AGILE MINDSET, LEARNING CONVERSATIONS

Conversations as an Enabler for Change in Complex Adaptive Systems

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STAY IN TOUCH

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Important & Hard
Default approach to educational change

Improvement-as-delivery

- Long & detailed plans
- Setting precise targets for future performance
- A focus on implementation fidelity
- Assumes predictable, linear & sequential change in a stable system
- Leaders act as though they can do things ‘for’ and ‘to’ people

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TRADITIONAL EDUCATIONAL CHANGE

- A solution looking for a problem
- Over Planning
- Big Ideas
- Planning
- Budget
- Development
- No feedback from the frontline
- Implementation
- Low motivation & ownership from teachers

Simon Breakspear
Our People work

Leading change in complex-relational systems
Our Pioneering Work

Leading change when we don’t know the answers

1. GROWTH FOR DIVERSE LEARNERS
2. DEVELOP HIGHER-ORDER OUTCOMES
3. ADOPT COLLABORATIVE, EVIDENCE-INFORMED PROFESSIONAL PRACTICES
LEARNING INNOVATION
Designing new frontiers for learning & teaching

> Requires rapid testing, failure and learning
We need to change how we change
EMBRACING AGILE LEADERSHIP

Embracing educational change as a creative, complex-responsive & collective journey

Mindset

Focus
Learn
Iterate

AGILE MINDSET

Method

Clarify
Incubate
Amplify

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The Three Elements

Focus

Learn

Iterate

AGILE MINDSET

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“Continuous improvement is better than delayed perfection.”

- Mark Twain
The 3 Critical Skills

Agile Methods

Clarity

Amplify

Incubate
“Small, well-focused actions can sometimes produce significant, enduring improvements, if they’re in the right place. Systems thinkers refer to this as ‘leverage’ … Tackling a difficult problem is often a matter of seeing where the high leverage lies, a change which – with a minimum of effort – would lead to lasting change.

- Peter Senge (p1990, p64)
START SMALL
LEARN FAST
FAIL WELL
“Simplicity is the ultimate sophistication.”

–Leonardo da Vinci

Make it simple to start
Cultivate Team Trust
More than a fortnight. Less than 5 years
The 3 Critical Skills

Agile Methods

- Clarify
- Incubate
- Amplify
Embracing Agile Leadership
+
Harnessing Coaching Approach
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