

Leadership



The scenario:

You're all at a work party – the same work party. But, you're not **you**!



The game:

Choose a role within a typical organisational hierarchy. Act as that role at the party. Don't tell anyone else who you are, but give clues in the way you act, your body language, and what you say.

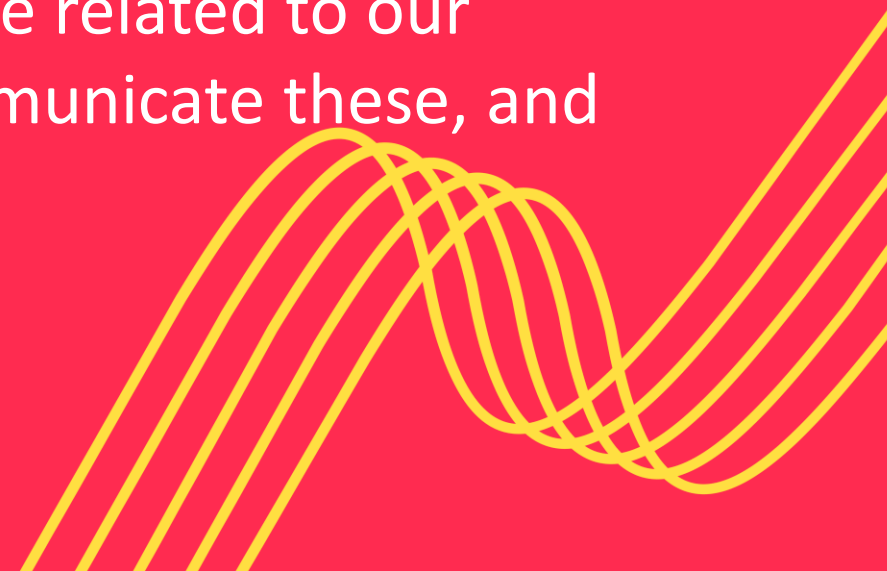
At the same time, make a note of who you think others are trying to be.

You have 15 minutes to have as many conversations and make as many observations as you can.

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Status

- Status can often be associated with job title, organisational hierarchy or social class.
- Sometimes we associate certain behaviours with status. What are some of the behaviours that a stereotypical leader might have?
- But effective leadership is now recognised to be related to our feelings, beliefs and values – and how we communicate these, and use them to help others.



Evolution of Leadership Theories

Trait & Behavioural Theories (Early 1900s–1950s)

Leadership seen as innate ('born leaders'), or based on specific behaviours.
Autocratic, top-down approaches common.

Situational & Contingency Theories (1960s–1970s)

The right leadership style depends on the situation.
Still often focused on control and authority.

Servant Leadership (1970s – Robert Greenleaf)

“Leaders are servants first.” Focus on empathy, listening, growth of others.
Resonates deeply with educators.

Transformational Leadership (1978 – James MacGregor Burns)

Leaders inspire, motivate, and align people around shared values.
Start of the shift to emotional engagement.

Emotional Intelligence (1990s – Daniel Goleman)

Great leaders are emotionally attuned, self-aware, and skilled at relationships.
Very relevant to teaching and learning.

Authentic & Values-Based Leadership (2000s–present)

Leadership grounded in personal integrity, community building, trust, and cultural awareness.
Teaching now calls for leadership that is human, empathetic, and values-led.

Inclusive & Neurodiverse Leadership (2010s–present)

Leadership embraces diversity of minds and ways of working.
Neurodivergent leaders bring unique strengths (creativity, focus, empathy).
Shift from 'deficit' to 'diversity' mindset.

What is a leader?



- Can you think about someone who inspires you through their leadership? Who is it, and why are they so inspiring?
- What does effective leadership look, feel or sound like to you?



**“Leadership is not about a title or a designation.
It's about impact, influence and inspiration.”**

Robin Sharma

My leadership journey: Moments of Change

- Draw a timeline of your teaching career so far
- Mark points on your timeline where you feel you've made a difference, inspired someone, or taken initiative
- If you're fairly new to teaching, consider other moments in your life where you identify as being a leader / shown leadership



Share and reflect in small groups:

Choose a milestone moment and consider:

- What helped you step into that moment?
- What made it possible?
- How did it make you feel?



Your Influence as a Leader

1) Identify a leadership moment

Think of a situation in the coming year where you could take a leadership role. It could be long-term (e.g. leading a new group for a term or year) Or momentary but meaningful (e.g. challenging a school colleague's view that undervalues music)

2) Place your action in the centre

On a page or piece of paper, write your moment and the action you'd like to take (in an ideal world!) in the centre.

3) Build your circles of influence

Draw a circle around your action and in it write directly beneficiaries, and how. Draw another circle and in it write who else could benefit, and how. Add another / more circles: What broader ripples of impact might this create?

4) Consider challenges

If you have time, note possible barriers and how you might address them.

Share & reflect in small groups:

- What did you notice about the ripple effects of your action?
- How comfortable are you with thinking beyond the immediate impact?
- Where might you lean in more as a “Musician of Change”?

Closing commitments

- Write on a post-it note one personal leadership commitment that you're taking forward.
- Speak your belief or commitment into the space.
- Make a note or take a photo of your commitment; these will be added to our VLE so that we can hold one another accountable.



Remember:

You are all leaders, capable of making a real and lasting difference in the lives of others. Leadership isn't always comfortable, or easy – it calls for courage, creativity and persistence. But every lesson, every moment of encouragement is an opportunity to plant seeds of confidence and possibility.

Never forget: your work is leadership in action, and its impact reaches far beyond what you can see today.

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