



Nau Mai, haere mai!

**Welcome to the first
Aspiring Leadership Programme
PLG**

Wifi: Visitors: B9vSU3Xi5Vs#



Karakia Timatanga

Whakataka te hau ki te uru,
Whakataka te hau ki te tonga.

Kia mākinakina ki uta,
Kia mātaratara ki tai.

E hī ake ana te atakura.

He tio, he huka, he hauhū .

Tihei Mauri Ora!



Introductions

Pauline Cowens



Robert Mangan



Outline



Not Everything Counts... But Everything Matters

Marshall Diggs

Morning Tea

Creating a Great Team Culture
Learning Partners Challenge

Kaiārahi
Emma Kingston

Lunch

Wellbeing

Julia Grace

**Thank you for having us,
Dilworth School**

Word Association (one word)



G
A
M
E

Example:

President = Trump

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership

Word Association (one word)



**G
A
M
E**

Sports car =

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership

Word Association (one word)



**G
A
M
E**

Sports car = **Ferrari (red)**



Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership

Word Association (one word)



**G
A
M
E**

Palm Tree =

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership

Word Association (one word)



**G
A
M
E**

Palm Tree = **Fiji (tropics)**

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership

Word Association (one word)



G
A
M
E

Morning Tea =

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs Leadership

Word Association (one word)



**G
A
M
E**

Morning Tea = **Coffee**

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership

Word Association (one word)



**G
A
M
E**

Rap Music =

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership

Word Association (one word)



**G
A
M
E**

Rap Music = **Eminem**

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership

Word Association (one word)



**G
A
M
E**

Apple =

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership

Word Association (one word)



**G
A
M
E**

Apple = **i-phones**

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership

Word Association (one word)



G
A
M
E

Golf =

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership

Word Association (one word)



**G
A
M
E**

Golf = Lydia / Tiger

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership

Word Association (one word)



**G
A
M
E**

Growth Culture =

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership

Growth Culture = Who?



NOT EVERYTHING COUNTS...
BUT EVERYTHING MATTERS!

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership

Not Everything Counts...
BUT Everything Matters!



