

# FROM INSPIRATION TO IMPLEMENTATION



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# OUTLINE

❖ Organisational Mindset

❖ Staff Engagement

❖ Coaching



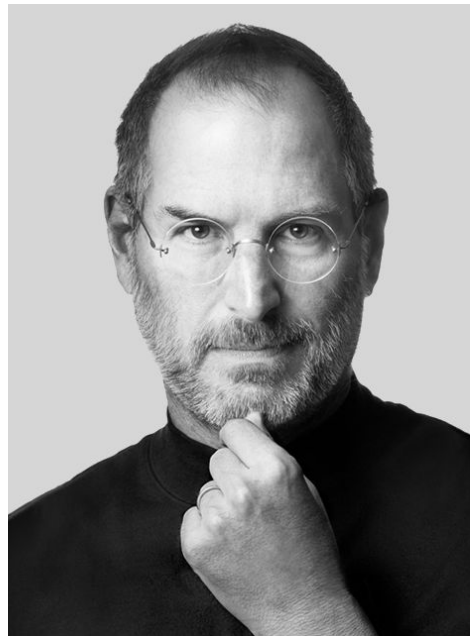
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# NAME THEM...



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**NAME HIM...**

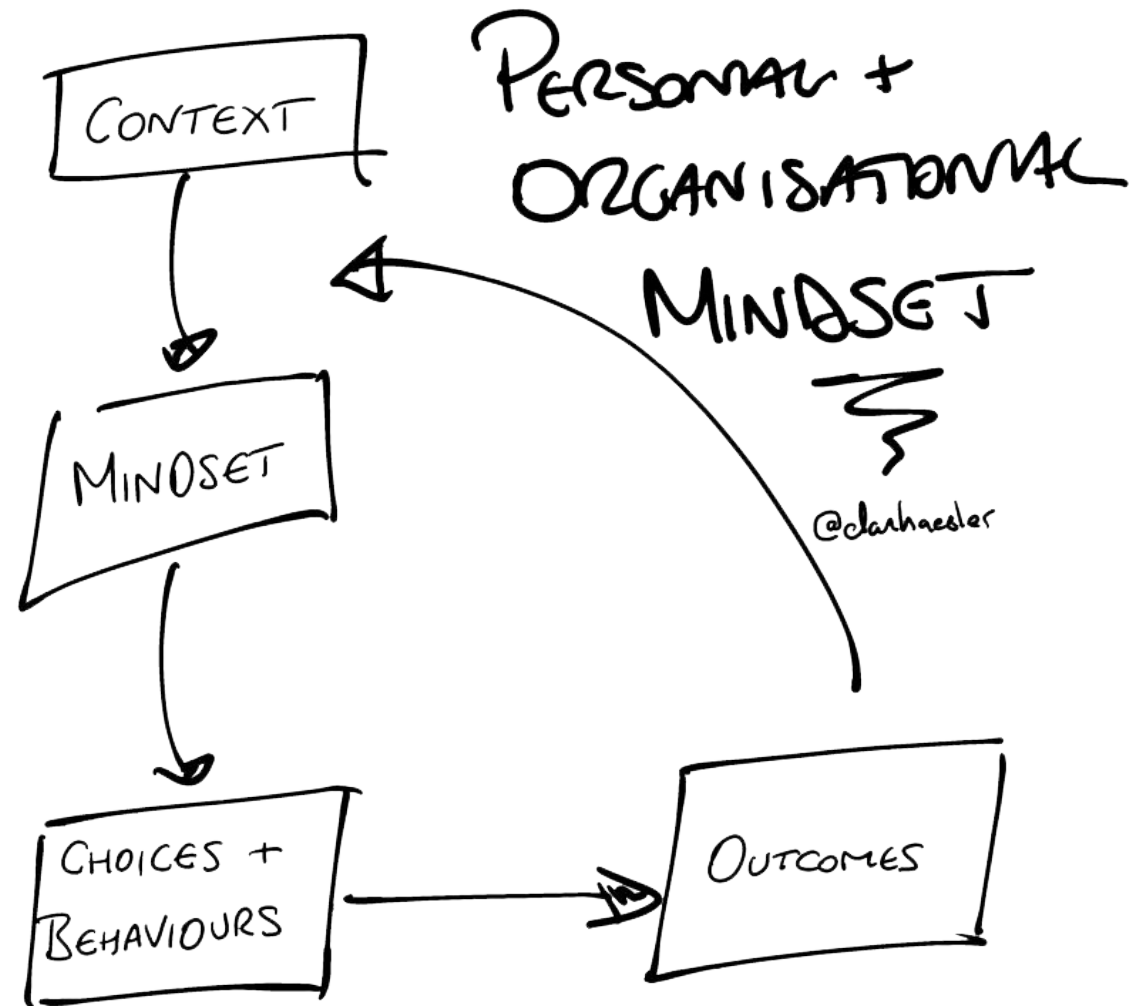


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**THEIR PROBLEM WASN'T THAT PEOPLE NO LONGER WANTED TO  
NAME THEM.  
MAKE PHONE CALLS, TAKE PHOTOS OR LISTEN TO MUSIC...**

