



School Business Managers'
Association Qld Inc.

Leadership Strategy Forum

Date: 12th & 13th May 2011

Your day is full of challenges as you focus on keeping the school engine running smoothly and efficiently. Success takes more than a keen eye for detail and knowledge of school policies. It takes true leadership.

When was the last time you gave your leadership engine a tune up? The SBMAQ Leadership Strategy Forum will help you renew, re-energize, and rev up your leadership skills.

You can't afford to miss this targeted professional development opportunity. Here's why:

- You make crucial decisions
- You promote teamwork
- You recognise the importance of lifelong learning
- Content tailored just for you

Brisbane Technology Park Conference Centre

Brisbane Technology Park

1 Clunies Ross Court

Eight Mile Plains

Registrations close 29th April 2011

9:00am to 5:00pm

Registrations at 8:30am

Cost: \$200 if member of SBMAQ

\$240 for non-members

Morning Tea, Lunch and afternoon tea provided

Please notify on registration if any dietary requirements

Leadership Strategy Forum

Business managers in schools are distinctive among education leaders. You may not be in the classroom, yet every decision you make affects learning. Recognizing the unique role you play in the school community, SBMAQ has developed a professional development program like no other.

It speaks specifically to you.

Day 1

4 Things Great Leaders Do (and 3 that they don't)

Steve Francis

There is no doubt that leadership today is more complex than ever. More is expected of leaders than ever before. In this keynote and workshop Steve Francis will review four behaviours evident in great leaders and provide the time for reflection on your leadership and priorities.

What is the difference between Leadership and Management?

People need leadership – everything else is just management!

How much are you leading and how much are you managing?

Steve Francis will lead us on an educational and entertaining process of reflection that will allow us to check our leadership is accurately focused. Through the session you will rediscover the priorities of your leadership and increase the satisfaction you get from your work through focusing on what really matters.

Workforce Planning

Paul Tucker

Workforce planning is about being proactive, making workforce decisions now that anticipate future needs, so that the school has the right mix of roles, people and skills to achieve the school's goals and meet its future challenges.

Workforce planning is linked to the organization's evaluation of its environment and the organization's view of what and where it wants to be.

For schools, this translates to identifying the forces of change or critical trends that are affecting its activities and reaching conclusions on how changes (including workforce change) can accommodate these trends to ensure service delivery remains optimal.

Leadership Strategy Forum

Leaders help themselves and others to do the right things. They set direction, build an inspiring vision, and create something new. Leadership is about mapping out where you need to go to "win" as a team or an organization. Leadership is dynamic, vibrant, and inspiring.

Day 1 Continued

Fierce Conversations

Mike Polities

Nobody likes having *those* difficult conversations but avoiding them just adds more stress and frustration. In this workshop Mike Polities will introduce us to the successful strategies of having these difficult conversations.

The simplest definition of a fierce conversation is one in which we come out from behind ourselves, into the conversation, and make it real. While many fear real, it is the unreal conversations that ought to concern us because they are incredibly expensive. Once you've tasted this illusive thing called candour, served up with intelligence, passion and skill all of the possibilities will be expanded and, when sustained, will revolutionise your culture.

This introductory session is a great taster of the two day Fierce Conversations program conducted by Mike in various locations and times throughout Queensland.

Day 2

Rippa! Embracing Leadership Change

Steve Francis

Change in society (*and EQ schools*) is inevitable. Our attitude to change is the single greatest factor in both our effectiveness and our stress level. During this keynote and workshop, Steve Francis will outline the 7 key decisions that impact on our attitude to change.

Constant change, high expectations from all facets of society and ever increasing accountability can drain us of energy and distract our focus as leaders. It is vital that we take the time to stop, reflect and refocus our energies. Having good intentions isn't enough – it is our behaviours that count!

Leadership Strategy Forum

There's nothing more powerful than a network of colleagues you can call on for guidance.

At the Leadership Strategy Forum you'll be surrounded by people who share your trials and challenges, have overcome obstacles, and can help you make difficult decisions. You can draw on their experience and expertise and expand and enhance your network of go-to colleagues.

Day 2 Continued

Succession Planning

Paul Tucker

Succession planning is a process for identifying and developing internal people with the potential to fill key leadership positions in your school. Succession planning increases the availability of experienced and capable employees that are prepared to assume these roles as they become available. Taken narrowly, "replacement planning" for key roles is the heart of succession planning. Effective succession or talent-pool management concerns itself with building a series of feeder groups up and down the entire leadership pipeline or progression. Paul will explain the concept of succession planning and provide tips to ensure your succession planning does succeed.

Clearing House Session

Steve Francis

At times we are all guilty of re-inventing the wheel. What is working well for you that you could share with others?

Bring something along on a memory stick to share with colleagues (*e.g. policy, process, procedure etc.*)

Communicating Confidently in a Crisis

Paul Reynolds

A call comes into your office that a student has been critically injured during football practice at the high school. You must contact key people to handle the emergency and provide immediate and ongoing support to the students, school employees, and the student's family.

We have also seen in recent times various natural disasters. How do you handle evacuations, safety of staff members, coordination of evacuation centres and the inevitable clean up.

Real leaders emerge in times of difficulty. Are you ready?

Paul will give you tips and also departmental procedures when dealing with situations in times of crisis.

Leadership Strategy Forum

Speakers



Steve Francis

Steve understands the challenges and demands of working in schools. Steve led a number of Queensland State Schools from a one teacher school through to a large metropolitan school.

After 18 years of successful Principalship with *Education Queensland*, Steve ventured with his family to Hong Kong as the Principal of Kowloon Junior School, an international school of 900 primary aged students for four great years.