TRUST

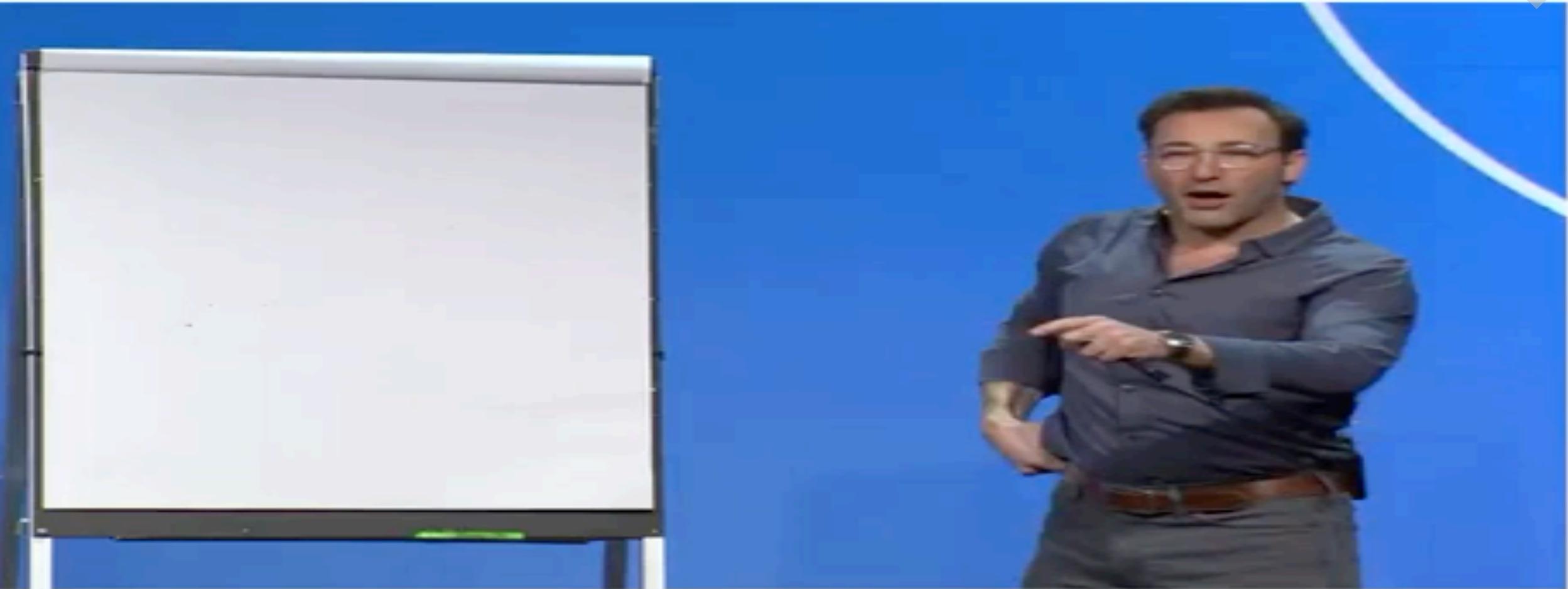
Matters

TRUST Matters



Not Everything Counts...
BUT Everything Matters!

Performance vs Trust



NOT EVERYTHING COUNTS.
BUT EVERYTHING MATTERS!

I've worked with the Navy Seals.

TRUST Matters



Not Everything Counts...
BUT Everything Matters!



HUMILITY

Matters

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership

HUMILITY Matters



Not Everything Counts...
BUT Everything Matters!

HUMILITY Matters

*'We can go fast by ourselves,
but we can go much further with others.'*

African proverb



Not Everything Counts...
BUT Everything Matters!

Not Everything Counts...
BUT Everything Matters!



WORK ETHIC

Matters

WORK ETHIC Matters



Not Everything Counts...
BUT Everything Matters!

Not Everything Counts...
BUT Everything Matters!

EQ

Matters



EQ Matters

EMOTIONAL INTELLIGENCE:

