



Leadership scenarios

New role, new demands

Questions to ask when gathering information

School

How does the school create value?

1. What do you already know about the school?
2. What has happened in the past at the school?
 - a. What is the school's history of change?
 - b. How has the school performed historically?
 - c. What have been some past challenges? What appear to be the root causes of the challenges or issues?
3. What do you know about the present situation?
 - a. How well do you understand the school's vision and goals?
 - b. What topics or things should be deferred for now?
 - c. Is the school changing and, if so, how?
4. What are the future opportunities?
 - a. What are the challenges and barriers to future opportunities?
 - b. What resources are available?
 - c. What is your vision for the school?
5. What else do you need to find out? Where will you collect the information?

Culture

What are the cultural dynamics of the school I am joining?

1. What is the a) school culture, b) staff culture?
2. How do people operate?
3. What do they value?
4. What guides the behaviour?

People

How strong is the team I am inheriting?

1. What are the current capabilities of the staff and leadership team?
2. What capacity is there to take on new roles and responsibilities?
3. What are your assumptions / hypotheses about the leadership challenges in the school?
4. Who are the key influencers?

Yourself

What do I personally need to get smarter about in my new role?

1. What assumptions can you make about existing challenges and opportunities?
2. How can you avoid leaping into the wrong areas too quickly?
3. What personal networks do you have (in and outside your formal role) to support you and offer guidance and feedback?
4. What skills are important for you to learn in the short term and how will you acquire these?
5. Have you enlisted a coach or mentor to guide you?