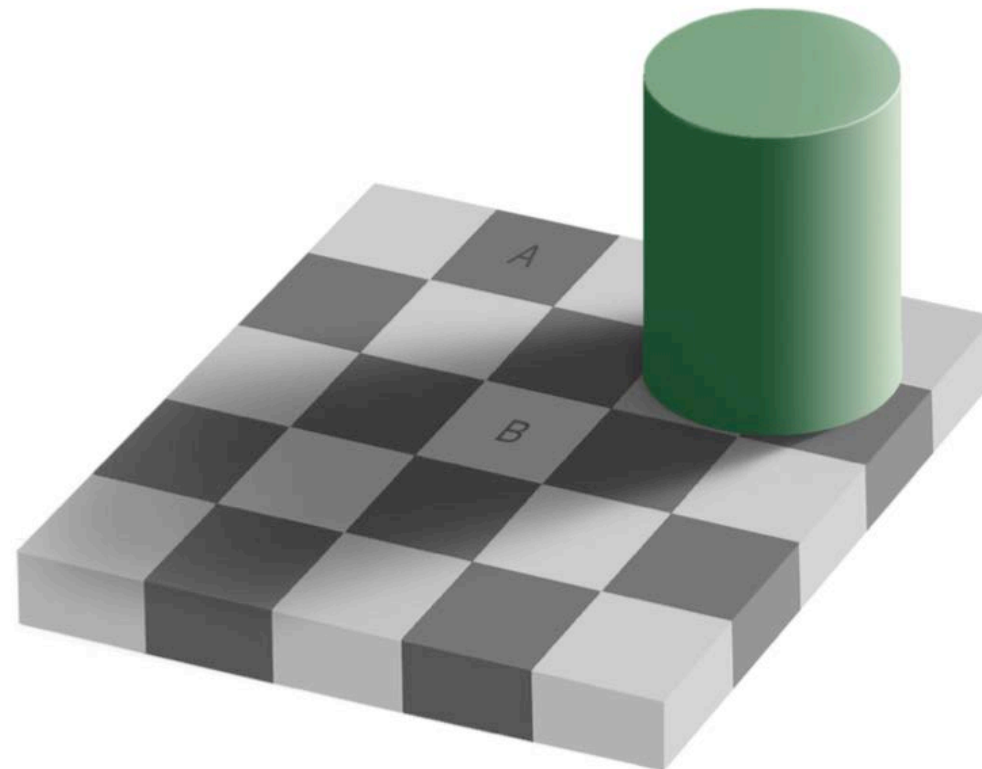


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