

# Cuddihy-Tomson Lecture

ACHPER Queensland Conference  
August 15 2019

## Acknowledgement Of Country

Let us pause to reflect on the fact that we are meeting on custodial land. ACHPER acknowledges the First Nations owners of the lands where we meet over these coming days. We pay respect to Elders, past, present and emerging. We recognise that these lands have always been places of teaching, research and learning.

Adjunct Associate Professor Tom Cuddihy  
ACHPER Fellow  
ACHPER Life Member

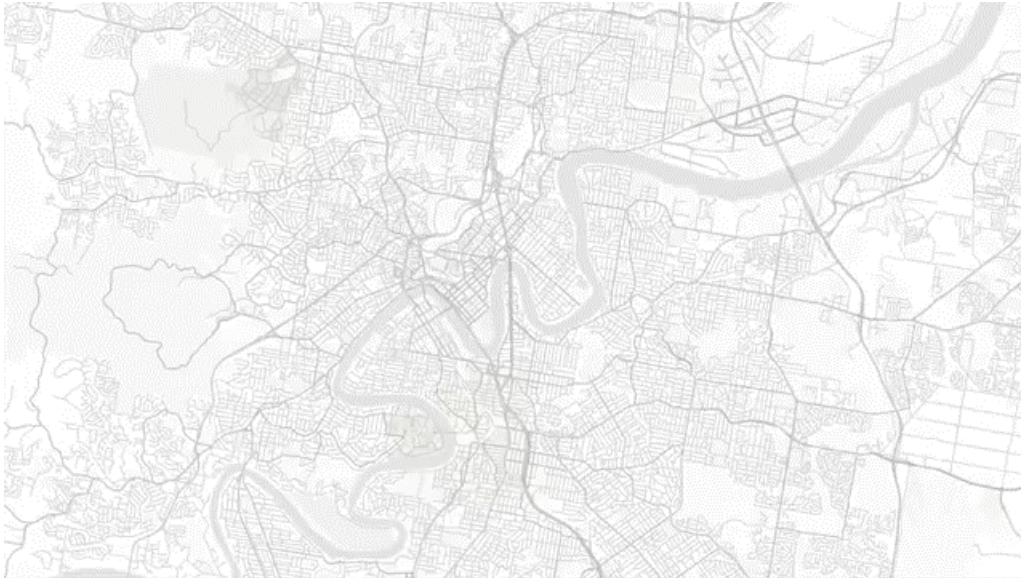
Mich Tomson  
ACHPER Fellow  
ACHPER Life Member



SOMETIMES  
THE GREATEST PD IS THE  
TEACHER DOWN THE HALL.

# School Culture & Leadership: Embracing the future

# Our future



It is...  
2025



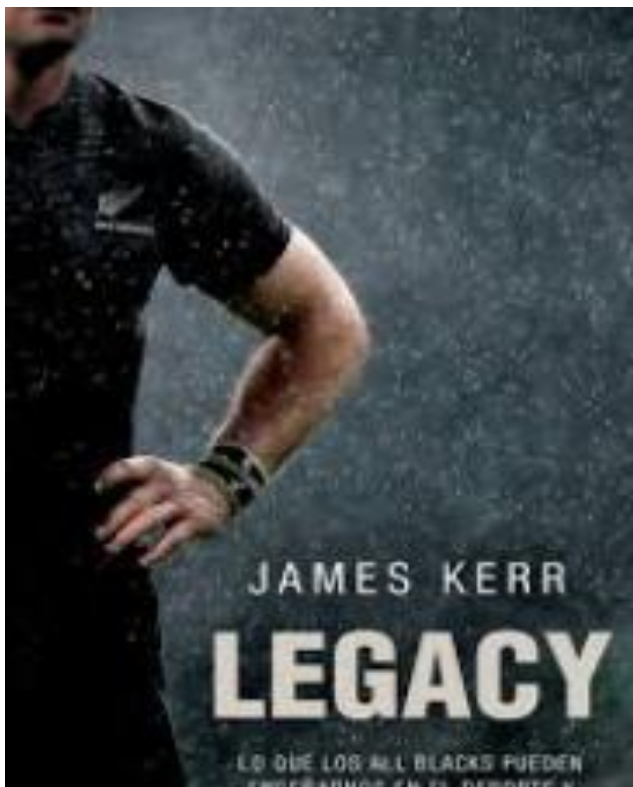
What have we done?  
How did we do it?

