



Equipping Our People for Disruption & Change

Going beyond surviving to thriving during times of uncertainty & upheaval.

THEMES

acceptance, adaptation & improvisation, anger, anxiety, authority, consistent messaging, competing needs, courage, defensive thinking, denial, emotional reasoning, reframing, greenfield thinking, helping, helplessness, honesty, hope, inconvenient realities, informed optimism, informed pessimism, perspective taking, professionalism, psychological safety, resilience, situational leadership, stress, uninformed optimism, uninformed pessimism, shifting the burden, victimisation, well-being, wishful thinking.

When disruptions occur people can be thrown out of equilibrium.

- A new building project can dislocate the natural day-to-day ebb and flow of a school. Routines are disrupted, learners' behaviours can change and parents can become anxious.
- An unexpectedly disappointing Education Review Office review requires the coming together of teachers rather than fragmentation driven by denial, disbelief and anger.
- The departure of an established principal after many years of service creates uncertainty and insecurity.
- Grieving for a lost past makes it challenging to implement required structural and systems changes required to remain effective when rapid roll growth occurs.
- A principal new to their position creates ripples by making unpopular and difficult trade-offs.
- A special character school is required to relocate to other buildings because of changing diocese circumstances.
- Restructuring of the administration area creates tension, conflict and anger.

During times of change people can be unwittingly and unintentionally left to survive – not thrive – and leaders learn to live with and to tolerate others' resentment and bitterness. It doesn't have to be this way.

If you want your people to remain highly effective during times of significant disruption this one-day in-school workshop, facilitated to meet your unique context, may just be part of the solution you're seeking.



What are people saying about our programmes?

"If your success criteria is to make people think – you win!!!! – in spades!!! And challenge and provoke, and reflect and confront and trigger and inspire!!! All of the above. Thanks, thanks, thanks!"

Lynley Cummack, Team Leader year 1-2

"I am so glad I lifted my head above the surface ... it so got me thinking about other ways of being that I hadn't had the time or thought to consider ... Exciting times and I do not regret for a minute lifting my head before ERO strike next week!"

Kaye Brunton – Principal

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