

Adaptive leadership: Hierarchies, networks and a butterfly

Whakamanawa Conference 2024
Te Pae ki Ōtautahi

Dr Chris Jansen

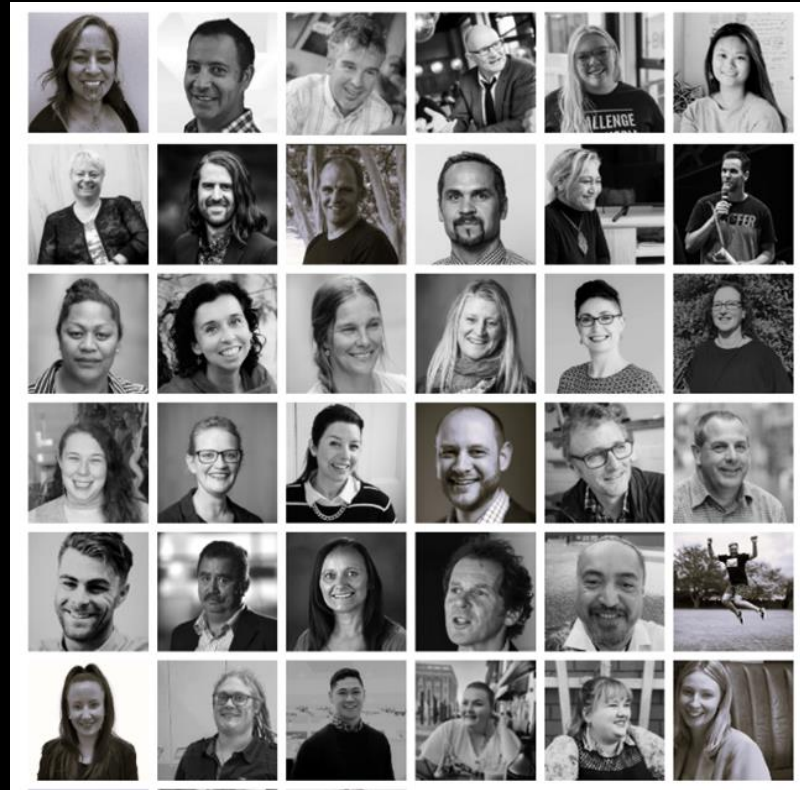
Kia ora

Ehara taku toa i te toa
takitahi, he toa takitini



Our strength is not as individuals, but as a collective

We are a Tiriti o Waitangi-led, impact focussed leadership consultancy. We grow leaders in Aotearoa New Zealand who develop equitable and flourishing communities and organisations.



