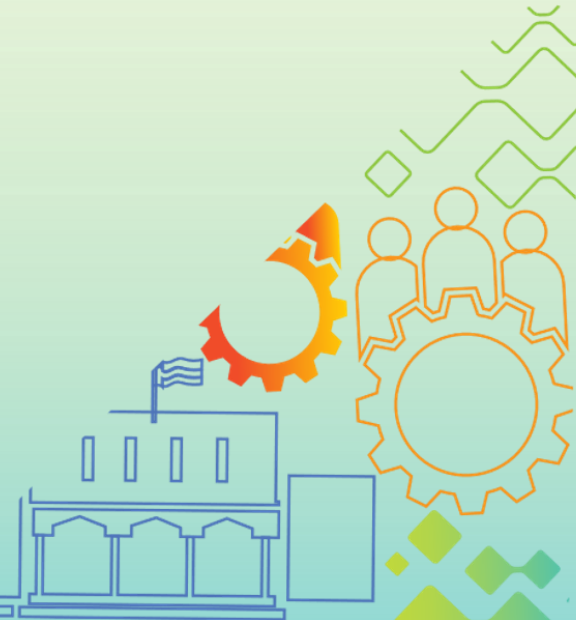


Future Skills and Promoting a Culture of Innovation among School Leaders



Greg Parry





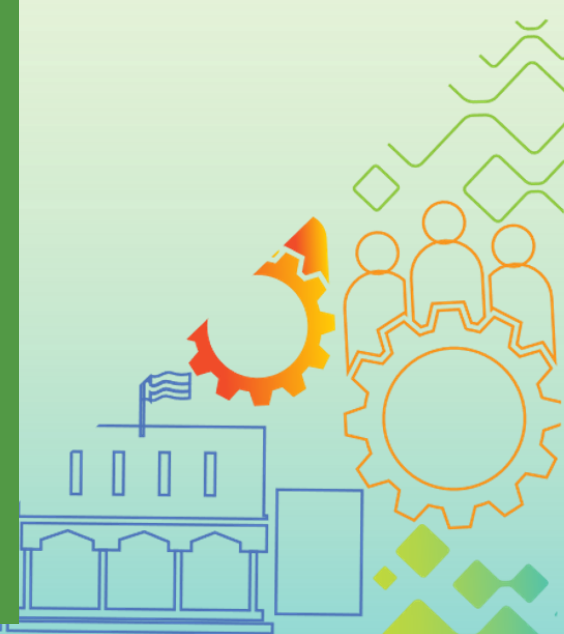
What is your “real” story?



