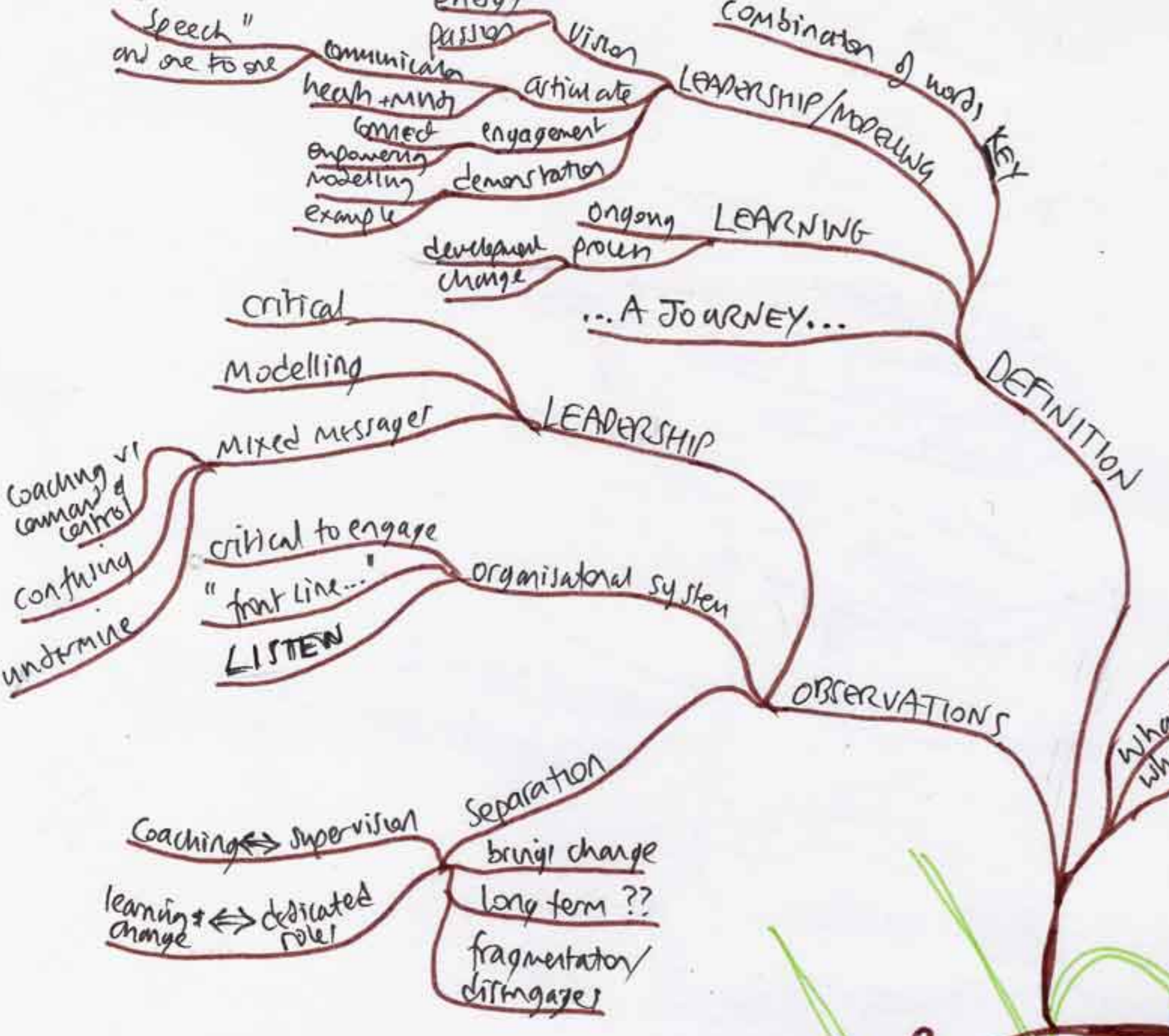


**LEADERSHIP in LEARNING**



Leading by engaging others in the learning process	TEAM LEARNING
understanding change process and key processes	MENTAL MODELS
demonstrate own learning - particularly for leaders!	PERFORM MASTERY
a clear purpose which amends, adjust & changes the plan	SHARED VISION
balance of directiveness and empowerment in the context of learning	
taking a systemic perspective	SYSTEMS THINKING

**REFLECTIONS**

What's important?  
 What enables?