Committed to giving effect to

the articles of Te Tiriti o Waitangi

Inspired by our vision to see

Equitable and thriving communities and organisations

Through growing leaders who are

Fostering collective approaches to complex issues

Guided by our values

Mana Ōrite, Kotahitanga and Manaakitanga

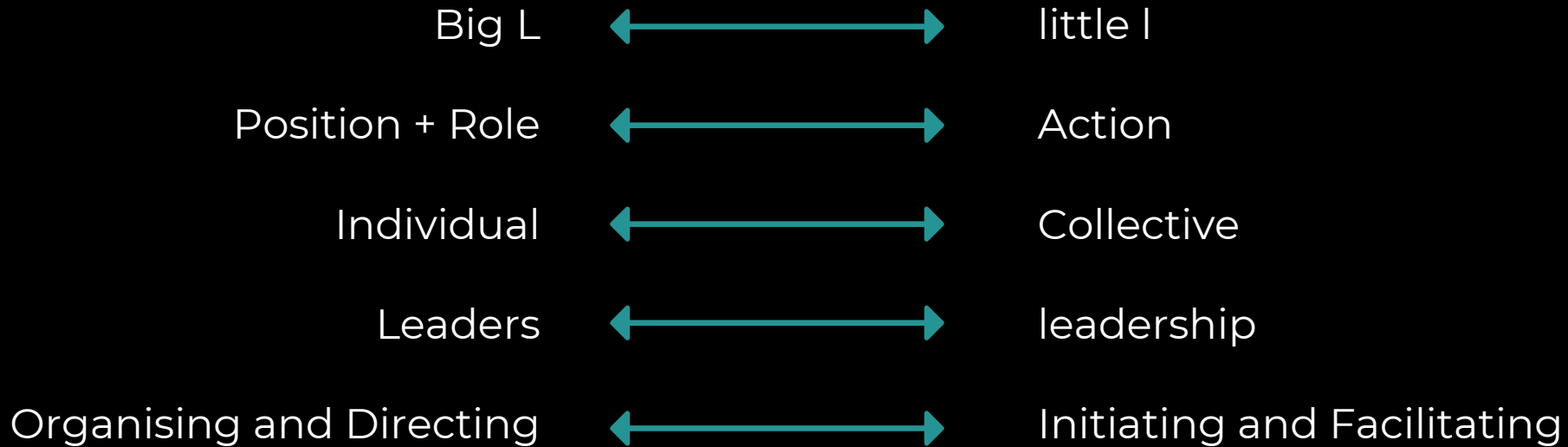
This is who we are.

PAIRS

How is leadership changing?

What approach to leadership is emerging and why?

Broadening our leadership bandwidth









Chris Golden B...

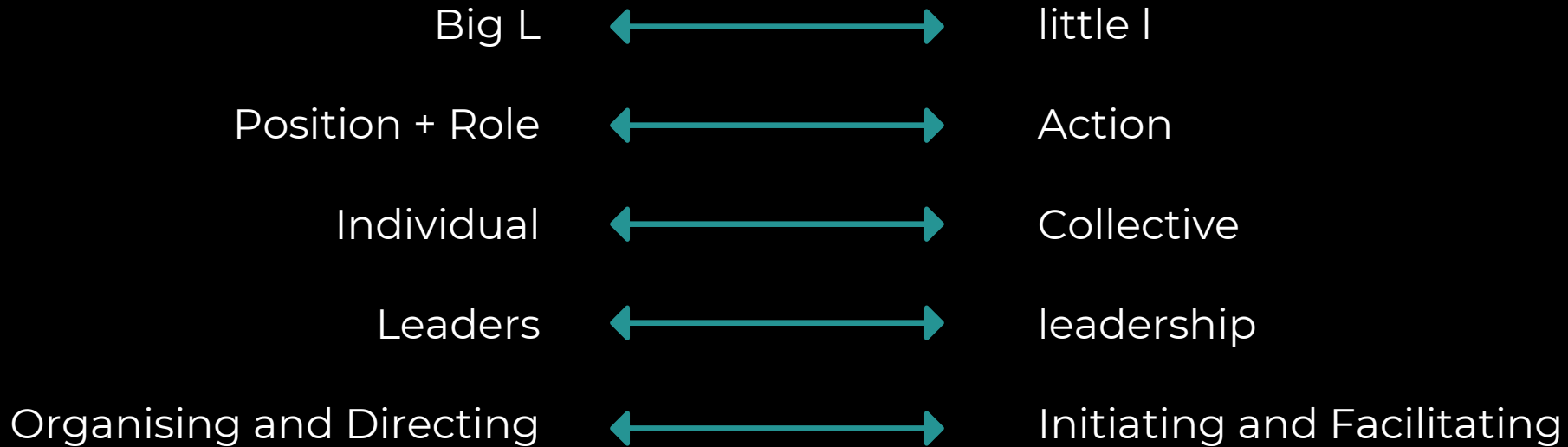
- Find a partic...
- GJ Greg Ja...
 - A Andy &
 - CG Chris G
 - Christop
 - D- Dan - G
 - DM Duncan
 - G- Gus - W
 - JG Jan Gol
 - LB Lara Bru
 - LS Lynda S
 - MH Michael
 - NS Ngaire S
 - Queen c
 - RG Richard
 - SF Stacey F
 - TN tamzin.e
- Raise Hand
- Invite

