

MANA ŌRITE

mō te mātauranga Māori
- Equal status for mātauranga Māori

LEADERSHIP COACHING TOOLKIT

A POSTER TO SUPPORT SCHOOL LEADERS

TO ADD TO OUR KETE:

Actively listen to staff voices, acknowledge (staff), remain curious, non-judgemental, open-minded, and ask powerful questions (avoid 'why'; try 'what' and 'how'), be reflective.

THE 3 C'S ARE YOUR FRIEND

Collaboration, communication, compromise.



ACTIVELY LISTEN

- Listen to what kaiako are saying.
- Consider what forums will facilitate this.



EXPLICITLY ACKNOWLEDGE THAT YOU HAVE HEARD IDEAS AND CONCERNS

- Use Google surveys, korero, hui and be present in the staffroom to hear ideas and concerns.
- Explicitly give feedback on these.



OFFER PRAISE

Be specific and explicit in your praise. Avoid statements like "that was great"/"ka rawe". Instead you might say, "I thought your ideas about the new NCEA task were fantastic!"



KEEP AN OPEN MIND

Approach hui with what and how questions first. Avoid why questions.



KEEP MESSAGING CONSISTENT AND CLEARLY COMMUNICATE

Consider the pace, timing, and clarity of messaging.



GROWTH MINDSET

Acknowledge the challenges while exploring the opportunities.