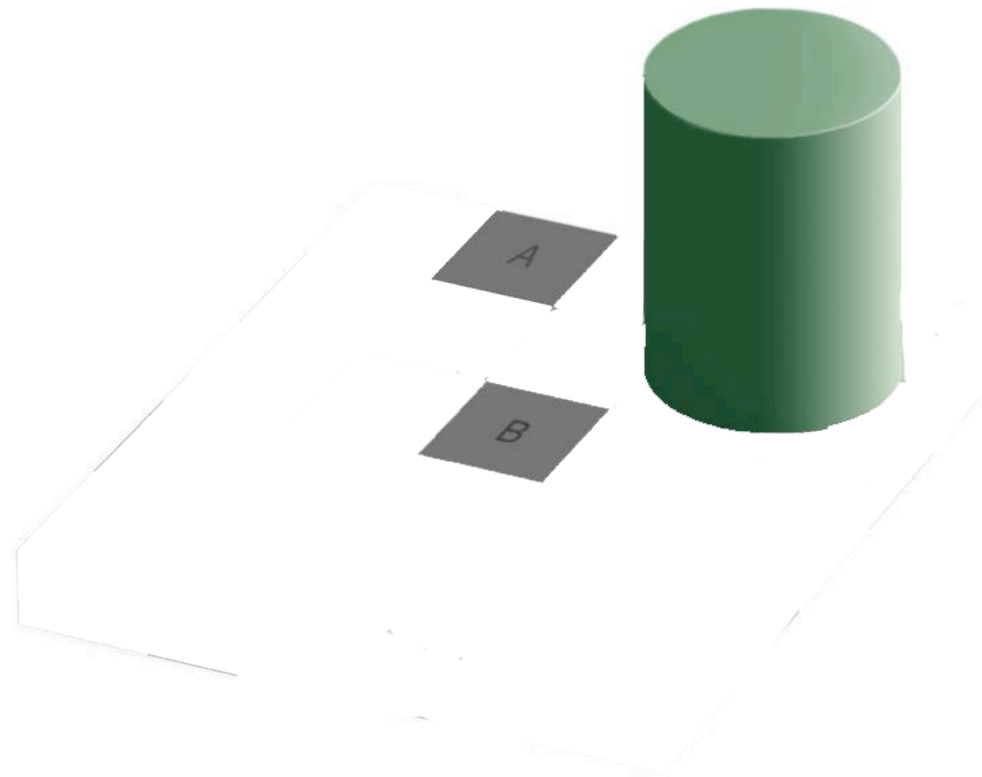




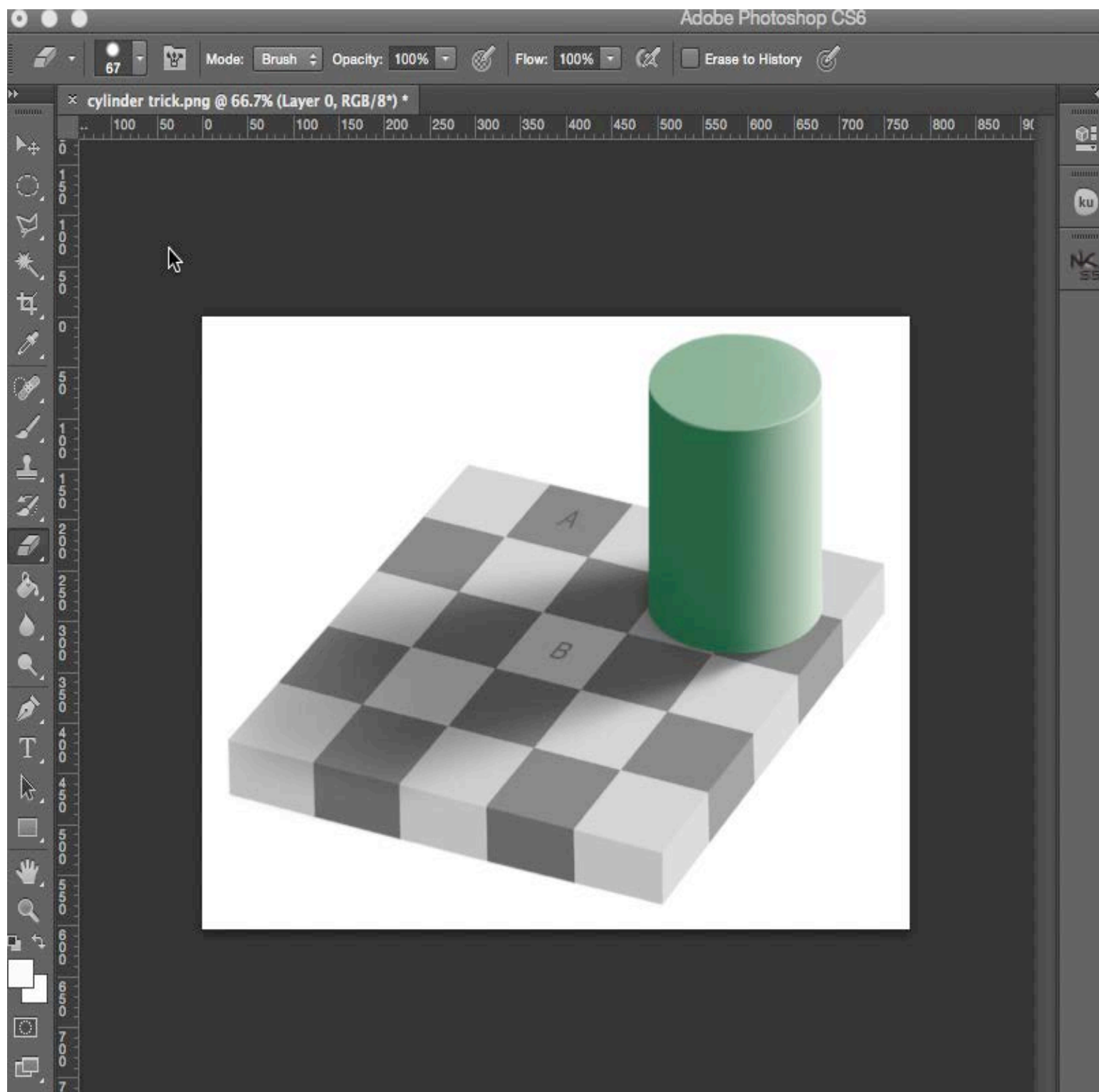
# WHAT DO YOU SEE?