He has returned to Australia to work with educators and to support leaders to reach their potential. His experience ensures that he can connect with all staff working in schools. Working with a range of clients in the education and corporate arenas, Steve brings passion, energy and enthusiasm to his professional development programs. Audiences love his energy, positive approach and practical strategies. This was evident in his opening keynote at the *2009 Australian Primary Principals' Association* National conference.

He has also written three books, "**A Gr8 Life...Live it now!**" encouraging people to live for today, "**First Semester CAN MAKE OR BREAK YOU!**", guidance for principals moving to a new school location and "**Time Management For Teachers**". Steve has also developed the Gr8 People range of educational resources to help school leaders and teachers to "keep it simple".

Steve is passionate about work – life *satisfaction*, keeping things simple and supporting those who work in schools to reach their potential.

Paul Tucker

Director Business Transformation Team HRMIS

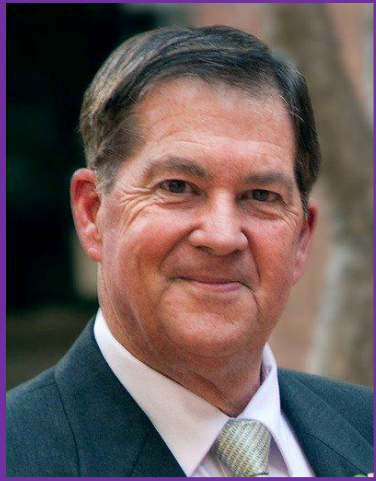
As Director of Business Transformation within the HRMIS Program, Paul Tucker provides leadership in business readiness and is responsible for ensuring our staff, managers and leaders are prepared for the significant changes coming through the MyHR Solutions. Paul has been with the Department since 1992 and has a strong focus in Human Resources, People Management and Payroll.

Paul's roles have taken him to Central Office, Murrumba, Rockhampton, Longreach and Maryborough Offices, then back to Central Office. Prior to Paul's current role he was the Human Resources Manager in the WideBay – Burnett Region. The Director Business Transformation reports to the Executive Director, Workforce Services, Human Resources Branch, Department of Education and Training.



Leadership Strategy Forum

Speakers



Mike Polities

Michael Polities has been a teacher for thirty-eight years including the last twenty-three as a school principal. Michael's passion is people and relationships especially those he has been able to enjoy as a teacher in schools in southern Queensland from Cunnamulla to the coast and places in between.

His passion has also led him on a learning journey to find out more about relationships that provide productive and successful schools, careers and lives. The journey has led him around Australia and around the world. Most recently it has led to Seattle Washington, home of Fierce Conversations and Pike Place Fish. Michael is a certified Fierce Conversations presenter and has worked with the World Famous fishmongers and their business coach.

Michael is an accomplished presenter who makes learning fun. His authentic style together with the relevance of his message makes his presentations a must for everyone involved in schools and education. You will gain knowledge and skills that you can begin to use immediately both in your professional and personal lives.

Paul Reynolds - Manager Media Liaison Team Communication & Marketing

Paul has been a journalist and media professional for 26 years, having worked in mainstream media in the 80s and 90s, and has been with Government for the past 19 years.

He began his journalistic career with the Brisbane Telegraph newspaper in 1985 and stayed until its demise in 1988. He cut his teeth on police rounds, working the ungodly hours of 3am until midday each day, chasing sirens and reporting on rapes, murders, fires, accidents, bank robberies and sieges.

Not all that much different from his role today as Media and Issues Manager with the Department of Education and Training, where he manages issues around rapes, murders, fires, accidents and sieges in schools.

At the Tele, Paul also covered stories on women's sport, men's basketball during the Brisbane Bullets' glory days, rugby league, general news and medical rounds.

After the Tele folded, Paul emigrated to Victoria where he became Chief-of-Staff of Mildura's daily newspaper, the Sunraysia Daily. He moved back to Brisbane in 1990 to work as chief police reporter with the Brisbane Sun.

It too closed at the end of 1991, so he moved next door to the Sunday Sun before it collapsed a month later.

There seems to be a strange pattern emerging here.

From 1992 to 1999, Paul worked for four Education Ministers as a media advisor before returning to the Department proper to head up Freedom of Information, Judicial Review and Student Ant-Discrimination matters.

In 2001, he became the Department's Media Manager, a position he still holds today.



Leadership Strategy Forum

SBMAQ's Leadership Strategy Forum brings together the best of the best in school business for an exceptional leadership experience. It's the place to be to fill your resource toolbox, oil your leadership gears, and put you and your school community back on the track to success.

Accommodation is available if required

There are several hotels available in the area if you do require accommodation. Please arrange your accommodation personally.

Travelodge Garden City

18 Macgregor Street,
Upper Mt Gravatt QLD 4122
Ph:(07) 3347 7400



Comfort Inns – Robertson Gardens

281 Kessels Road Nathan –BRISBANE
Ph:(07)3875 1999



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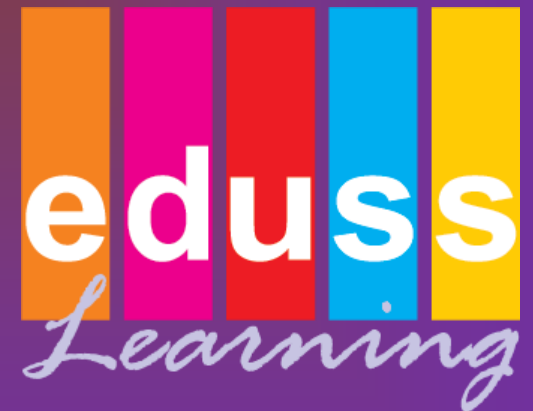
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