- Self awareness

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership

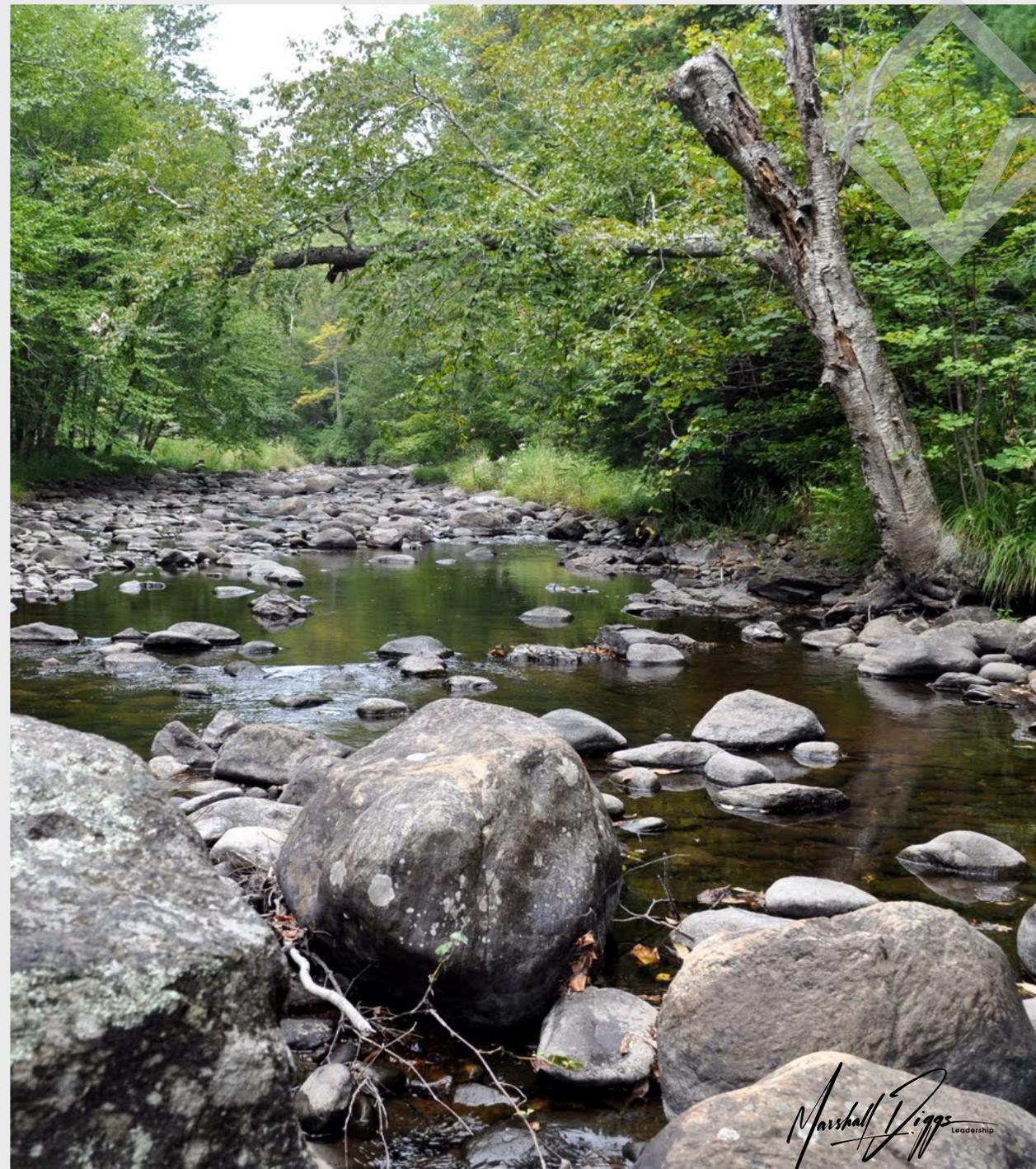


NOT EVERYTHING COUNTS...
BUT EVERYTHING MATTERS!

Marshall Diggs
Leadership



NOT EVERYTHING COUNTS...
BUT EVERYTHING MATTERS!



Marshall Diggs
Leadership

EQ Matters

EMOTIONAL INTELLIGENCE:

- Self awareness
- **Self regulation**

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership



*“A sunny disposition is worth more than fortune.
Young people should know that it can be cultivated;
that the mind like the body can be moved from the shadows into the
sunshine”*

*Andrew Carnegie
Pennsylvania Railways*

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership

EQ Matters

EMOTIONAL INTELLIGENCE:

- Self awareness
- Self regulation
- Motivation
- Empathy
- **Social skills (other awareness)**

Not Everything Counts...
BUT Everything Matters!

EQ Matters

EMOTIONAL INTELLIGENCE:



Rules: Negotiator can not keep all the money
Money can not be split 50-50
Respondent has to agree to terms (first time).

Not Everything Counts...
BUT Everything Matters!

Not Everything Counts...
BUT Everything Matters!



COMMUNICATION

Matters

COMMUNICATION Matters



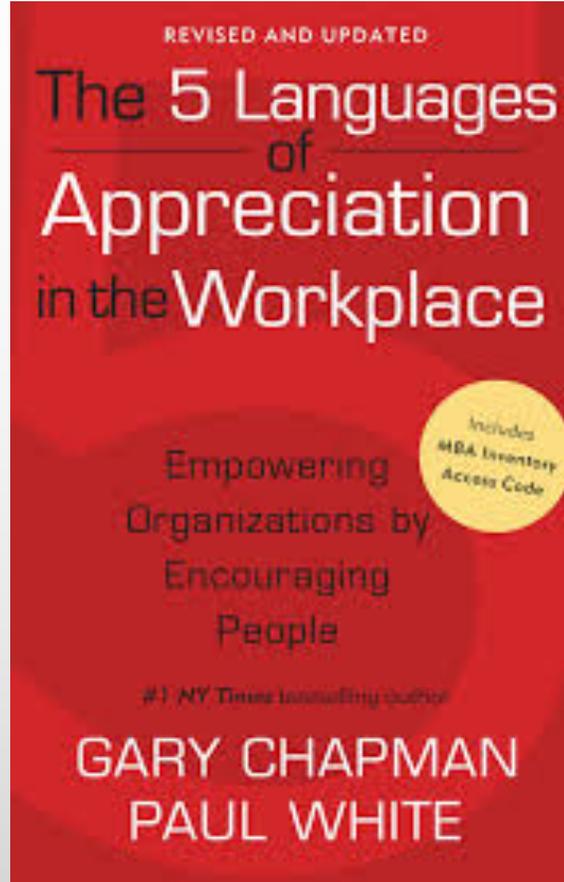
Not Everything Counts...
BUT Everything Matters!

