



# Leading others

Understanding the context and meaning of leadership within our roles

## What do you think of when you hear the word 'leadership'?

Do you think of a world leader, a sporting captain, an industry boss? Do you immediately imagine that person to have power and authority?

It might be that we use the word so often in so many different contexts that we have almost lost the meaning.

## How would we use the word 'leadership' in the education and care sector?

In the 2014, *Reflections* article, *Leadership – the Art of People Leaders*, Ros Cornish pulls apart the word leadership, making a clear definition between leadership and management. If leading a team involves setting direction, aligning, motivation and inspiring people then management describes the process oriented actions like planning and budgeting, organising and staffing, controlling activities and solving problems.

When we are busy in our roles as director, educational leader, team leader and educator it can be easy to get caught up with the paper work and administrative tasks and forget about the people at the centre of our work.

Our work with children, families and communities is based in developing relationships. This means that the people focused aspect of leadership is central.

## The title of Leader alone will not guarantee that others follow.

Cornish 2014, explores this idea further by encouraging us to consider that an authentic leader knows the value of empowering others to share and contribute. The preferred model of leadership in the early childhood setting is a shared process (Rodd 2006) often referred to as 'distributed leadership'. It allows for the expertise and contribution of others to inspire and innovate. An effective leader has the ability to cultivate a nurturing environment and assist the development of others. Others can't develop if the leader does it all.

Professional learning offers experienced leaders an opportunity to spend time with others being inspired, developing skills and reflecting on their own leadership practice. It takes away the perceived isolation of leadership and provides networks and connections with others who can challenge and support those in leadership roles.

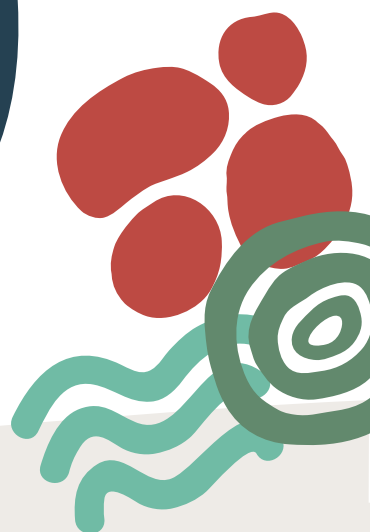
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**“The key to effective leadership is the ability to interact with others in ways which:**

- Offer inspirational and credible values, vision and mission;
- Encourage open communication;
- Develop a team culture;
- Set realistic and achievable goals and objectives;
- Monitor and celebrate achievements; and
- Facilitate and foster the development of individuals. ”

(Rodd, J 2006, p. 12)



## Professional learning with Gowrie SA

These sessions exploring leadership are scheduled in our professional learning guide and can also be delivered at your service. Call **(08) 8234 5219** to find out more.

### Advanced Leadership Series

A series of sessions covering the following areas:

- Change Management: Leading successful change
- Creating a balance - staff relationships/wellbeing and staff being responsible and accountable
- Building confident leaders.

### Reflective Practice: Let's re-engage and re-examine

Continuously engaging in critical reflection, both as individuals and as teams, maintains ownership of what we do and why we do it. This session will explore the importance of critical reflection. Reflective strategies will be used to unpack and discuss our own personal and professional values and beliefs and how these translate into service philosophies, practices and documentation.

### Educational Leader Network

This series of network events will bring together Educational Leaders keen to share, reflect, challenge and explore their role further with others in a supportive environment.

### Advanced Diploma of Community Sector Management (NQF)

This qualification is ideal for professionals, leaders (Director, Assistant Director, Team Leaders) and educators who are responsible for coordination and leadership of an education and care service.

### References:

- Cornish, R 2014, Leadership - The Art of People Leaders, *Reflections*, Autumn Issue 54, p. 7  
Rodd, J 2006, *Leadership in Early Childhood*, Open University Press, England.