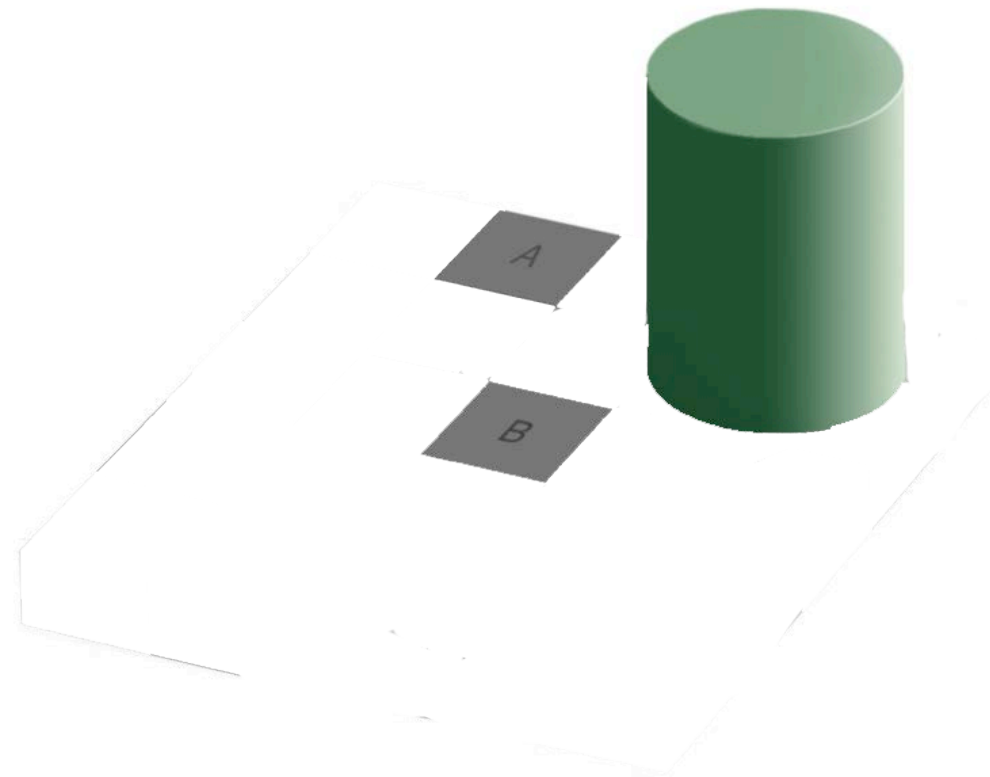
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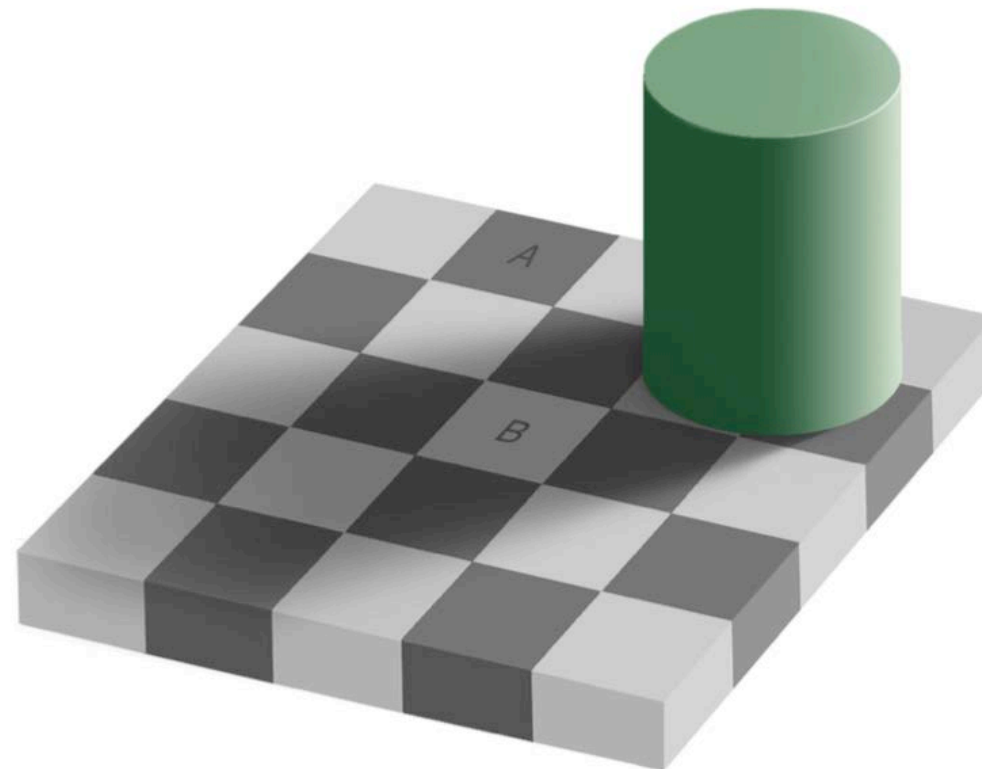




