

Tākina Te Hau

The winds are sometimes raging, sometimes soft, welcoming and calm, but they teach us to treasure and welcome diversity, uniqueness, and change. They are a metaphor for magic, exuberance, sharing and ideas, and they carry things forward harnessing those winds of change and developing leadership strategies for turbulent times



"Te ū i ngā hau o te rangatiratanga"

Weathering the Winds of Leadership



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“everything changes and nothing remains still,” -
you cannot step twice into the same river
because the water is always flowing and
changing

What have been those changes for us as principals?

- Education Policy Shifts
- Technology
- Wellbeing and Inclusion
- Community and Social Expectations
- Workforce Pressures
- Financial and Operational Pressure
- Property
- Crisis Management



Government scraps National Standards



Be kind. Check-in
on the elderly or
vulnerable.

Find out more at
[Covid19.govt.nz](https://www.covid19.govt.nz)

Unite
against
COVID-19





What sort of Leader

- Instructional
- Coaching
- Servant
- Constructivist
- Transactional
- Democratic
- Strategic
- Authoritative

**What did I learn about leadership
after being a principal for 22 years,
and as a leader of CPPA, NZPF and
PPCB?**

**To weather the winds of
change you need to be a
resilient leader**

***“The best leaders build
resilience not in crisis, but in
preparation for it.”***

James Clear(author of Atomic Habits)

