

A close-up, low-angle shot of a person's feet as they ascend a blue metal staircase. The person is wearing bright orange sneakers with white soles. The blue metal railings and steps of the staircase are prominent, creating a strong geometric pattern. The background is slightly blurred, showing more of the staircase and a chain-link fence.

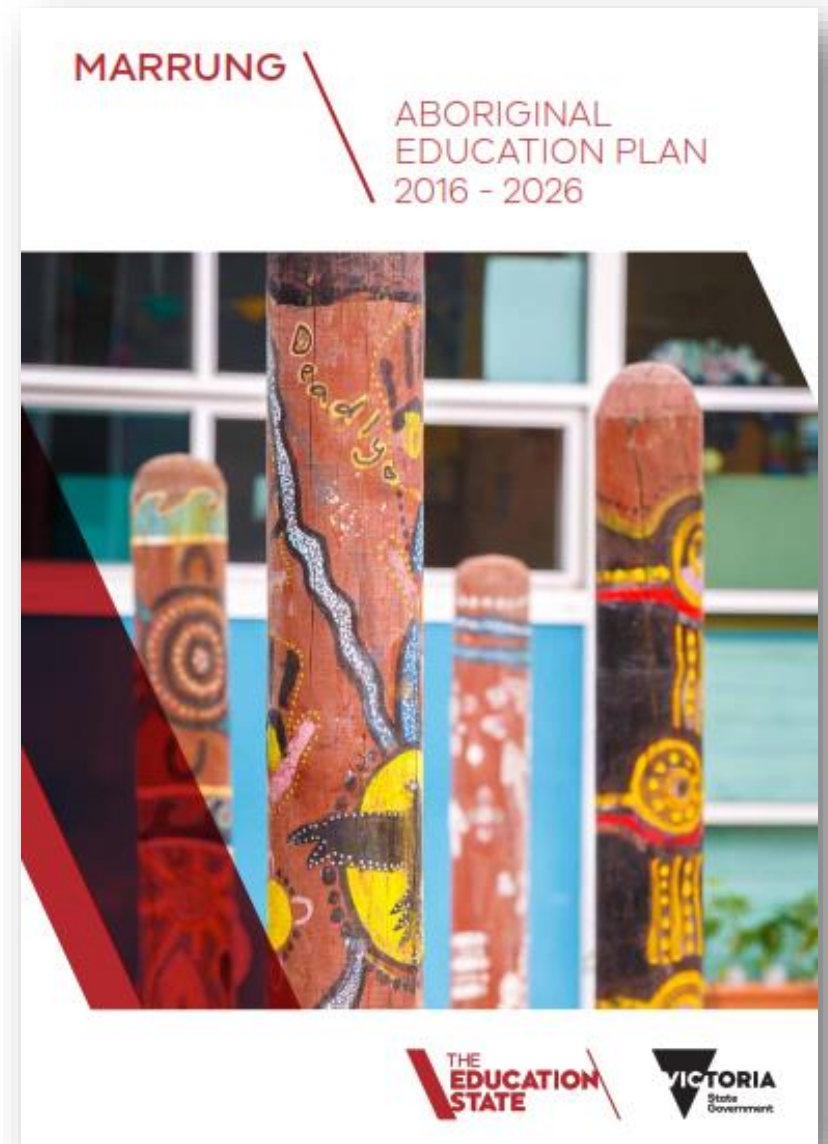
Being a Great Leader

What it takes to be a great leader in OSHC, and how to lead with confidence and compassion

Leaders hold the door wide open...

*The Marrung; Aboriginal Education Plan 2016–2026 will ensure that Koorie families, and Aboriginal or Torres Strait Islander people from other parts of Australia who live in Victoria, have the **doors held wide open to all learning and development services**, from early childhood onwards.*

Aunty Geraldine Atkinson



A thinking framework...



PAST

- How do these ideas help me make sense of what has happened in the past...



PRESENT

- How do these ideas help me make sense of what is occurring right now...



FUTURE

- How do these ideas help me plan for the future...

Being a leader in OSHC...

What we think it's going to look like...



What it really looks like...





Leadership to GREAT Leading

What we know about GREAT Leading in OSHC...