# WHAT DO YOU SEE?



# WHAT DO YOU SEE?



# ORGANISATIONAL **CHANGE**

Can you recall a time when  
change **hasn't** happened?



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# ORGANISATIONAL **CHANGE**

## THE ESSENTIALS



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# VISION



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# SKILLS



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# INCENTIVE



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# RESOURCES



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# PLAN



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CONFUSION	ANXIETY	RESISTANCE	FRUSTRATION	TREADMILL
	VISION	VISION	VISION	VISION
SKILLS		SKILLS	SKILLS	SKILLS
INCENTIVE	INCENTIVE		INCENTIVE	INCENTIVE
RESOURCES	RESOURCES	RESOURCES		RESOURCES
PLAN	PLAN	PLAN	PLAN	



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**HOW MANY CAN  
YOU TICK OFF?**

**CHANGE**

**VISION**

**SKILLS**

**INCENTIVE**

**RESOURCES**

**PLAN**



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# TRUST



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Principals who effectively raise student achievement are those who enhance their teaching staff's sense of **goal congruence** as well as their level of professional **interaction** and professional **growth**.

Helel & Coeli (2016) *How Principals Affect Schools* The University of Melbourne



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goal congruence

professional interactions

professional growth



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BY 2030  
DEPRESSION  
WILL BE THE  
LEADING  
CAUSE OF  
DISEASE  
IN THE WORLD



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SCHOOL  
CONNECTEDNESS  
IS AN EVEN  
**STRONGER**  
PREDICTOR  
OF WELLBEING &  
DEPRESSION  
THAN **PARENTAL**  
**ATTACHMENT**

Prof. Ian Shochet QUT



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**WHEN ARE WE AT OUR BEST?**



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**NOW WOULDN'T IT BE GREAT IF?**



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# WHAT'S STOPPING US?



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# WHAT CAN **WE** INFLUENCE?



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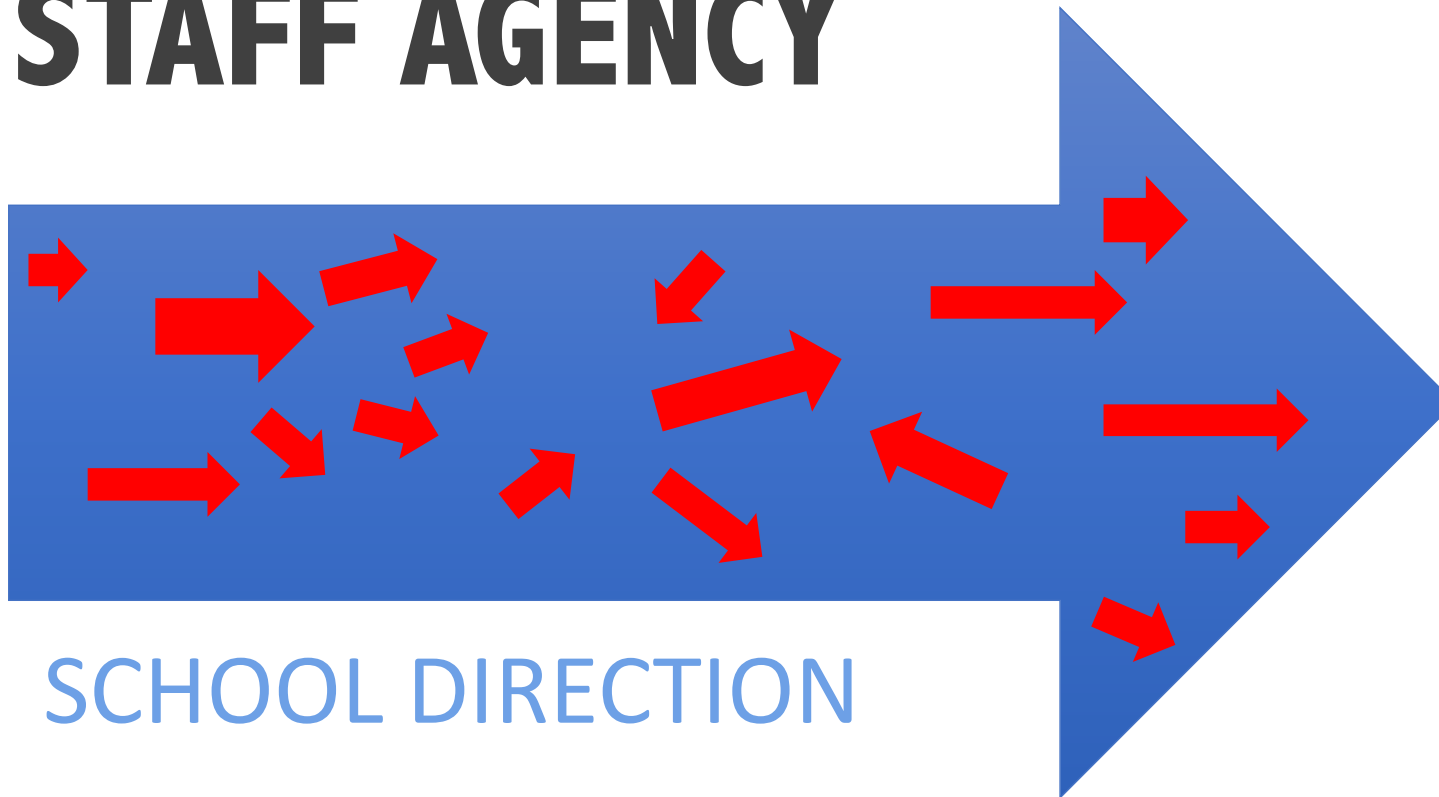
# WHAT DO YOU WANT TO DO?