Unmute Stop Video Participants 17 Chat Share Screen Pause/Stop Recording Reactions Leave





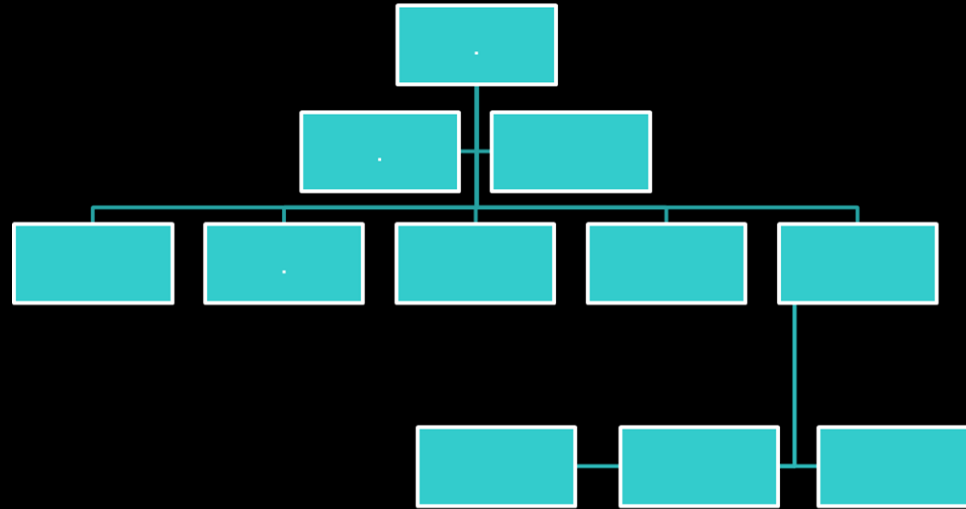
Broadening our leadership bandwidth

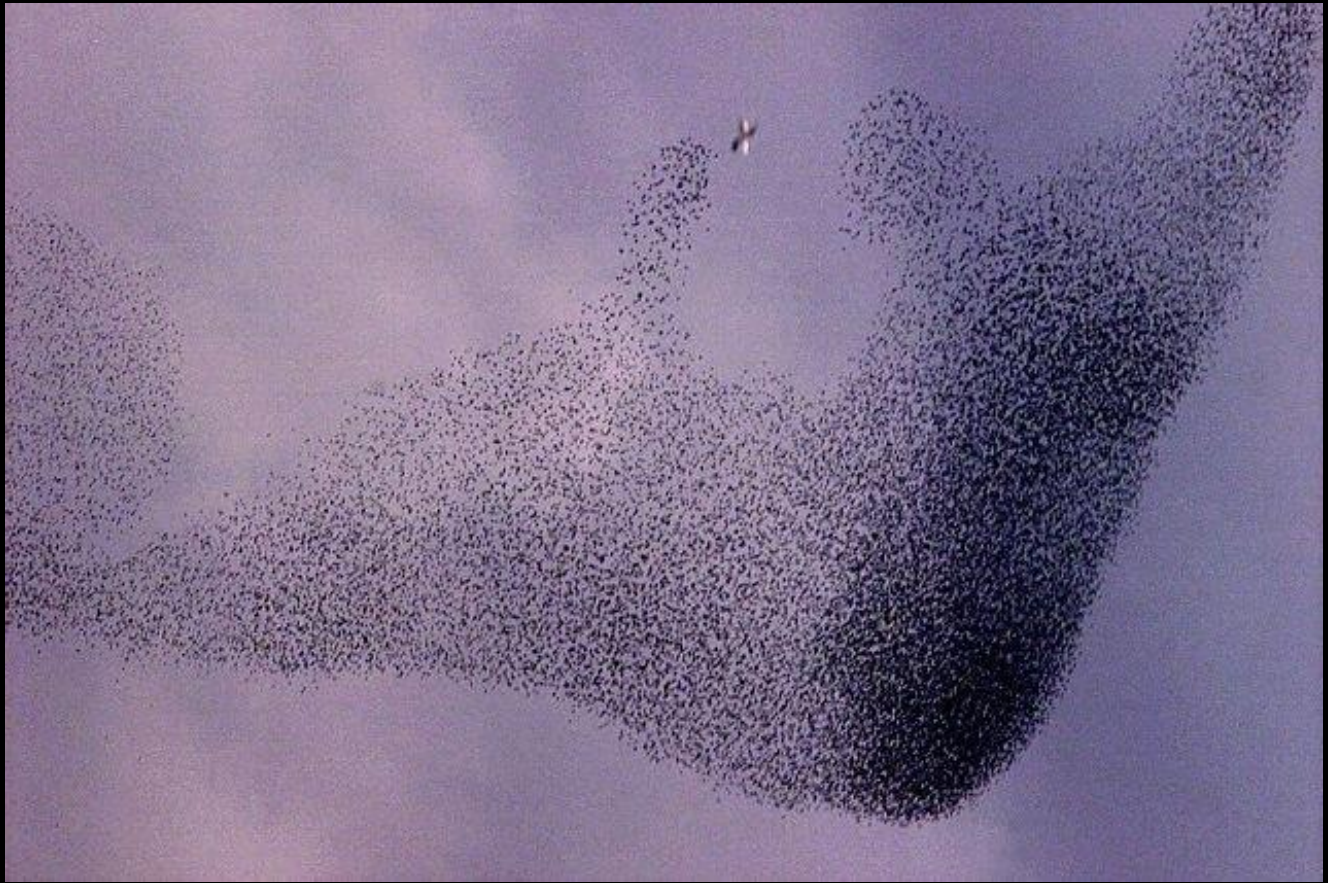




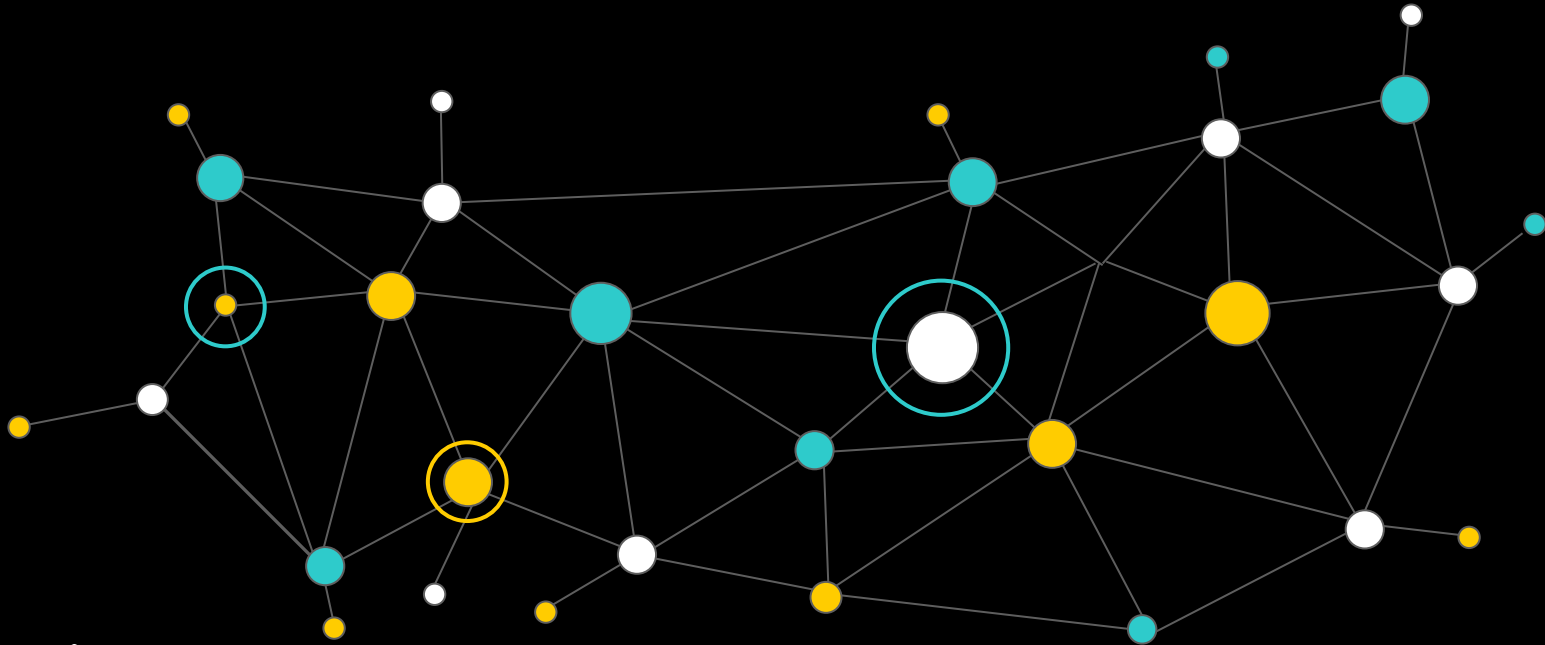
Hierarchies and Bureaucracies