Recognise Multifaceted

Leadership has distinct aspects – operational and pedagogical - that incorporate multiple capabilities mirroring a well-researched understanding of quality.



Embraces Complex

Leadership is increasingly understood as **managing complex** expectations and competing priorities.



Privileges Relational and Contextual

Leading is about knowing and 'reading' people (children, families, educators and the community) and building relational trust informed by empowerment, enhancement and enablement.



Drives Quality

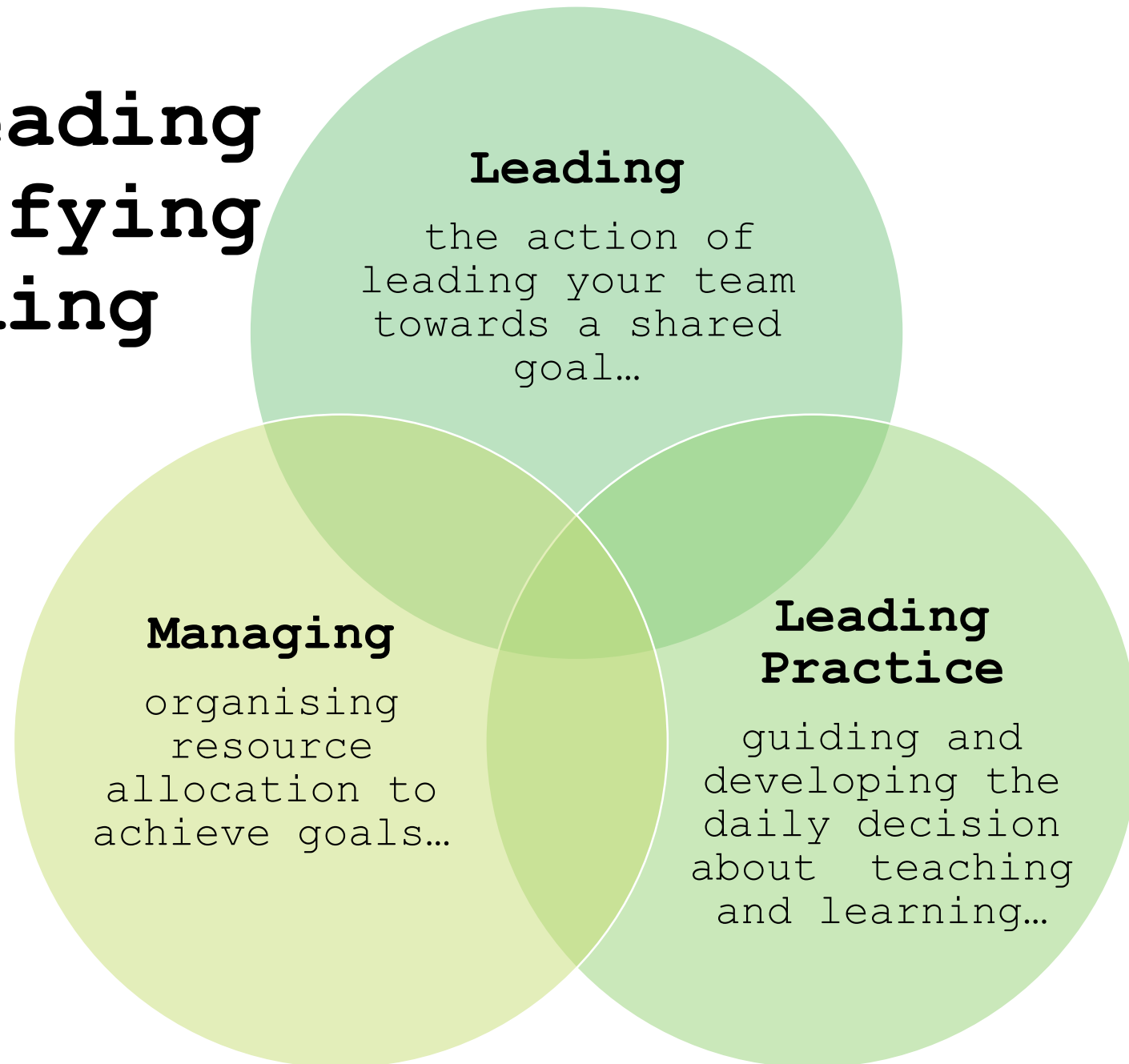
Effective Leadership enables and drives quality. Evidence from over 10 years of quality assurance indicates the stronger the leadership, **the better the outcomes for children, families and educators.**




Focused on Change

Leaders fundamentally drive change or continuous improvement - they will need to compel others to follow.