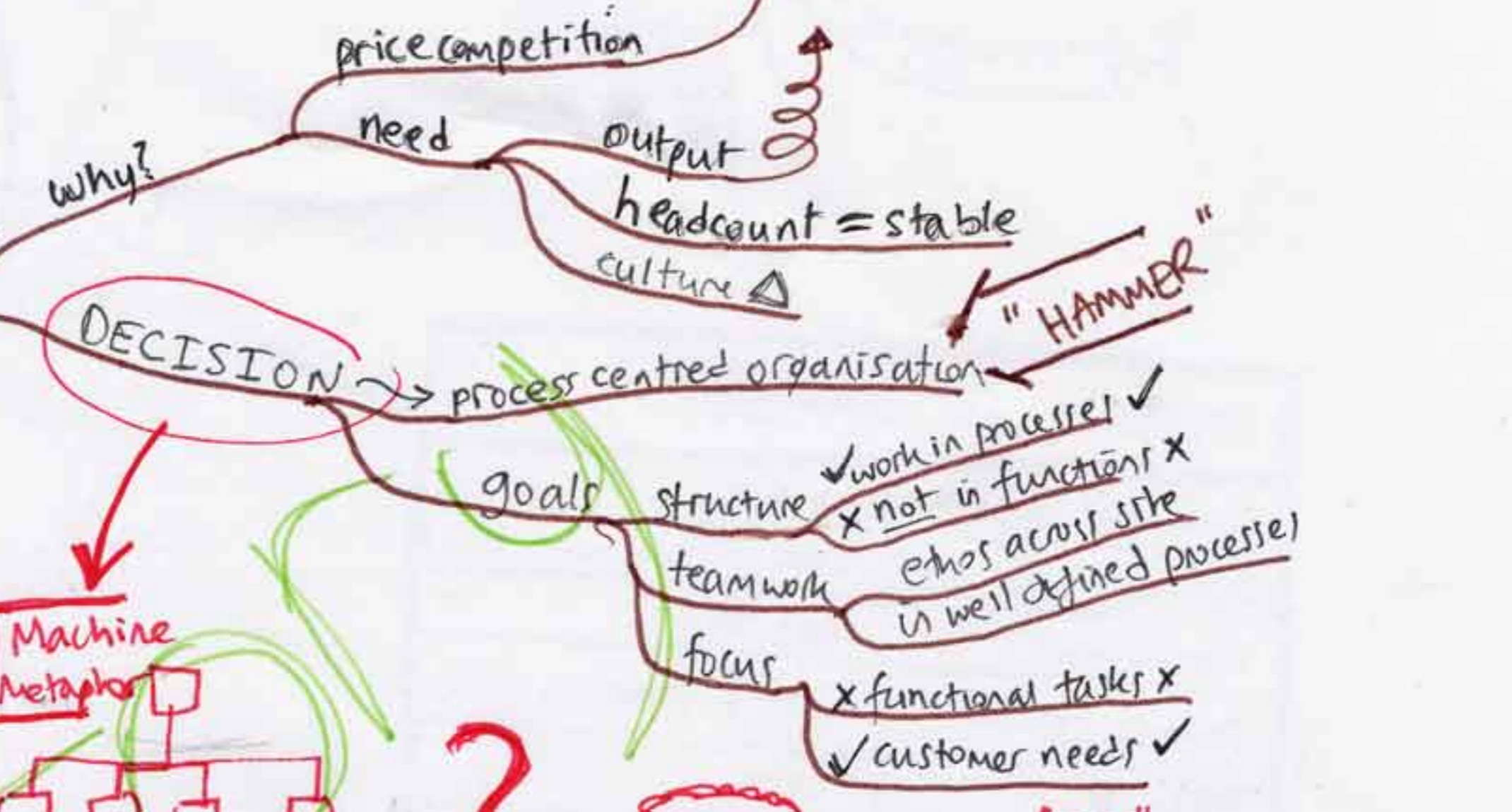
**DILEMMA'S (or PARADOXES?)**

Command & control	Coaching
Technical focus	People & Performance focus
Management	Leadership
Drive for delivery	Space & Learning
"Hero" rescuer	team
ACTION	REFLECTION
Direction/Instructor	Modelling "walking the talk"