“the organisation”

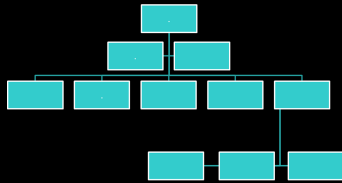




Networks, Movements and Living Systems

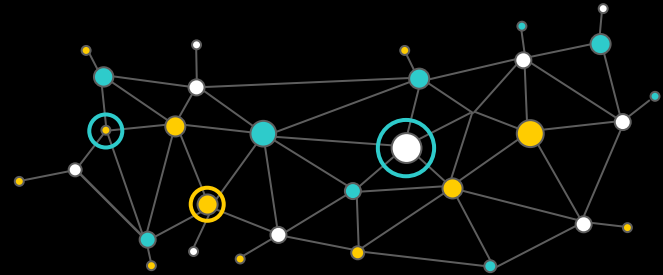


Alternative ways to organise ourselves



Hierarchies

- Job descriptions
- Lines of communication
- Titles, Boss, rank
- Specialties, silos, departments
- Top down bottom up
- Appraisal
- Progression



Networks

- Connections
- Common interests
- Multiple links and pathways
- Ako – Mutuality
- Relationships
- Flexible and viral
- Messy and fragile

PAIRS

Pros and cons of each?

