




the way we
work together



what is real
leadership?

The background is a dark, almost black, textured surface. A faint, glowing blue circular pattern is visible, resembling a stylized globe or a series of concentric rings. The text is centered in the middle of the image.

a brief
hello



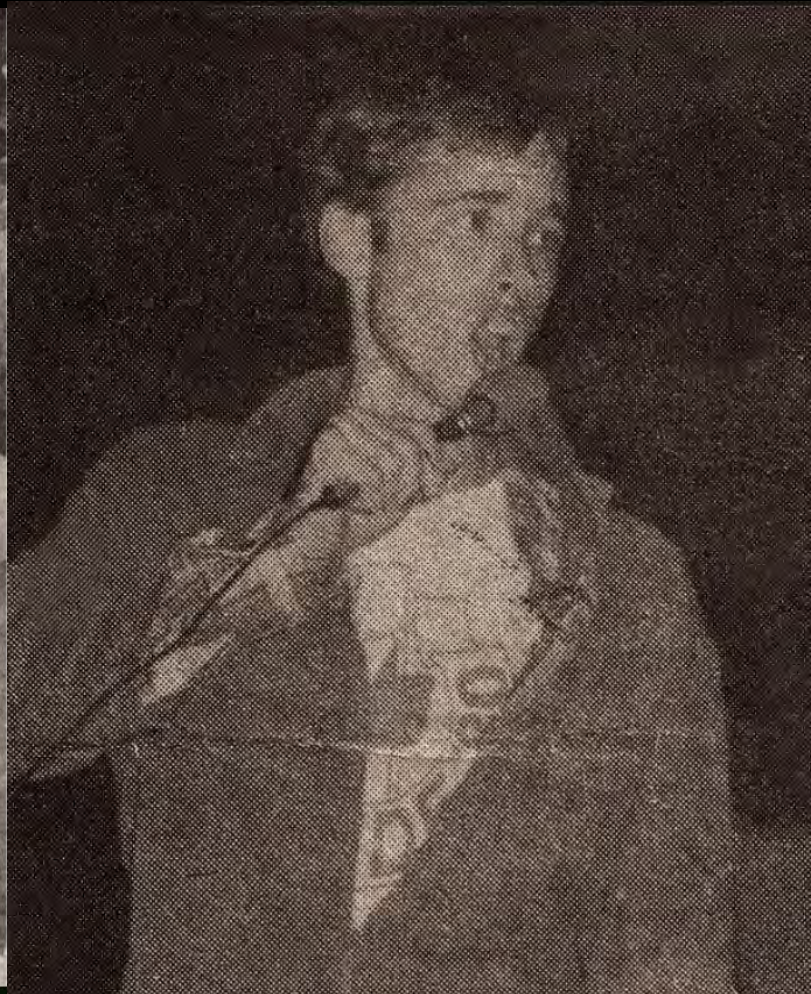




1974



Police confronting demonstrators in Queen St, Auckland, last night.



1980s



SPEAK UP

CALL THE POLICE

"

THE ONLY THING WE'RE TIRE...

HULLA... HULLA... HULLA! WHAT'S UP?

ARE EVERYWHERE

A COP IN A GAY SAUNA IS A SCREW!



Small text box on the left side of the image, containing several lines of text.

Small text box on the right side of the image, containing several lines of text.



KEVIN. ATHLETE. TEACHER.

the hardest run up... the longest jump.

1997



1985 CLEVE JONES
SIGNS SAN FRANCISCO
FEDERAL BUILDING

NO FUNERALS

1987 ON THE NATIONAL
MALL IN WASHINGTON,
DC.

2016 54 TONS

so what is real
leadership?



a bad leader



the heroic model



When you can't make them see the light, make them feel the heat.

lead - follow



singular visionary problem solver fearless all knowing task assigner command-control-coerce



