

# OPTIMAL

A portrait of Steve Francis, a middle-aged man with short grey hair and glasses, wearing a blue button-down shirt. He is smiling and looking towards the camera. The background is a solid orange color.

## Leadership

Steve  
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### What is OPTIMAL Leadership?

The key role of leaders in schools is to **optimise** their school by using ALL available resources. However, we don't start with a clean slate, you have to work with what they've got.

As a leader, there are always competing demands on your time and you often feel pulled in different directions. *Where do you need to spend your time?*

- |               |    |               |
|---------------|----|---------------|
| * Leading     | OR | Managing      |
| * Operational | OR | Strategic     |
| * Student     | OR | Staff centred |
| * Warm        | OR | Demanding     |
| * Consistency | OR | Creativity    |

### Optimal leadership requires the 'Goldilocks' approach!

*It's NOT a matter of either/or but doing BOTH and getting it "Just right!"*

*This keynote is HIGHLY RELEVANT in the following contexts and will deliver these key points.*

### Concerned About Staff Morale, Disengaged Staff and Rediscovering Your Mojo

*Have staff withdrawn the discretionary effort we rely on so much in schools?*

*Is there a divide between some leaders and the staff?*

*Do your leaders feel like there is too much TO DO and not enough time?*

*Are leaders spending all of their time on operational 'stuff' and not having impact on what really matters?*

*Are you frustrated that you are always fighting fires and getting limited satisfaction from your work?*

*Do you feel that your efforts are wasted and not appreciated?*

#### KEY POINTS

- \* A toxic culture thrives when staff don't trust the leaders in their school.
- \* The #1 factor in staff morale is leadership.
- \* Communicating the intent behind what we are doing is essential.
- \* Getting the balance right between leading and managing is essential.
- \* Attitudes are contagious – especially the leader's.
- \* Get clear about your leadership approach and the style of leader you want to be.

***"Us and Them language is the start of the death spiral"***

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