WE HAVE LED 35 PROJECTS IN 26 COUNTRIES



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Kindergartens

K-12

Vocational and Technical

Universities

Virtual Schooling

Full Service Independent Management

School Franchise Models

Improving Organisations

Leadership and Teacher Training

360 Degree Review Processes

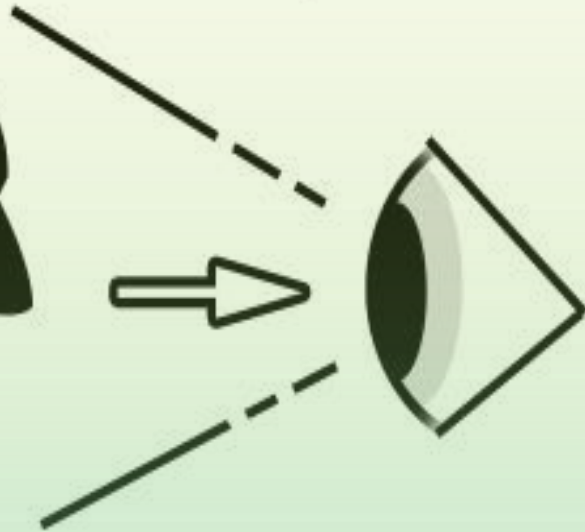
Mergers and Acquisitions



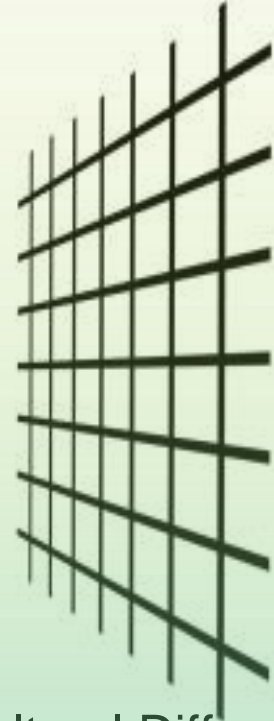
Object in reality



Perception via the senses



Filters we overlay to 'distort'
our perception

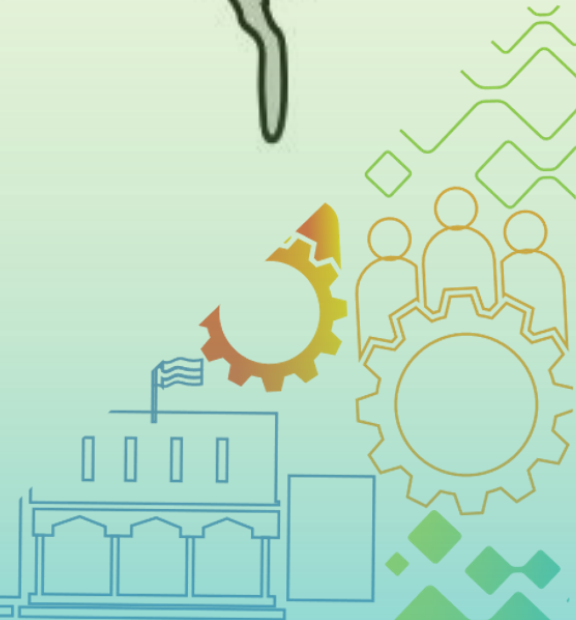


The brain



Glasser Choice Theory

- Cultural Difference
- Previous experiences
- Leadership Style
- Personality Type





Our “quality world picture” is the result of our shared life experiences and their influence on principles, values, and skills



Role models that match many of your favoured characteristics

Principles + Values + Skills = Impact

*There will be accepted and rejected principles, values, and skills.....
and we learn from positive and negative experiences



Executing Innovation



Project Aristotle (Google, 2012)



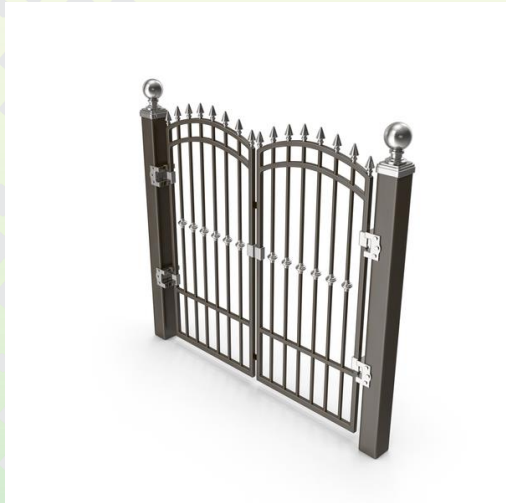
Professional Profiles -
Limiting the success of your organisation



