respect**
- **The language of 'together'**



A close-up photograph of a person's hands holding a large, thick chocolate chip cookie. The person is wearing a light blue long-sleeved shirt and a silver metal watch on their left wrist. The cookie is golden-brown with numerous dark chocolate chips. The text "CLARITY OF SHARED VISION" is overlaid in white, bold, sans-serif capital letters across the center of the image.

**CLARITY OF SHARED VISION**

# LEVELS OF PERSPECTIVE

Kim

Vision



Mental Models



Systems and Structures



Patterns of Behaviour



Events



# THREE LEVEL LEADERSHIP

John Edwards & Bill Martin

**Vision**



**Mental Models**



**Designing Systems & Structures**

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**Operating Systems & Structures**



**Patterns of Behaviour**



**Events**

**LEADING**



**MANAGING**

( Based on the work of Daniel Kim )



# IMPACT OF SHARED VISION

**Clarity of.....**

- **Purpose**
- **Direction**
- **Values**



**What words would your team say to describe their school WHY?**




A close-up photograph of a person's hands holding a large, thick chocolate chip cookie. The person is wearing a light blue shirt and a silver metal watch on their left wrist. The cookie is golden brown with numerous dark chocolate chips. The background is dark and out of focus.

**DELIBERATE CULTURE BUILDING**

# DELIBERATE CULTURE BUILDING

- 
- Clarity and ownership of our preferred future together
  - Intentionally & deliberately creating the conditions
  - Principal as 'kaitiaki' of the culture – led not managed





**POWER OF PPK**  
**(Personal Practical Knowledge)**



Jennifer Hawkins

# POWER OF PPK (Personal Practical Knowledge)

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- True knowledge from which you drive performance
- Unique to YOU
- Most valuable and under-utilised resource in most organisations



A close-up photograph of a person's hands holding a large, golden-brown chocolate chip cookie. The person is wearing a light blue shirt and a silver watch on their left wrist. The background is dark and out of focus.

## In Summary.....

- It's all about relationships to build partnership – no judgement, listen to understand
- The impact of clarity & ownership of shared vision & values
- Slowly and deliberately build our culture together
- The knowledge is in our place – PPK in abundance

***We are all leaders***





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engari he toa takitini**

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but as a collective**



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