



Lead & Embrace Change with **Heart, Spirit & Courage**

First-Time Principals
Residential Course 2 – 2009
Keriana Tawhiwhirangi

Aim

To share 'simple strategies & steps'

Process

Identify fears, challenges and delights

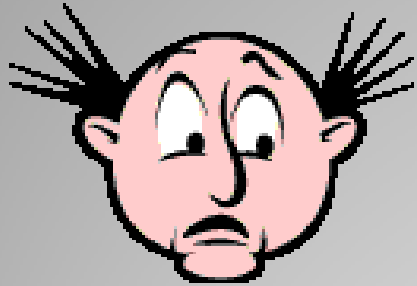
Share stories & analyse strategies & steps used

Expectations

Knowledge of at least one change framework

Commitment to 'action by setting one goal'

Flow & Flavour



Fears, Challenges & Delights

Keriana Tawhihirangi - Leading with
PIAZZ



8 steps

- ❑ Team work

- ❑ Sense of urgency

- ❑ Vision & strategy

- ❑ Communication & role modelling

Defrost a hardened status quo

□ Empower

□ Short term wins

□ Consolidating gains

Introduce new practice

- ❑ **Better performance**
- ❑ **Articulating connections**
- ❑ **Leadership development and succession**

Make it stick

How do I lead change now?

Commitment/task/action

How do I want to improve on how I lead change?

How do I lead change?