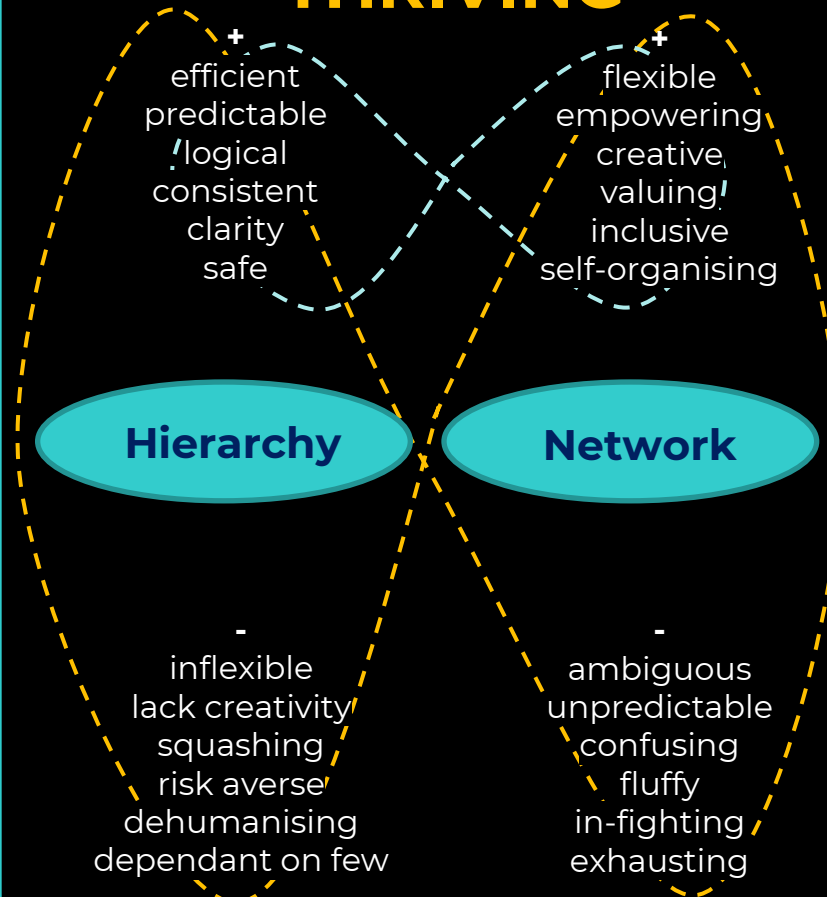
Warning signs

Stagnation
Boredom
Them and us
Lack of trust
Sick leave
Staff turn over
Conflict

Actions

Notice
Pause and reflect
Add more dialogue
and opportunities

THRIVING



Warning signs

Confusion
Just in time
Falling through
gaps /overlap
Morale dropping
Cynicism
Conflict

Actions

Notice
Pause and reflect
Add more structure
and shape

PAIRS

Share one insight from the butterfly slide



meaningful change
Our Impact

Leadership Lab specialises in providing a range of services customised to empower and develop long term impact and change on people and organisations.

From one-on-one mentoring to change management across large organisations, we are compelled and motivated to make an impact that creates real change.



Creating real impact

We aspire to grow equitable and flourishing communities and organisations across Aotearoa, through growing leaders who focus on...

enacting Te Tiriti o Waitangi

We understand our shared histories in Aotearoa NZ and promote inclusive practices for all people

[Read more](#)

transformative learning

We are committed to education that meets the needs of all learners and exists in the realities of the modern world

[Read more](#)

radical inclusion

We actively surface voices, experiences, and perspectives that are otherwise marginalised or passed over

[Read more](#)

hauora & wellbeing

We take a broad and inclusive view of wellbeing, which holds quality of life as a high priority

[Read more](#)

thriving relationships

We recognise and harness the power of workplaces as environments to influence the quality of life of all workers

[Read more](#)



empowering others

Resources

At Leadership Lab, we believe in the power of collective impact and by sharing resources we enable so much more impact and change.

Simply catalogued into Watch, Listen, and Read... you'll find videos, podcasts, case studies, articles and more.

Leaders Buffet

Theme A Equity and Inclusion

Equity and inclusion is one of the most critical focus areas for all schools and one that aligns strongly with Leadership Lab's value of mana ōrite. This involves advocating for equity for tangata whenua to honour Te Tiriti o Waitangi and for the inclusion of diverse values and beliefs.

[Print Ready Guide](#)

[Explore Theme](#)



Theme B Wellbeing and Meaning

Wellbeing and Meaning focuses on how we can support the positive wellbeing of students and teachers within schools and kura. Taking a strengths-based approach to teaching and learning is central to the success of ākonga as confident and well supported lifelong learners.

[Print Ready Guide](#)

[Explore Theme](#)



Theme C Future-focussed leadership

Future focussed leadership engages and empowers school leaders to effectively prepare students and schools to respond to the ever-changing global environment and inspire the exploration of new ways of working and learning.

[Print Ready Guide](#)

[Explore Theme](#)



Theme D Collaboration and culture change

Collaboration and culture change explores the practices, mindsets and environments required to bring people together to develop shared ownership and work collectively towards innovative possibilities based on shared vision.