COMMUNICATION Matters



Not Everything Counts...
BUT Everything Matters!

COMMUNICATION Matters



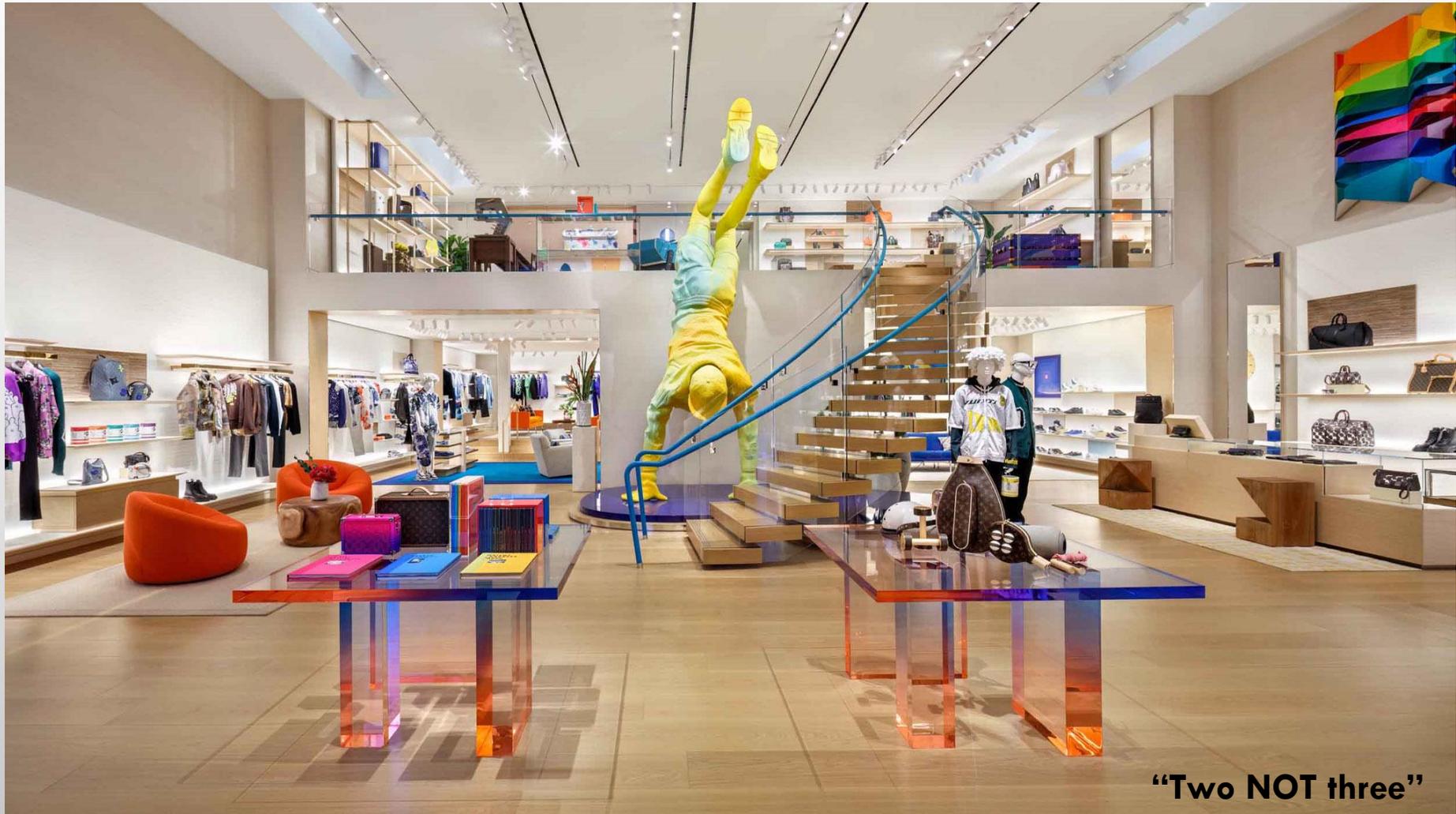
Not Everything Counts...
BUT Everything Matters!

