



MAT EXCELLENCE
AWARDS

Leadership mindsets and practices for a new era

Sir Steve Lancashire, Executive Coach and Mentor

14:30 – 15:00



#MATExcellenceAwards



LEADERSHIP MINDSETS AND PRACTICES FOR A NEW ERA

IN A DYNAMIC, COMPLEX EDUCATIONAL LANDSCAPE, WHAT NOW FOR LEADERSHIP? IS A NEW KIND OF LEADER REQUIRED?

SIR STEVE LANCASHIRE
EXECUTIVE LEADERSHIP CONSULTANT

THE CONTEXT OF LEADERSHIP



The context in which we lead has changed and is less certain....

- VUCA is the new reality.
- Increased emphasis on and reliance on AI.
- Socio-political issues of diversity, equity, and inclusion.
- Environmental and sustainability issues.
- Necessity to promote and protect wellbeing.

Short-term is increasingly unpredictable, and the long-term is virtually unknowable.

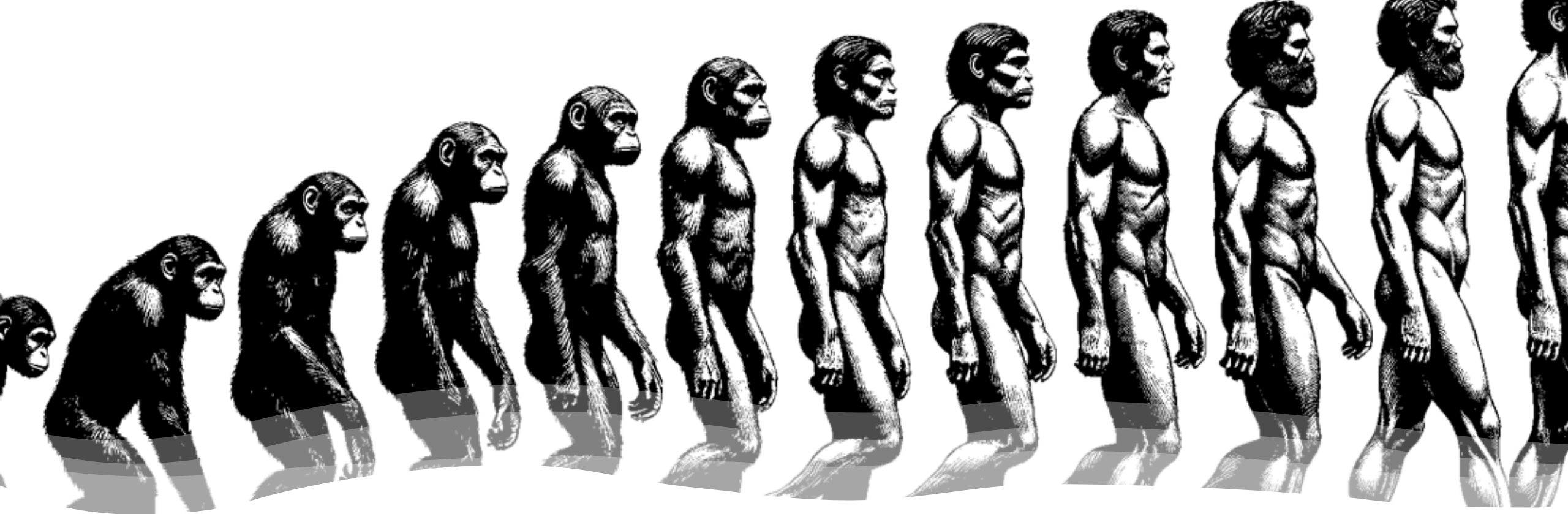
A NEW TYPE OF LEADER



Yes....and....No

Traditional leadership qualities are still valid but will need to be increasingly adaptive and compelling.

Leaders of the future will need to differ in mindset, skillset, and approach.



THE EVOLUTION OF TRADITIONAL LEADERSHIP

- Provide and constantly reaffirm a compelling vision – bringing hope and confidence.
- Perform and transform.
- Leverage collective capacity – questioning transitional roles and structure.
- Be prepared to be held accountable for our impact on society and the planet - the purpose of education.

How does this resonate with you?
How do you approach this?



THE IMPORTANCE OF MINDFUL INTENTIONALITY

Adopt a deliberate and conscious approach to leadership, decision-making, and organisational management. Consciously embracing the mindset and behaviours of the most accomplished leaders.