Eye on the Horizon

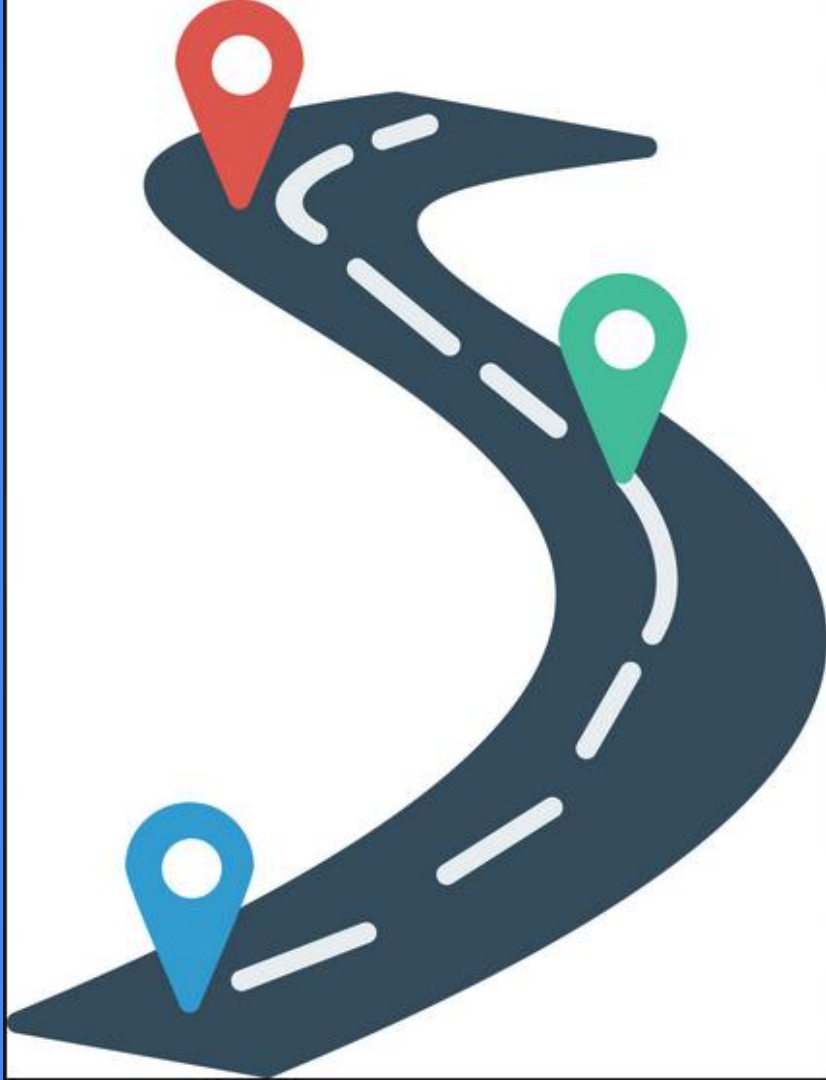


Strategic Vision and Direction



Evidence





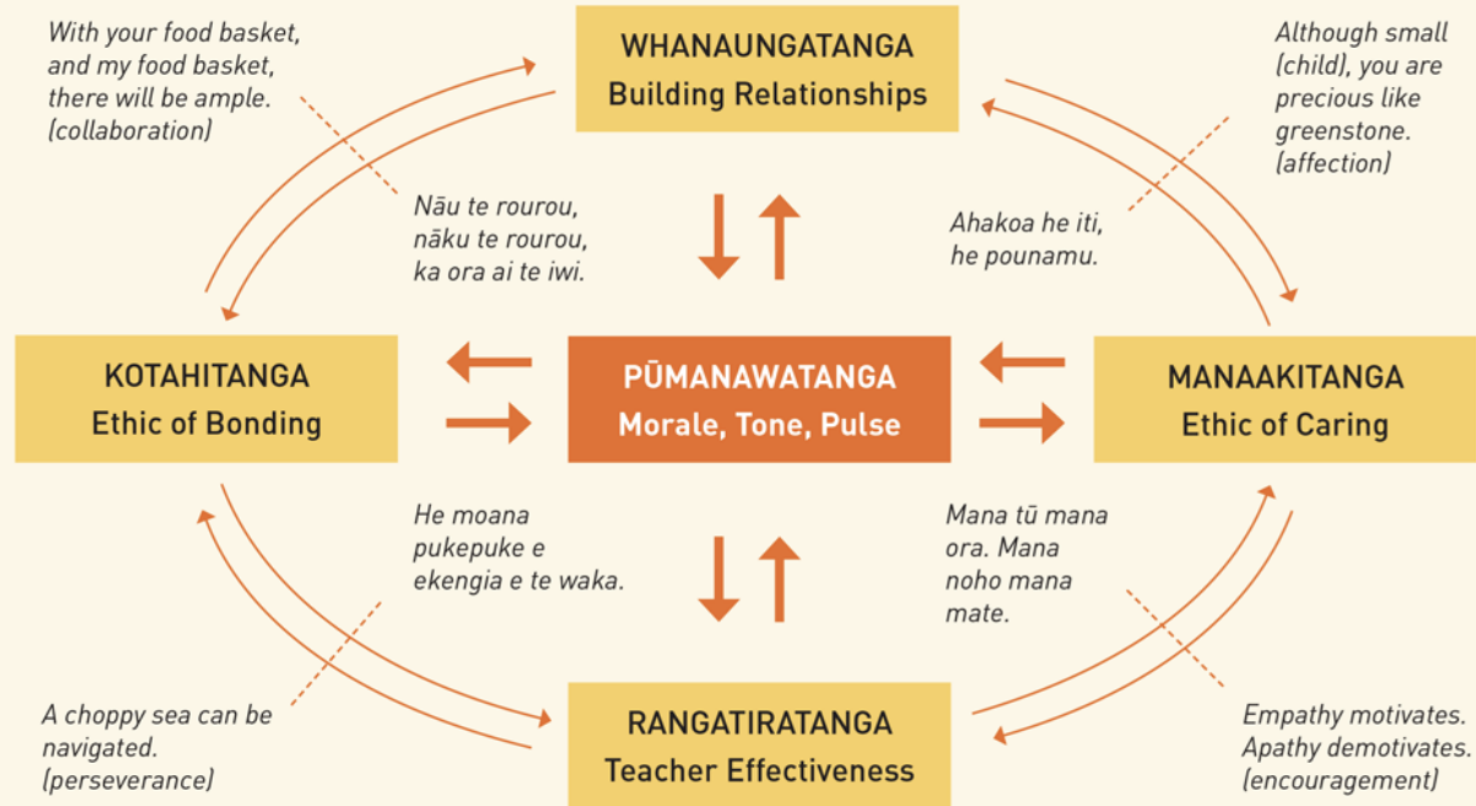
Hone your technocratic skills



Develop a Child Centred Culture and be Deliberate



THE EDUCULTURAL WHEEL



Instructional Practice is the Key

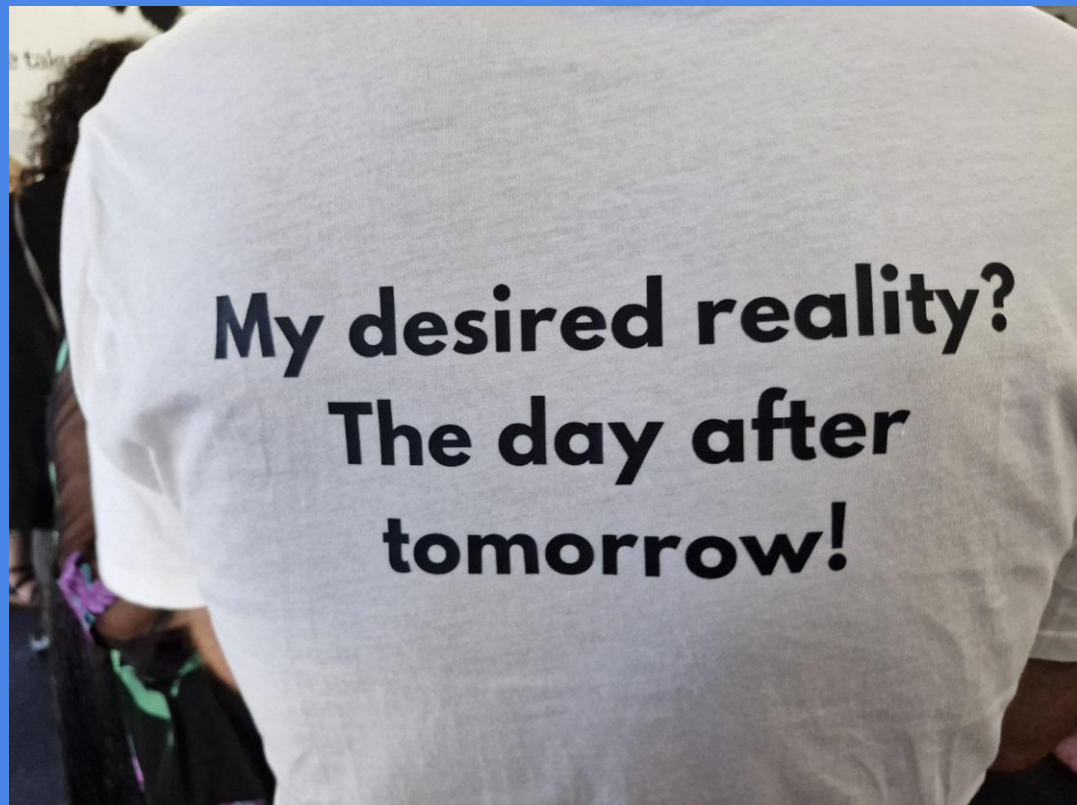


Distributive Leadership and Coaching



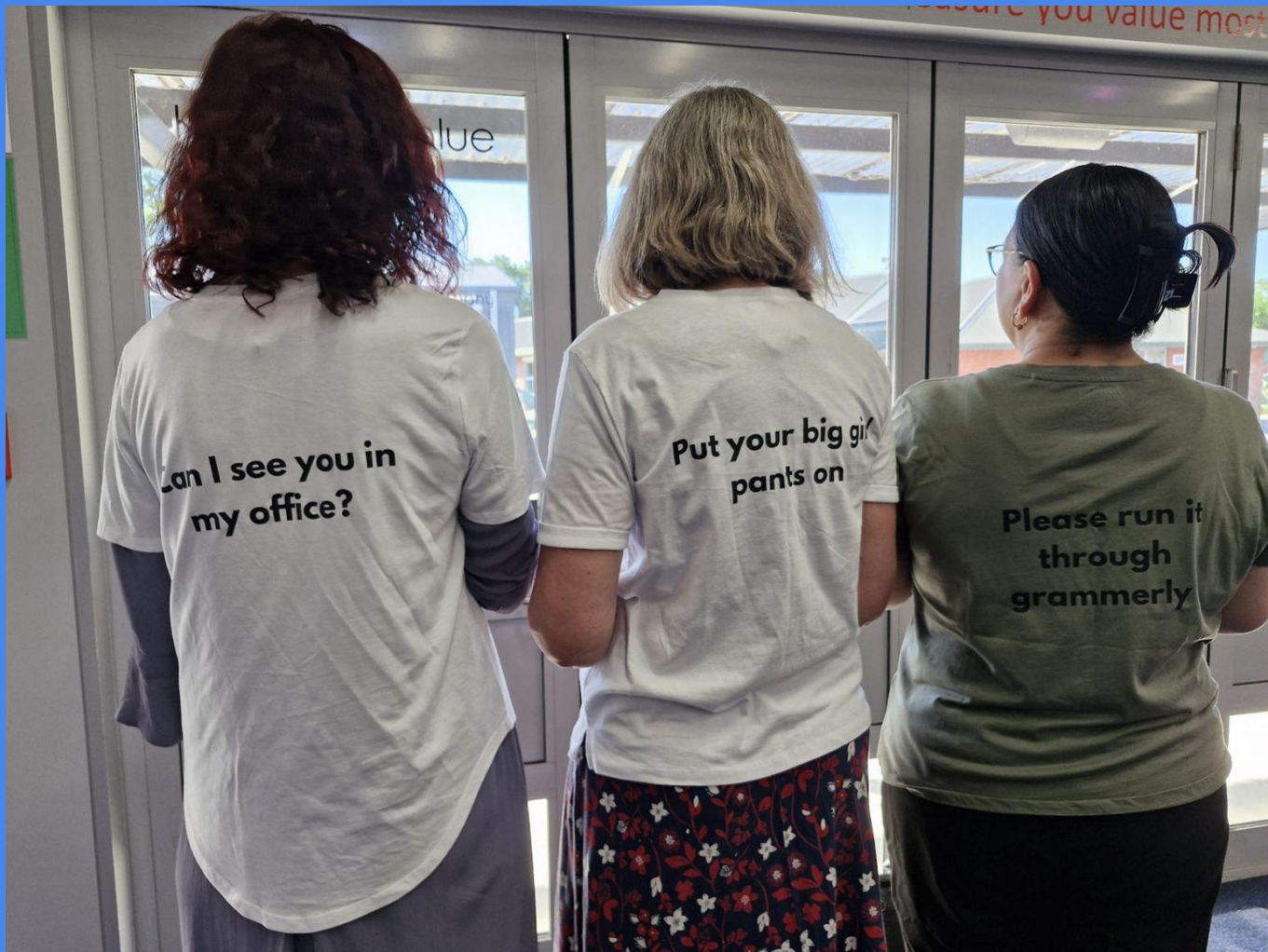






Snappy Like a Crocodile

Walk with Intent





**Ventilation, Ventilation,
Ventilation**

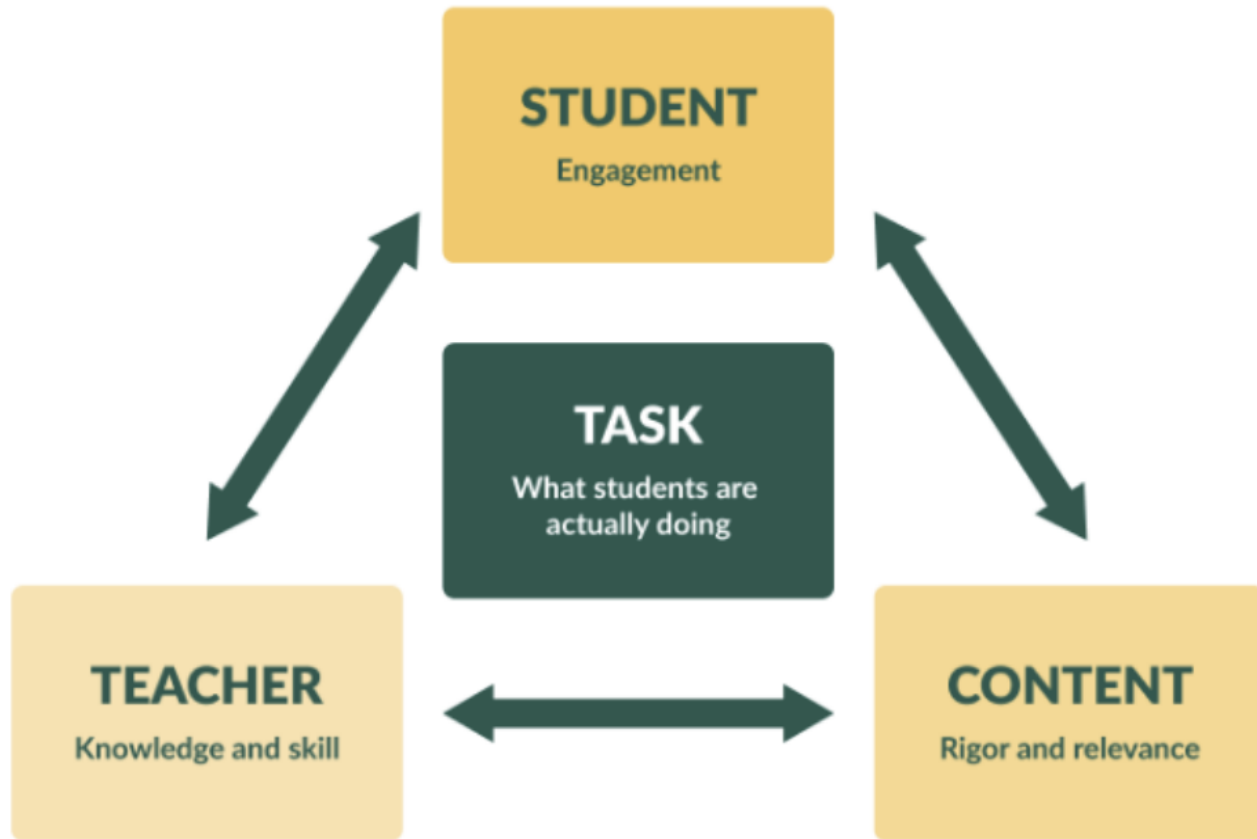
**No Christmas Activities
before Week 9**

How's our friend doing?