**Great leading
is clarifying
the leading
role ...**



A person wearing a dark jacket, a knitted hat, and a backpack stands on a grassy hill, looking out over a landscape at dusk. The scene is dimly lit with a blue tint.

Great Leading is
knowing your
stance
how you turn up?



A woman with glasses and curly hair is shown from the waist up, with her hands raised in the air. She is wearing a light-colored sweater. The background is a soft, out-of-focus landscape. The entire right half of the image is overlaid with a semi-transparent green filter.

Great Leading is
knowing your
dance

*What you say, do and
how you relate...*

Great Leading is...

Doing

What the leader does in action (or activities made present in the doing of things) for example *makes time to address practice challenges with individual team members.*

Saying

How the leader understands ideas and the language used for example *using professional language with the team.*

Relating

Ways in which the leader relates to others and the world, for example *humility.*





Great Leading
**Understands that
Relationships are key...**

Relationships are critical to the
manifestation of effective
leadership.

They pervade all leadership
activities and are understood as
both an aspect of leadership
skills and as an intricate,
overlaid, interconnected web
that supports leaders to deliver
outcomes for children and their
families.

Adapted from Stamopoulos, E., and Barblett, L. 2018.

Early childhood leadership in action: evidence-based approaches for effective practice. Allen and Unwin. p27

Great Leading

Knowing that some **leading approaches**
are dead...



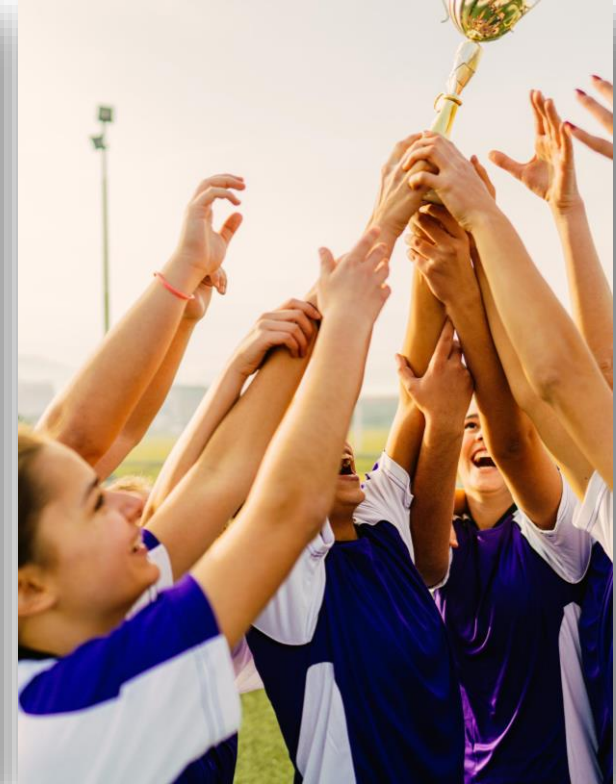
People can't
cope without
leaders...



Leadership
is all
about
leaders...



We all know a
great leader
when we see
one...



Group success
should be
attributed to
the leader:



Great Leading is supporting **Followership**

Followers account for 80% of an organisation's success (Kelley, 1992)

...willingness to cooperate with others to accomplish a greater common goal by being a committed team player, supportive and excelling at what you are doing without having star status.

Followership is not a person, it's a role which is different to leadership and is not inferior.

Leaders need followers.

<https://teachainspire.com/the-importance-of-followership/>

Great leading
looks out for hazards...



Niceness



Ego



Horizontal Violence



Control

What GREAT leaders do: A Leadership Model.

....four aspects of leadership that early childhood leaders need to know, understand and apply in their work:

- 1) professional knowledge;
- 2) professional identity;
- 3) the application of interpretive lenses; and
- 4) relational trust.

Each of these aspects is interrelated and builds capacity in leaders and the early childhood profession to find a model of leadership that best suits their needs.



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