PRINCIPLES UNDERLYING INTENTIONALITY

- Self-care as an act of professionalism
- Conscious and purpose-driven approach to choices
- Commitment to ethical stewardship
- Prioritisation of communication and emotional intelligence



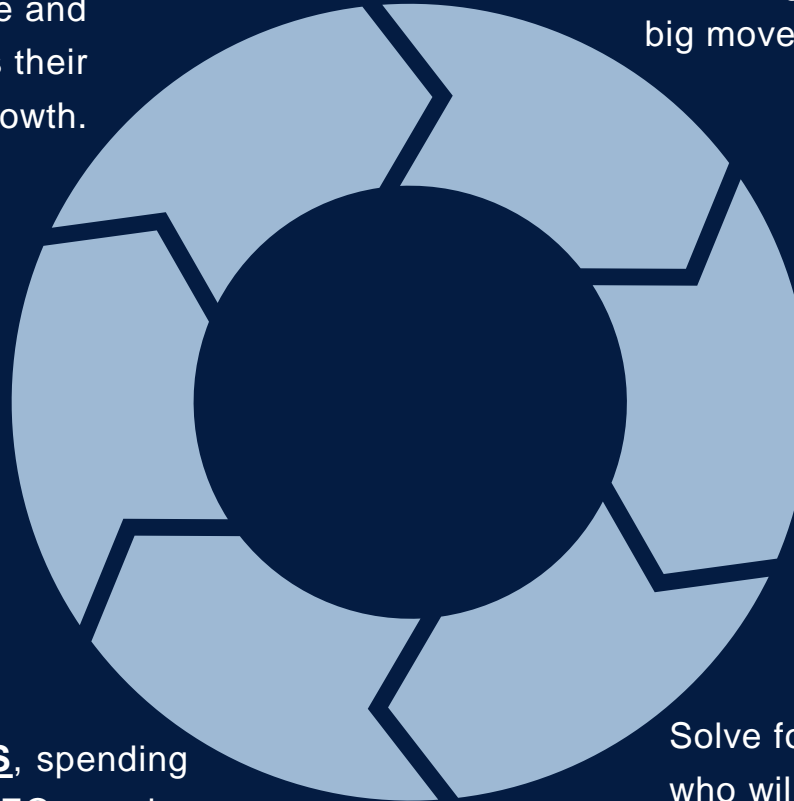
Mindset and Practices...

The actions of the top-performing leaders stem from a core group of mindsets relating to each responsibility...

Engage the board by building a foundation of trust with your directors and investing in their knowledge and capabilities. **BE THE INSPIRATION** that drives their commitment and growth.

When setting the organisation's direction, **FOCUS ON PURPOSE**. Start with asking "why." Why does the company exist? What is its purpose in the world?

MANAGE YOUR OWN EFFECTIVENESS, spending time and energy on what only a CEO can do.



SET A BOLD DIRECTION for the company by reframing the game, redefining success, and making big moves.

SHAPE THE ORGANISATION by treating the "soft stuff" - culture, talent, and organisational design - like you would the "hard stuff," as elements that can be measured and managed.

Solve for **TEAM PSYCHOLOGY** by hiring individuals who will constitute a great team.