# One choice.... Which is most important? Culture or Strategy





# We must strategise about our culture.



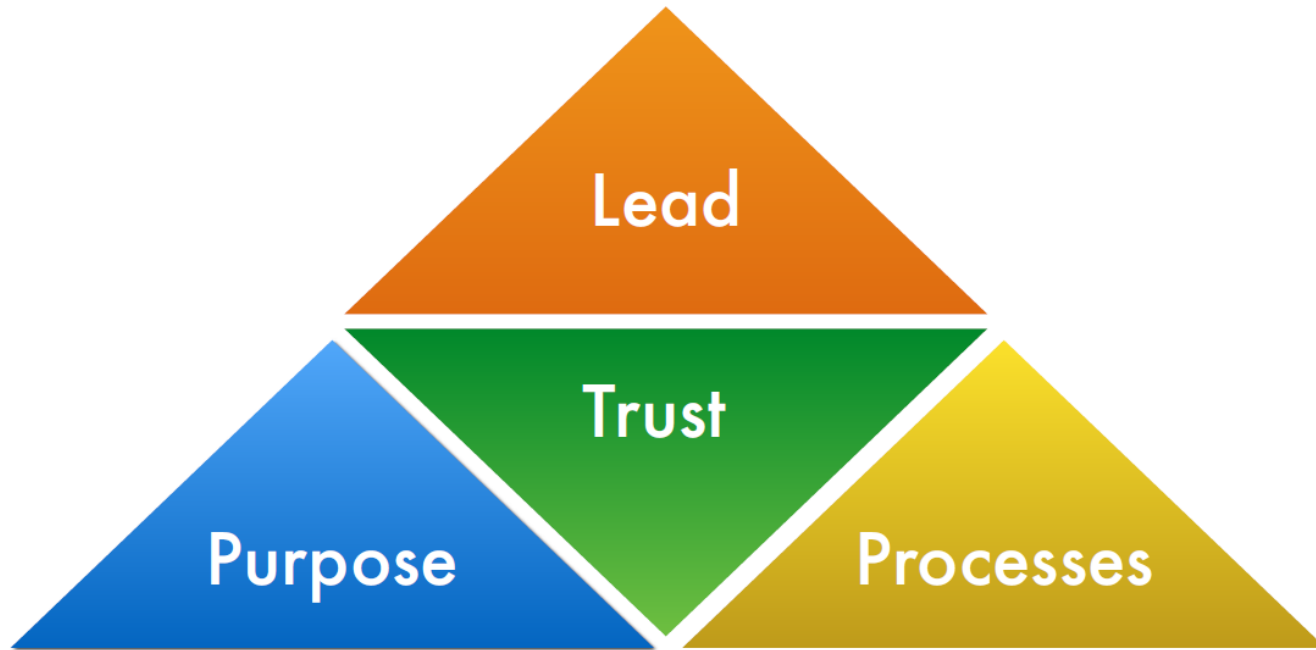
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What are the conditions that enable and create a high performing team culture?

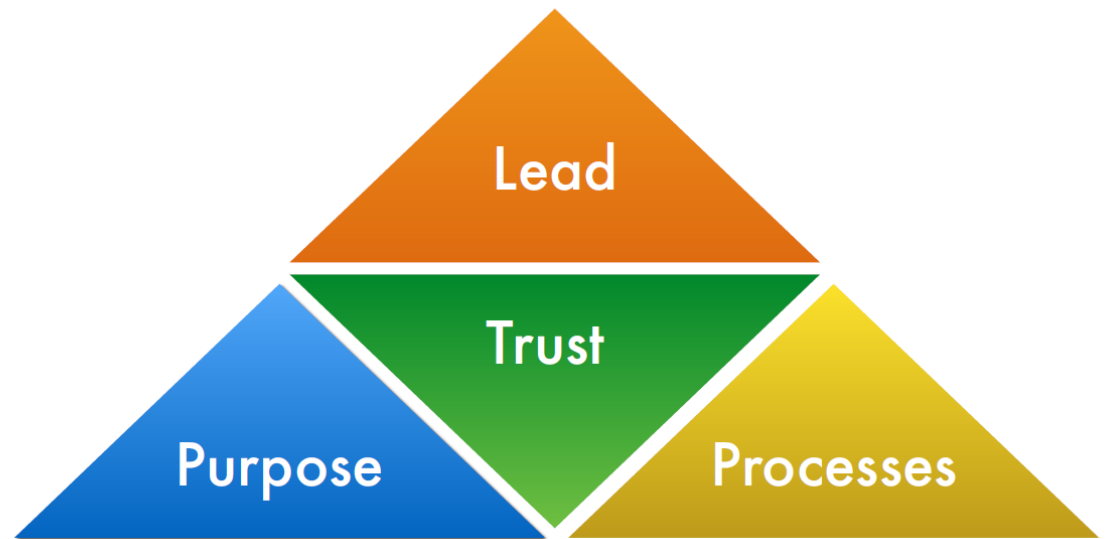
# Effective Teams Model

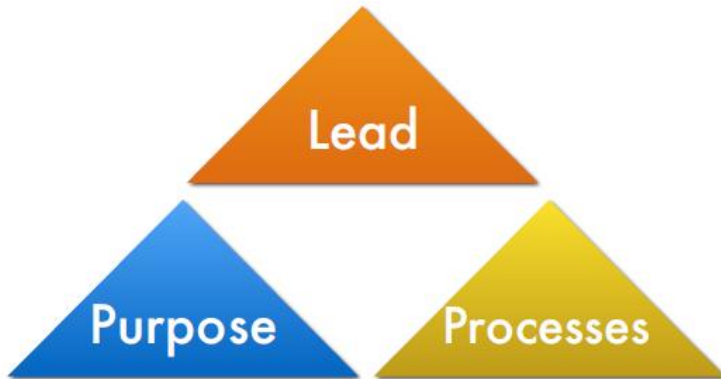


SteveFrancis

Which of these elements  
are evident in your  
team?

Effective Teams Model





What happens when ONE element is missing?



SteveFrancis



# LEVELS OF PERSPECTIVE MODEL

(Edward Kim) Martin – based on the work of Daniel Kim)



## LEADERS

- Work at top three levels of perspective
- Delegate responsibilities for outcomes, rather than delegating tasks
- Align others to a shared vision, mental models and systemic structures
- Must walk the talk. transform not transact

## MANAGERS

- Just get through the day
- Deal with events and



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