Not Everything Counts...
BUT Everything Matters!

PRIORITIES

Matters

PRIORITIES Matters



“Two NOT three”

Not Everything Counts...
BUT Everything Matters!

Not Everything Counts...
BUT Everything Matters!



PERSONAL GROWTH

Matters

PERSONAL GROWTH Matters

- ❑ **Personal growth takes time and money!**
- ❑ **Personal growth areas:**
 1. **Family**
 2. **Relationships**
 3. **Health**
 4. **Wealth**
 5. **Future (career)**

Not Everything Counts...
BUT Everything Matters!

Not Everything Counts...
BUT Everything Matters!

AUTHENTICITY

Matters





*“When I walked into the Oval Office,
Barrack and I embraced silently.
There was nothing to say.
No words.”*

Michelle Obama
Becoming

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership



*“We prepared seven or eight
classrooms for the families
of the slain children and teachers,
two or three families
in each classroom..”*

Joshua Dubois
The President’s Devotional

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership



*The president **took a deep breath**
and steeled himself,
and went into the first classroom.
And what happened next,
I'll never forget."*

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership



*Person after person
received an engulfing **hug**
from our commander-in-chief.*

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership



He's say, *'Tell me about your son...
Tell me about your daughter,'*
and then hold pictures
of the lost beloved
as their parents described
favourite foods, television shows,
and the sound of their laughter.

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership



For the *younger siblings*
of those who had passed away –
many of them two, three,
or four years old,
too young to understand –

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership

*The president would grab them
and toss them, laughing,
up into the air,
and then hand them a box
Of White House M&M's...*

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership



*In each room,
I saw his eyes water,
but he did not **break.***

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership



*And then the entire scene
would **repeat** – for **hours**.*

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership



*Over and **over**, and **over again**,
through well over
a hundred relatives of the fallen,
each one equally broken,
wreaked by their loss.*

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership

Not Everything Counts...
BUT Everything Matters!



AUTHENTICITY

Matters

Not Everything Counts...
BUT Everything Matters!



Reflection Time



- 1. Trust**
- 2. Humility**
- 3. Work Ethic**
- 4. EQ**
- 5. Communication**
- 6. Priorities**
- 7. Personal Growth**
- 8. Authenticity**

Not Everything Counts...
BUT Everything Matters!





NOT EVERYTHING COUNTS...
BUT EVERYTHING MATTERS!

Not Everything Counts...
BUT Everything Matters!

Marshall Diggs
Leadership



Morning Tea: Karakia mō te kai

Nau mai e ngā hua

O Papatūānuku

O Ranginui kete kai

Whītiki kia ora

Hāumi e, hui e, tāiki e

Translation: Welcome the gifts of food, from earth mother and sky father, the bearer of food baskets, gifts to sustain us, united and connected as one.

Workshop:

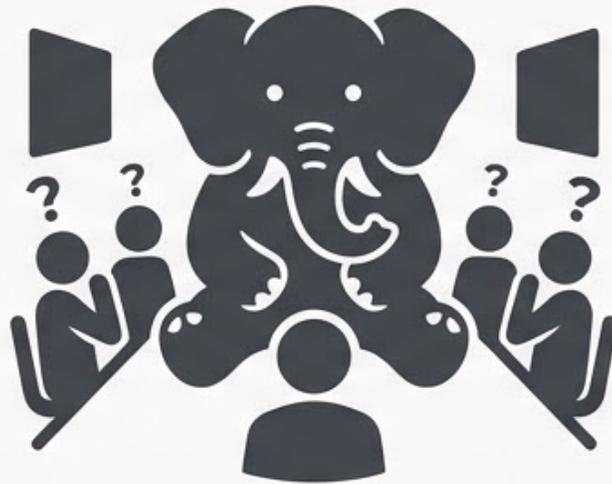
Creating a Great Team Culture

CULTURE AUDIT: UNWRITTEN RULES



THE HERO

WHAT BEHAVIOR
GETS CELEBRATED?