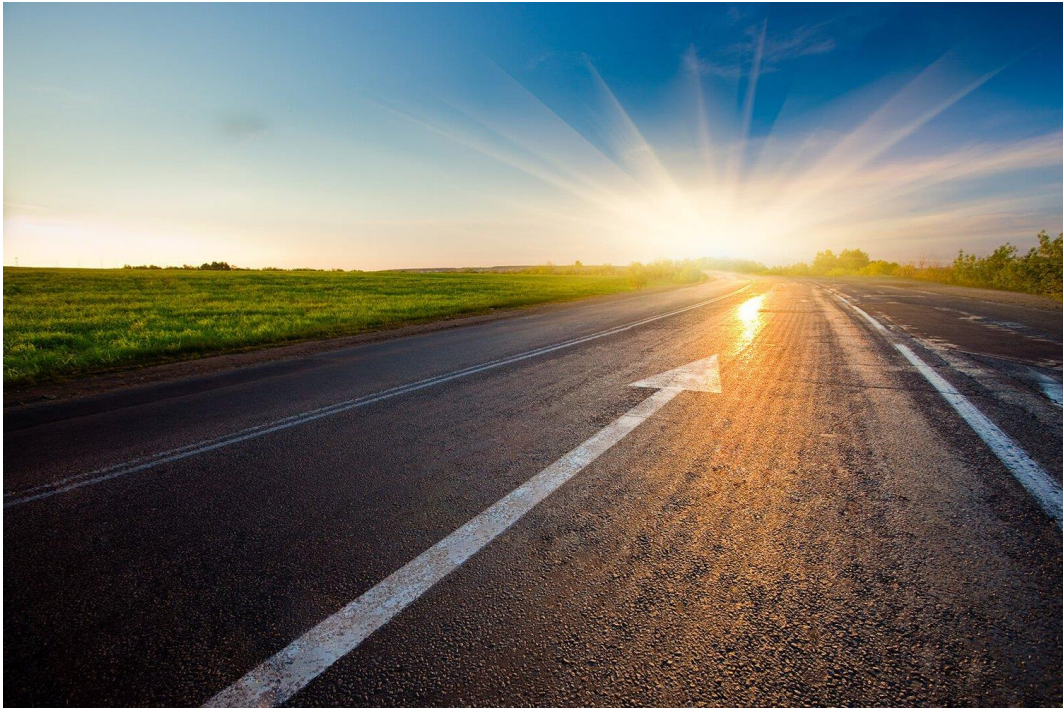
FOCUS ON PURPOSE



- Look at the bigger picture
- Develop a compelling narrative
- Answer your legacy question

Centre on the long-term "why?"

SET A BOLD DIRECTION



- Reframe what winning means
- Make bold moves early
- Stay active with resources

Focus on beating the odds

MANAGE YOUR OWN EFFECTIVENESS



- Prioritise strategic leadership
- Focus on what makes the most difference
- Choose authenticity

Do what only you can do!

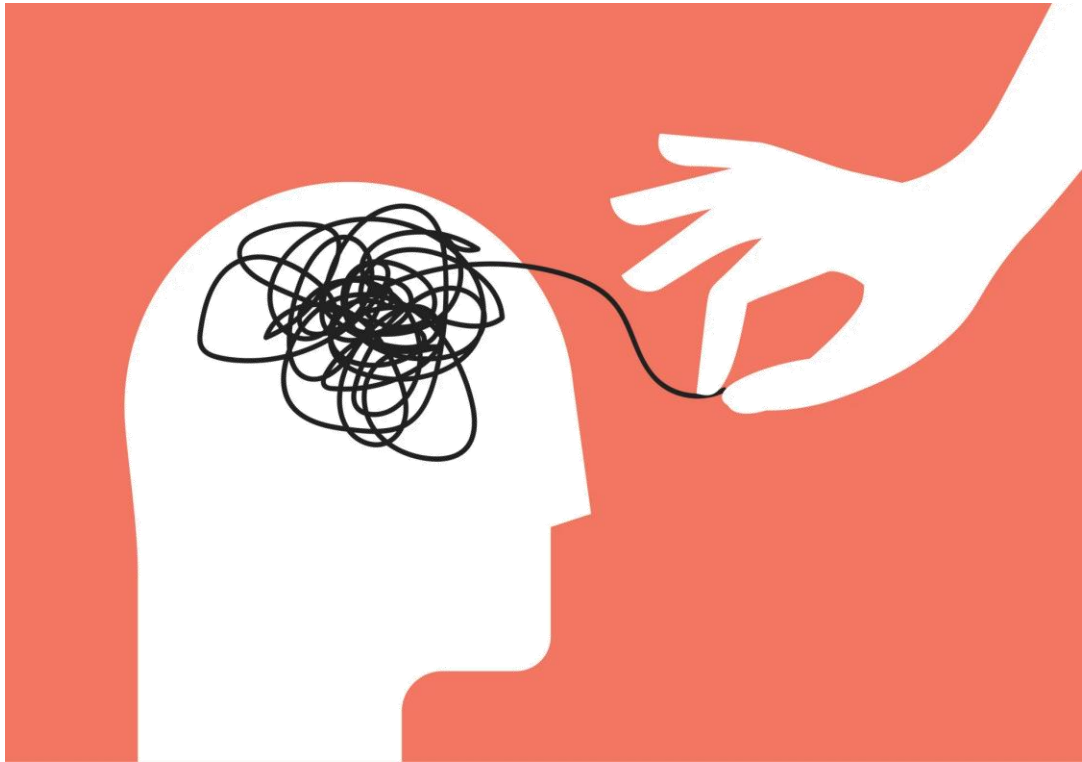
SHAPE THE ORGANISATION



- Culture by intentional design
- Combined speed with stability in structures
- Navigate the meaningful outside

Embrace corporate strategy

INVEST IN TEAM PSYCHOLOGY



- Match talent to value
- Go beyond employee engagement
- Put dynamics ahead of mechanics

Maintain performance and health!

BE THE INSPIRATION

- Adopt habits of hope
- Use “me being me” as a mandate for you being you
- Be the rock on which all waves crash

Sometimes it is all about you.





**THANK
YOU**

**SIR STEVE LANCASHIRE
EXECUTIVE LEADERSHIP CONSULTANT**