



**WPA**  
Waikato Principals' Association



**Thursday 18th March**



### Leading Change in Schools

Michael Fullan argues that change knowledge is 'a forever proposition' for schools, observing that there will never be a time when we are no longer implementing change. This series of workshops will explore some of the key findings from Mark's recent PhD at the University of Melbourne on leading change in schools. Topics will include building momentum and urgency for change; supporting people to 'take the leap' into new practices; engaging with resistance to change; and embedding change into the fabric of the organisation to ensure sustainability.

**Suggested time to leave Hamilton area 8.00am**

Meeting at Millennium Hotel - Conference Centre by 10.30am - Tea and Coffee on Arrival

10.45am - Welcome and Opening Address -

11.00am - **Keynote 1 Mark Osborne** **Change leadership essentials: an overview of the change leadership cycle including what leaders can do to prepare, implement and sustain change.**

12.25pm - **ASB - Philippa**

**12.30pm - Lunch with the group**

1.25pm - **Furnware - Ezra**


1.30pm - **Keynote 2 Mark Osborne** - **Building readiness for change: resistance to change is minimised when people feel 'ready' for that change. What are the key factors that increase momentum and people's readiness ahead of change?**

2.55pm - **Autex - Aaron**

**3.00pm - Afternoon Tea**

3.15pm - **Kukri - Sean**

3.20pm - **Keynote 3 Mark Osborne** - **Implementing change: a crucial point in any initiative is when people are asked to 'take the plunge' and discard familiar practices for new ones. What can support people through this potentially**

	<p>challenging time?</p> <p><b>4.15pm - Asia NZ Sean O'Connor</b>  4.45pm - <b>Footsteps - Kate</b>  <b>4:45pm - WPA AGM</b></p> <p>5:00pm - <a href="#">Hauora Activities</a>  7.00pm - <b>Pre Dinner Drinks</b>  <b>8.00pm - Dinner</b></p>
<p><b>Accommodation</b></p> 	<p><a href="https://www.millenniumhotels.com/en/rotorua/millennium-hotel-rotorua/">https://www.millenniumhotels.com/en/rotorua/millennium-hotel-rotorua/</a>  Please indicate when <a href="#">booking online (WPA website)</a> we have 50 rooms booked (first in, first-served)  Single \$500</p>
<p><b>Friday 19th March</b></p>	<p><b>7.30am - Breakfast (@ Millennium Hotel)</b>  8.25am - Morning Admin</p> <p><b>9.10am - Fuji/Xerox - Peter</b>  9.15am - <b>Keynote 4 Mark Osborne - Engaging with resistance to change: while excessive resistance can scupper a change effort, not all resistance is inherently bad. How can leaders engage with resistance in ways that can actually strengthen the change effort?</b></p> <p><b>10.10am Sitech Warren / Derek</b></p> <p><b>10.15am - Morning Tea</b></p> <p>10.30am - Workshop 1 (MoE Workshops Special Education/Curriculum review/ERO new review format/Saunil Linewise update)  11.00am - Workshop 2 (same as Workshop 1)  11.30am - Workshop 3 (same as Workshop 1)  12noon - <b>Playground Creations - Marie</b></p>

**12noon - Keynote 5 Mark Osborne - Sustaining change: many initiatives fail to last beyond an initial burst of enthusiasm. What tools do leaders have available to them to embed change into the fabric of their organisations, leading to lasting impact?**

12.55pm - **Core Education - Anne**

1.00pm - Closing Address - The Year Ahead!

**1.15pm - Lunch (Please book, no extra cost!)**

***Principals to return Home/School if they wish***

# Hauora Activities –

ROTORUA

Check Out All the Activities Available in this area - <https://www.rotoruanz.com/visit/to-do/>

## Keynote 1: 90mins

### *Daring Leadership for courageously caring cultures*

People are the core of our mahi. Courage and Care go hand-in-hand when creating a people-centered organisational culture. This calls for deliberate acts of leadership that require us to dare-greatly. We will explore some of these within this session so you can go even more deeply into being deliberate in creating a culture of care within your own contexts.



## Keynote 2: 90mins

### *Emotional Intelligence for Leadership: Competencies for Leadership*

*"Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom."*  
Viktor Frankl, 1984.

As leaders the people-part of leadership can be the most complex. Research shows that growing our own, and supporting our colleagues to develop their emotional capital is one of the key competencies of leaders for the future. We will explore some of the ten emotional intelligence competencies for leadership and reflect on how we can develop these both personally and collectively.

## Keynote 3: 60mins

### *Developing emotionally strong youth*

NZ youth anxiety, depression and suicide statistics are horrific. Many schools have implemented some means of developing grit and resilience in their youth. These are a small part of a wider picture in creating emotionally intelligent youth.

Emotional Intelligence can be developed through deliberate acts of teaching. In this session I will reference world-first research when we explore how emotional intelligence can be developed through deliberate acts of leadership, teaching and whaanau connections.

## Keynote 4: 60mins

### *Teaming: agile collaboration for dynamic environments.*

*"Teaming is a verb. It is a dynamic activity, not a bounded, static entity"*  
Amy Edmundson

With the nature of our collaborative ways of working and environments, teams are bundled, unbundled, and re-created in a responsive, agile manner. If we leave the people-part of teaming up to fate, we can often end-up-with friction. We can front-foot this through deliberate acts of leadership and specific tools that support effective collaboration; some of which we will explore in this session.

## Keynote 5: 60mins

### *Learner Agency: more than shifting the furniture*

Fancy furniture and taking-out walls alone will not create learner agency. Developing deep learner agency requires a considered and comprehensive approach that can be applied in both single-cell and collaborative spaces. Key factors that support learner agency development and strategic considerations will be shared in this session.

## THINGS TO DO IN ROTORUA



ADVENTURE



CYCLING & MOUNTAI...



ECO-TOURS



FAMILY FUN



FISHING



GOLF



HOT POOLS



SPA & WELLNESS



GEOTHERMAL...



LEISURE & WILDLIF...



LAKE & RIVER...



MAORI CULTURE



LUXURY



MISCELLANEOUS...



MUSEUMS &...



Snapshot

PUBLIC PLACES &...



SCENIC FLIGHTS



TOURS