**Strategic Discussion: Excellent Leadership: Explore options for growth**

**Statement:** The type of leadership that allows our association to explore options for growth is forward thinking, creative, bold and courageous. It creates a culture of shared vision and engagement by being open to new ideas, willing to challenge the status quo and willing to challenge our preconceptions, assumptions and biases. It requires us to have good relationships with our colleagues, employees and communities, to be principled, purposeful and confident. Failure to demonstrate the right leadership will have a number of negative consequences including loss of confidence by our employees and communities, and the potential for our long term viability to be adversely affected. The quality of our relationships with stakeholders is essential to our ability to explore new options for growth.

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| **Area** | **Ensure:** | **Further Initiatives to be explored** |
| Board | * We create a culture of engagement, consultation and inclusion
* We’re clear about intent, transparent and honest
* We’re supportive, sympathetic, respectful and approachable
* Sort facts and quality information from misinformation, assumptions and bias
* Check in with ourselves about what biases might be at play here
* Decision making will be improved by asking the right questions and obtaining the right information
* Recognise when expert advice and/or support is required
* We are good communicators, have clear communication pathways established and will develop communication plans as required
* Were ready to display good characteristics of leadership that are recognised and endorsed by our employees – respectful, professional, calm, understanding, collaborative, fair, motivational and inspiring
* Maintain clear focus on core issues and do not be distracted by trivia
* Support employees and communities through periods of change – develop resilience and flexibility
 | Engagement with Kahui Ako |
| Staff | * Provide feedback and willingly participate in consultation
* Actively contribute to creating a culture of good leadership and communication
* Willing to suggest ideas and maintain an open mind to exploring them
 | Engagement with Kahui Ako |