Calm the farm

The Task is the Learning

The Instructional Core



What You Focus On Flourishes

- Have a **growth mindset** and clear vision.
- Focus on solutions, wellbeing, and
- Empower teams to thrive, echoing the idea that “when we praise people, they flourish,”
- When attention is directed constructively, growth is cultivated.

Definition of madness....

“If you do the same thing over and over and expect different results”—this quote embodies the need for **adaptive expertise**.

- Resilient leaders learn from setbacks and avoid repeating failed approaches, instead seeking new strategies and learning from experience.
- It is imperative leaders are innovative and adaptable during continual change and crises.

If In Doubt, Wing It

- Leaders are rarely handed perfect plans: being willing to act despite uncertainty and learn along the way cultivates agility and confidence—“say yes, then learn how to do it later,” as Richard Branson advocates.
- Be **flexible, a creative problem-solving, and trust in one’s ability to improvise**. And do the same of your team

This Too Will Pass

Resilient leaders maintain hope and emotional steadiness, knowing that adversity is temporary. As Nelson Mandela said, “Do not judge me by my success, judge me by how many times I fell down and got back up again”. Recognising that challenges are transient helps leaders and teams stay focused on long-term goals.



"Te ū i ngā hau o te rangatiratanga" Weathering the Winds of Leadership



Resilient Leadership

North- Navigate with Values

Stay true to your core values and school vision even things get tough

West - Weather with Wellbeing

Look after your team's mental and emotional health



East- Engage with Empathy

Prioritise relationships and listen carefully to your community

South- Steer with Strategy

Make decisions on clear priorities and available evidence