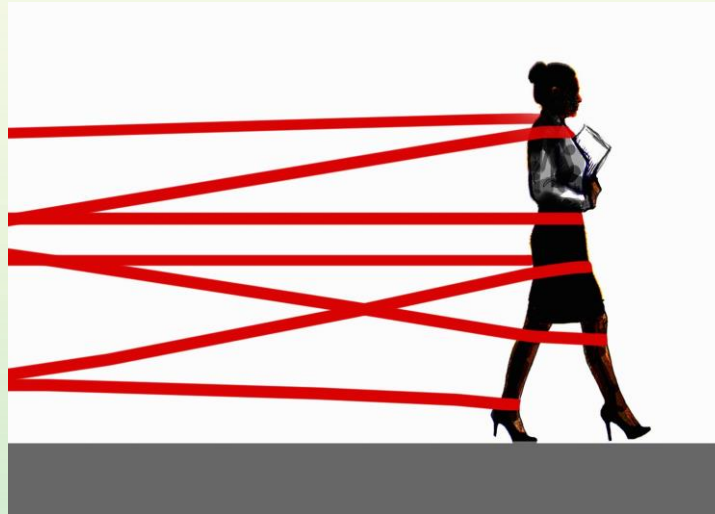
Group Norms -
Accelerating the success of your organisation



A Culture of Innovation-Led Leadership Behaviours (Norms)



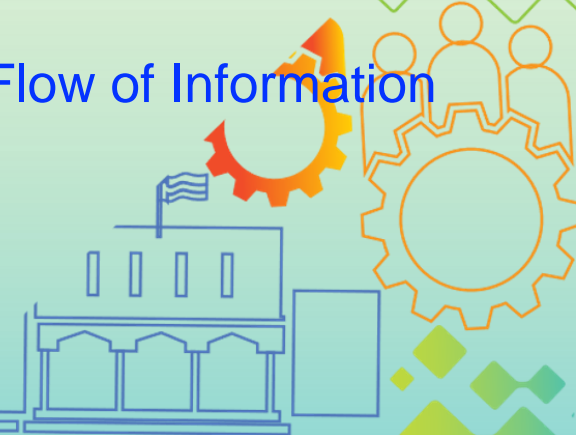
Psychological safety



Bureaucracy



Free Flow of Information



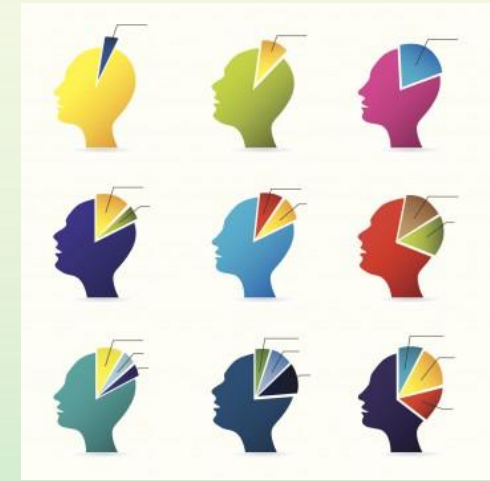
A Culture of Innovation-Led Leadership Behaviours (Norms)



Cross-Functional Collaboration



Celebrate Innovation Success



Hire With Diversity in Mind





**Innovation and creativity can be messy.
They need discipline and management.**



The Formula of 5

Tolerance for Failure but No Tolerance for Incompetence

Willingness to Experiment but Be Highly Disciplined

Psychologically Safe but Brutally Candid

Collaboration but with Individual Accountability

Flat but Strong Leadership



Contrarian



“Being in the top 10% of leaders is rare. Having the courage to behave in ways that are different to the other 90% is even more rare.”



Contrarians do not try to do the opposite of what everyone else is doing, nor do they take a contrary stand just to be different.

Contrarian leaders try to live in the future while everyone else is focused on living in the present.

Contrarians try to discover what will be most important tomorrow and think “future back.”

They take a position based on what they see happening in the future, not upon what they believe contemporary thinking suggests is happening now.

The best leaders are contrarians at heart. They see where things are going faster than others because they work backward from the future.



Vision and Mission Integrity



It is only when our daily behaviours match our vision and mission statements that we get true alignment within the organisation.



The powerful guiding question.....

“Will this action, activity, decision, project, purchase or direction..... <insert key vision words>”



SIGNATURE

EXPERIENCE

**Every workplace, business,
or school has unique
experiences that reflect a
common culture of
behaviours**





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