THE ELEPHANT IN THE ROOM

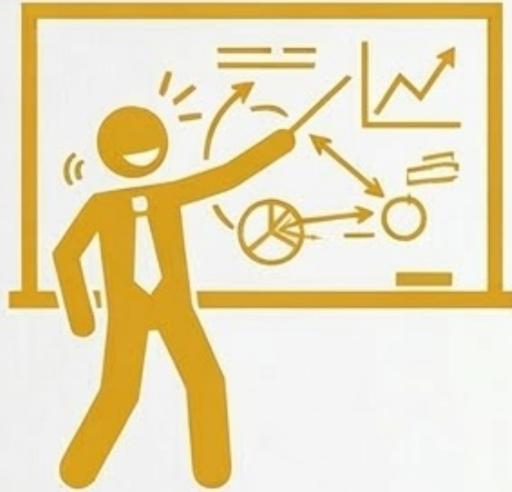
WHAT IS THE SHARED,
UNSPOKEN PROBLEM?



THE ENTRY PRICE

WHAT IS THE BARE
MINIMUM TO FIT IN?

SCENARIO STRESS TESTS: LEADING SCHOOL CULTURE



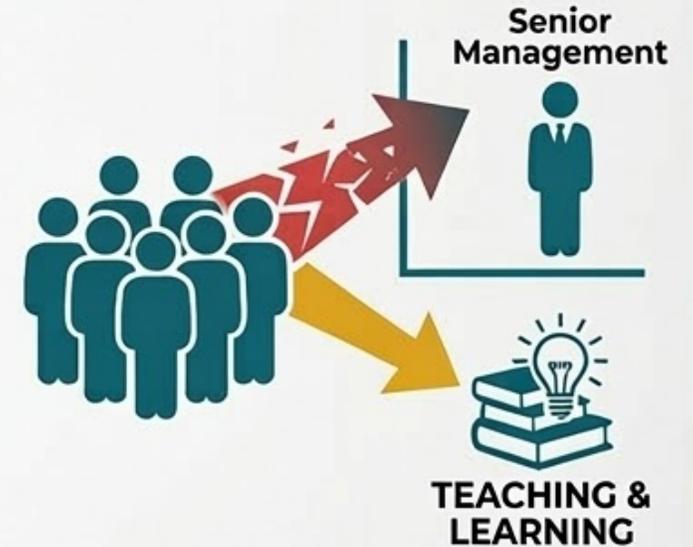
SCENARIO A: THE BRILLIANT TEACHER, POOR TEAM PLAYER

DO YOU PRIORITIZE TEACHING
QUALITY OR TEAM ATMOSPHERE?
HOW DO YOU ADDRESS THE ISSUE
WITHOUT LOSING YOUR ENGINE?



SCENARIO B: THE SILENT MEETING

HOW DO YOU SHIFT FROM
COMPLIANCE TO CONTRIBUTION?
WHAT RITUALS INVITE CRITIQUE
AND COLLABORATION?



SCENARIO C: THE 'US VS. THEM'

HOW DO YOU PIVOT RESENTMENT
TOWARD YOUR KEY FOCUS?
HOW DO YOU AVOID BECOMING
THE 'MEAT IN THE SANDWICH'?

CULTURE BUILDING COMMITMENTS: ACTIONABLE STRATEGIES



COMMITMENT 1: PROTECT POSITIVE CULTURE

WHAT SUCCESSFUL HABITS
OR VALUES DO WE NEED TO
FIERCELY SAFEGUARD?



COMMITMENT 2: TOSS DRAINING HABITS

WHAT 'UNWRITTEN RULE'
IS CURRENTLY DROLLING
TEAM ENERGY?



COMMITMENT 3: CREATE NEW RITUALS

WHAT NEW, SMALL PRACTICE
WILL YOU INTRODUCE TO
BUILD TRUST?

INDIVIDUAL COMMITMENT: MONDAY MORNING ACTION

**TO IMPROVE MY TEAM'S
CULTURE, NEXT WEEK, I WILL.....**

Challenge:

Learning Partners





Lunch: Karakia mō te kai

Nau mai e ngā hua

O Papatūānuku

O Ranginui kete kai

Whītiki kia ora

Hāumi e, hui e, tāiki e

Translation: Welcome the gifts of food, from earth mother and sky father, the bearer of food baskets, gifts to sustain us, united and connected as one.



Ka kite anō!

Thank you for a great day.