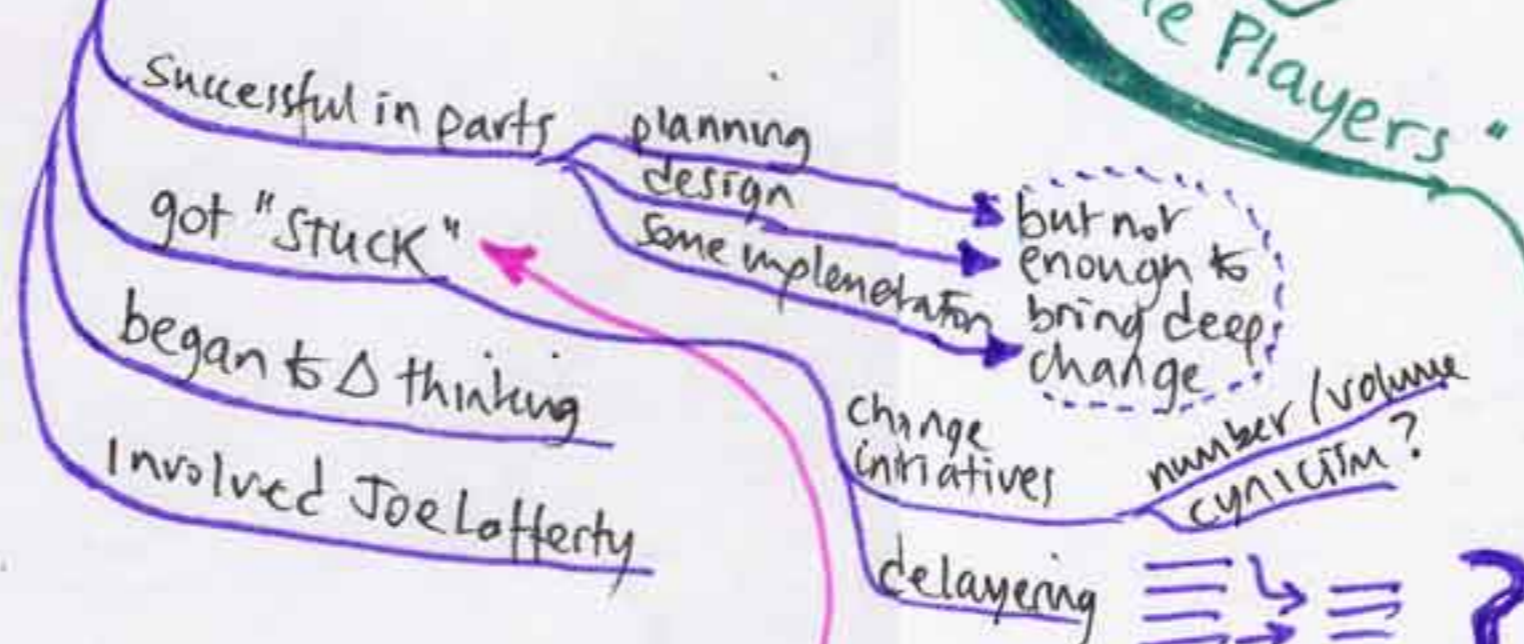
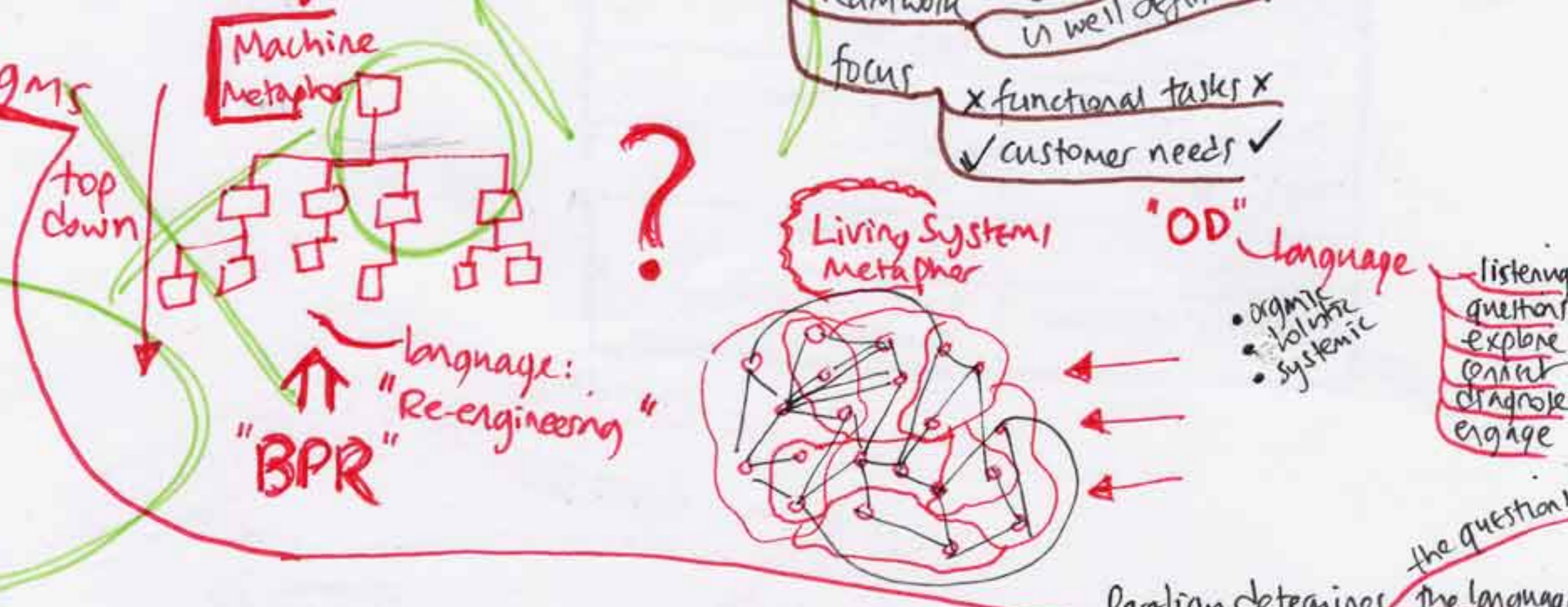
**Background**