the **wounded** hierarchy
professional jealousy
running off true leaders

tigers + donkeys



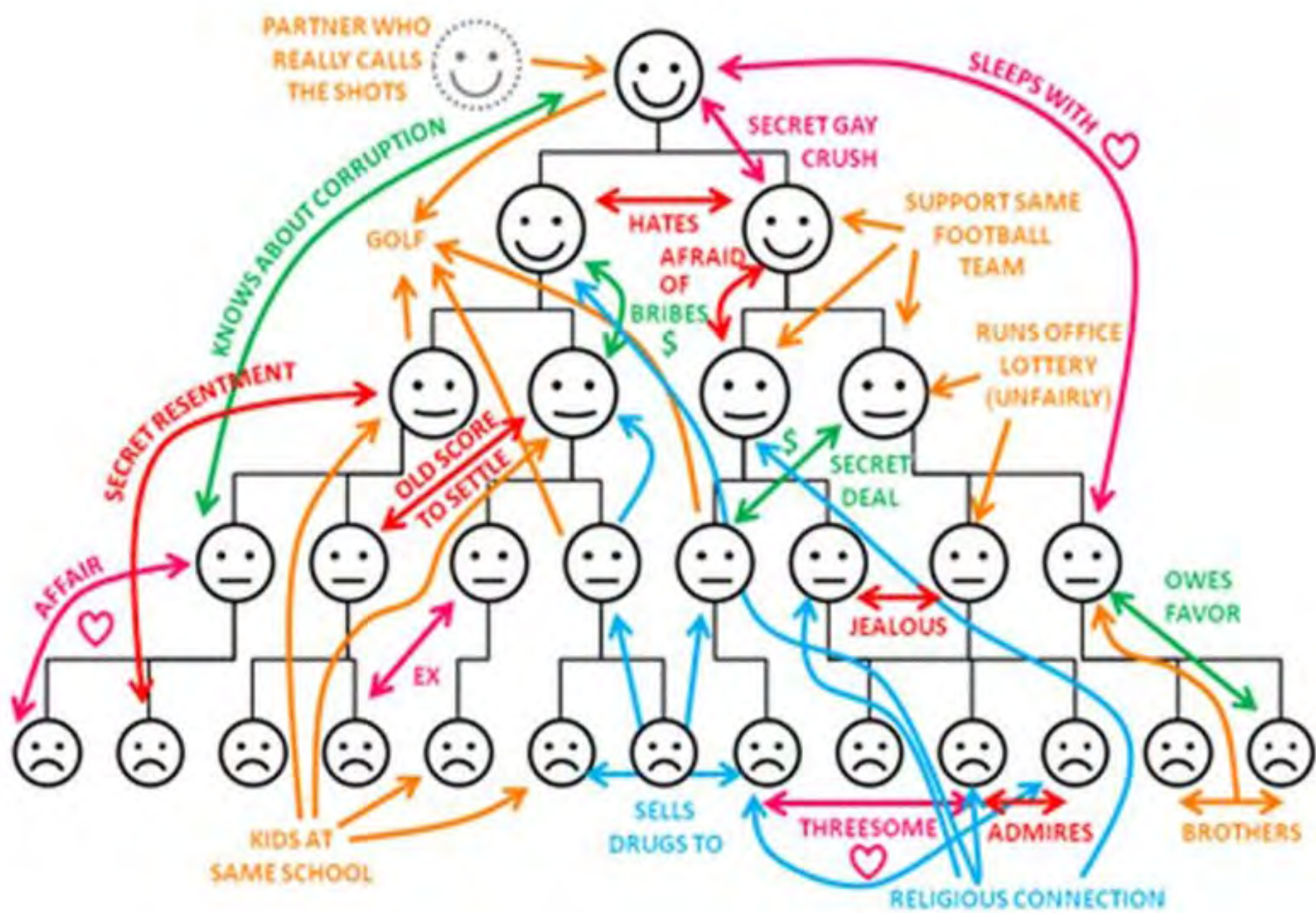
HEAD

DEPUTY HEAD

DEPARTMENT HEAD

ENTRY LEVEL

SUPPORT STAFF



so what if influence/leadership is
relationally based?



positive deviance (1970s) Jerry and Monique Sternin (1990s) Save the Children



US model: Protégé



AUS/NZ model: Developmental



competition

the dynamics of compliance ...





post-heroic leadership



post heroic leadership

Joiner in 2007 noted in his research that 90% of managers operate from a heroic leadership mindset. That is, they assume sole responsibility for setting their organization's objectives, coordinating subordinates, and managing their performance.

questioning – empowerment ~~dependency~~

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What do you see as the main issue?

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What will it take to execute your plan?

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What do you see as options for dealing with this problem?

What is your preferred option and why?

What are the benefits, costs and risks of your preferred option?

Who else needs to be involved?

What will it take to execute your plan?

What support do you need?

so what does it look like?



A leader is best when
people barely knows he
exists, when his work is
done, his aim fulfilled, they
will say: we did it ourselves.

Lao Tzu

so **how** do I look after it?

care for thinkers
like **you**



focus
outwards



John Dewey

refuse to give up
belief



use the power of
the **viral**



work out how
to recover
from **failure**



... and why?



[Humbolt University Berlin: May 6th 1933] Magnus Hirschfeld. 1/3 of staff. 20,000 books. Doctorates revoked



monument

epigraph from an 1820 work by Heinrich Heine

*Das war ein Vorspiel nur, dort wo man Bücher
verbrennt, verbrennt man am Ende auch
Menschen*

That was only a prelude;
where they burn books,
they ultimately burn people.

en theos



kia kaha





we need you