[Print Ready Guide](#)

[Explore Theme](#)



<https://leadershiplab.co.nz/our-videos/>

System changes webinar series

The screenshot shows a YouTube channel page for 'Systems Change Webinar Series' by Leadership Lab. The channel has 6 videos, 109 views, and was last updated on Jul 11, 2024. The main video player area displays a video titled 'Systems Change Webinar Series' with a duration of 29:19. Below the player are 'Play all' and 'Shuffle' buttons. The video list on the right includes:

- 1 Systems Change Series | What is systems change? | Judy Bruce & Chris Jansen (29:19, 235 views, 2 months ago)
- 2 Systems Change Series | Practicing complexity thinking | Judy Bruce & Chris Jansen (37:20, 133 views, 1 month ago)
- 3 Systems Change Series | Leading in complex systems | Judy Bruce & Chris Jansen (30:47, 85 views, 1 month ago)
- 4 Hautū Waka (30:40, 221 views, 10 months ago)
- 5 Systems Change Series | Design Thinking, Systems Thinking & Futures Thinking 101 | Jade Tang Taylor (44:19, 1.7K views, 9 months ago)
- 6 Te Korekoreka (42:25, 244 views, 5 months ago)

<https://leadershiplab.co.nz/our-videos/>

Rourou conversations Podcast series

Becoming Tangata Tiriti

Home

Search

Your Library

Playlists Artists Albums Podcasts & Shows

Recents

Liked Songs
Playlist • 986 songs

Your Episodes
Saved & downloaded episodes

TEAMWORK
Album • kenzie

usual
Playlist • Cobes

Hybrid Minds
Artist

yeehaw
Playlist • Cobes

Drumming mix

Rourou Conversations

Install App

Becoming Tangata Tiriti Ep 2: before Te Tiriti
Rourou Conversations

We take a look back to before Te Tiriti o Waitangi was signed to understand the context and events that led to its development. This includes exploring the...

Jan 16 · Played ✓

Becoming Tangata Tiriti Ep 1: why us, why now?
Rourou Conversations

We, Gwyn and Fi, introduce ourselves, our experiences, knowledge and relationship with Te Tiriti o Waitangi as well as bust and challenge some...

Jan 9 · 54 min 41 sec left

Becoming Tangata Tiriti - PlainsFM trailer
Rourou Conversations

Becoming Tangata Tiriti will broadcast on PlainsFM on Tuesday at 5pm on the following dates in 2024: 9th/16th/23rd/30th January 6th February (Waitangi...

Dec 2023 · 5 sec left

Rourou Conversations

PLAINS FM leadership lab

Rourou Conversations

Becoming Tangata
Rourou Conversations

Discover more

Culture Society

Next in queue Open queue

ngata Tiriti Ep 2: b
Rourou Conversations



Leadership Lab, Waitaha CLD Network, Inspiring Communities Wānanga#1: Ōritetanga – Leading for Equity in Aotearoa communities

Booking Information

[Register here](#)

Venue

Rehua Marae - Ōtautahi Christchurch
79 Springfield Road, St Albans

Time / Date

September 27th
8.45am-4.00pm

Wānanga Series: Ōritetanga: *Leading for Equity in Aotearoa communities*

This wānanga series is a Waitaha CLD Network, Inspiring Communities and Leadership Lab Rourou initiative



Fri Sept 27th 8.45am - 4.00pm and
Fri Nov 1st 8.45am - 4.00pm



Facilitators Danette Abraham, Chris Jansen & Sarah Morris

This two wānanga series is for people who work in and support community-led development and who are on a journey of understanding about Te Tiriti-based equity in Aotearoa. Together, we will acknowledge the history of the land we are on and learn about the evolution of community development in Aotearoa through the lens of Ōritetanga.



**Ehara taku toa i te toa takitahi,
he toa takitini**

Our strength is not as individuals,
but as a collective



Chris Jansen

keep in touch
chris@leadershiplab.co.nz