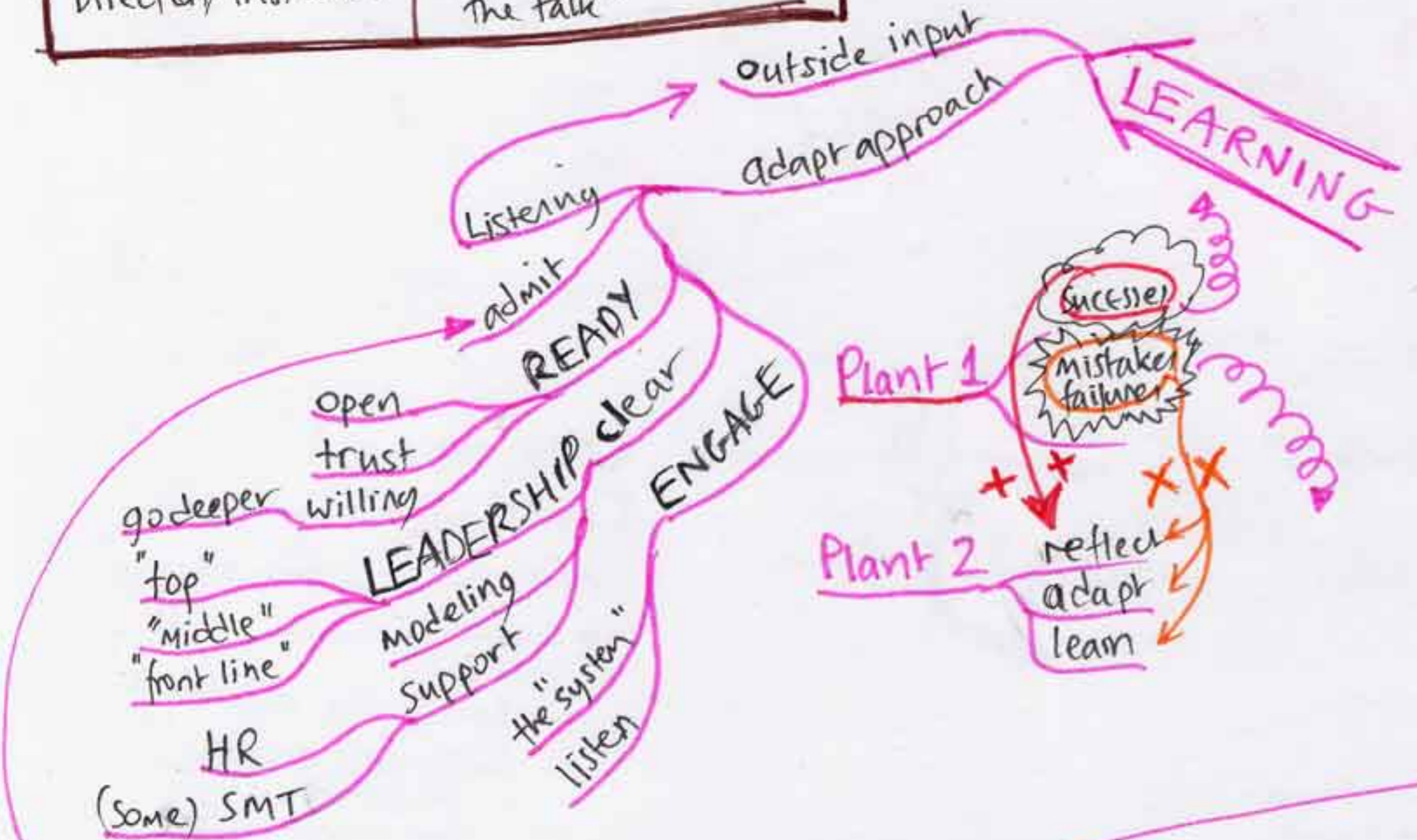
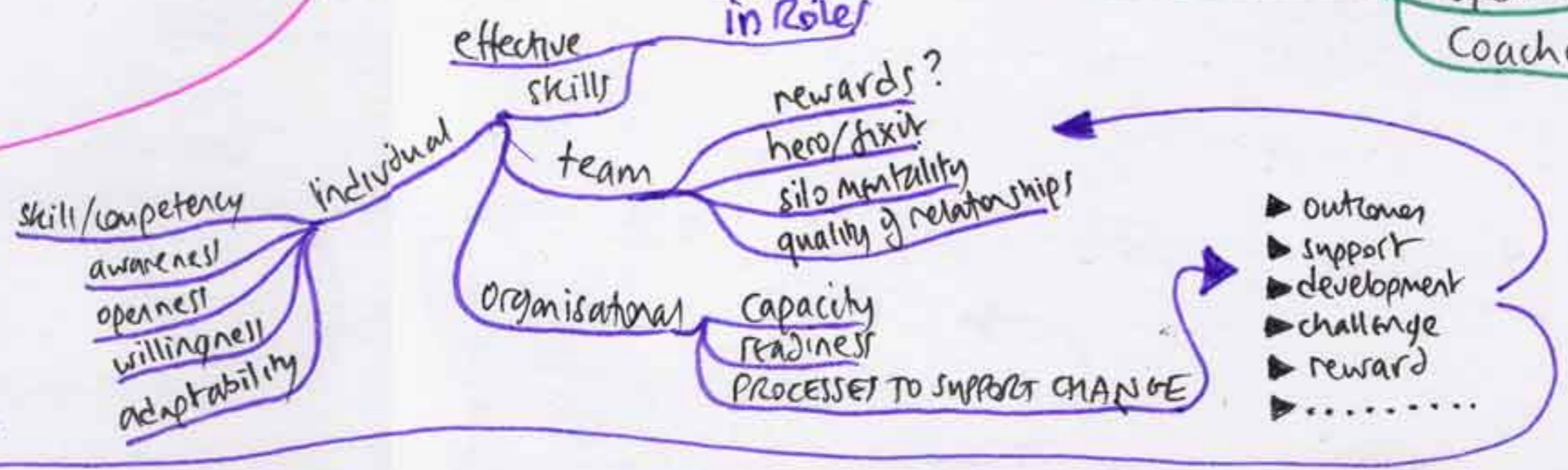
**Change**



**Paradigms**



**Change in Roles**



**Key aspects of CHANGE: "Big Bang"**

- Step change - very different
- enabled by key role changes
  - new PDC role
  - removed operators & people responsibility from technical experts
  - separated out coaching from supervision (and management???)