(AND THAT'S A PDP GOAL)



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# STAFF AGENCY



SCHOOL DIRECTION

**Staff direction** is independent & interdependent on the direction of the school and that of their colleagues.



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# APPRECIATIVE INQUIRY & CHANGE

**WHEN ARE WE AT OUR BEST?  
WOULDN'T IT BE GREAT IT?**

**WHAT'S STOPPING US?  
WHAT CAN WE INFLUENCE?**

**WHAT WOULD YOU LIKE TO DO?**

**CHANGE**

**VISION**

**SKILLS**

**INCENTIVE**

**RESOURCES**

**PLAN**



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**“ COACHING IS RELEASING A PERSON’S  
POTENTIAL TO MAXIMISE THEIR OWN  
PERFORMANCE. IT IS HELPING THEM TO  
LEARN RATHER THAN TEACHING THEM.  
”**



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# SHiFT

MODEL FOR COACHING CONVERSATIONS



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# SHIFT

MODEL FOR COACHING CONVERSATIONS



**SCAN**



**HURDLES**



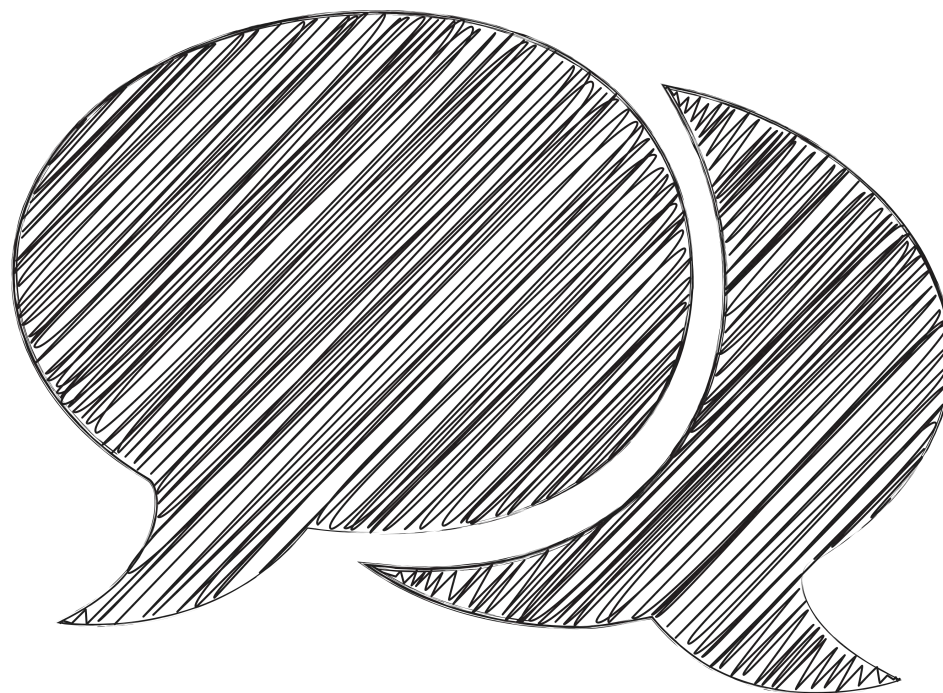
**INCENTIVE**



**FOCUS**



**TACTICS**



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“The purpose of  
these conversations  
is not to prove ourselves.  
Rather the purpose is to  
**im**prove ourselves.”



GO TO:

[cutthroughhq.com/PESA](http://cutthroughhq.com/PESA)



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# COME & HAVE A CHAT



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# CUT THROUGH

COACHING & CONSULTING



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