



National College for
School Leadership

Inspiring leaders;
improving children's lives

A branch with several green leaves, some showing signs of aging or damage, positioned in the upper left corner of the slide.

Future leadership, future leaders

Seizing Success

Annual Leadership Conference

The Six Secrets are :

For large-scaleness

Substantially synergized

Heavily nuanced

Motivationally embedded

Secret One

Purposeful Peer Interaction:

The social glue of simultaneous tight-loose.

Secret Two

Capacity Building Trumps
Judgementalism:

Capacity building first, judgement later.

Secret Three

Love Your Employees as well as Your Customers:

Precision and fit for purpose.

Secret Four

Learn in Context or Learn
Superficially:

Make learning and solving problems the
job on the job.

Secret Five

Inescapable Positive Pressure:

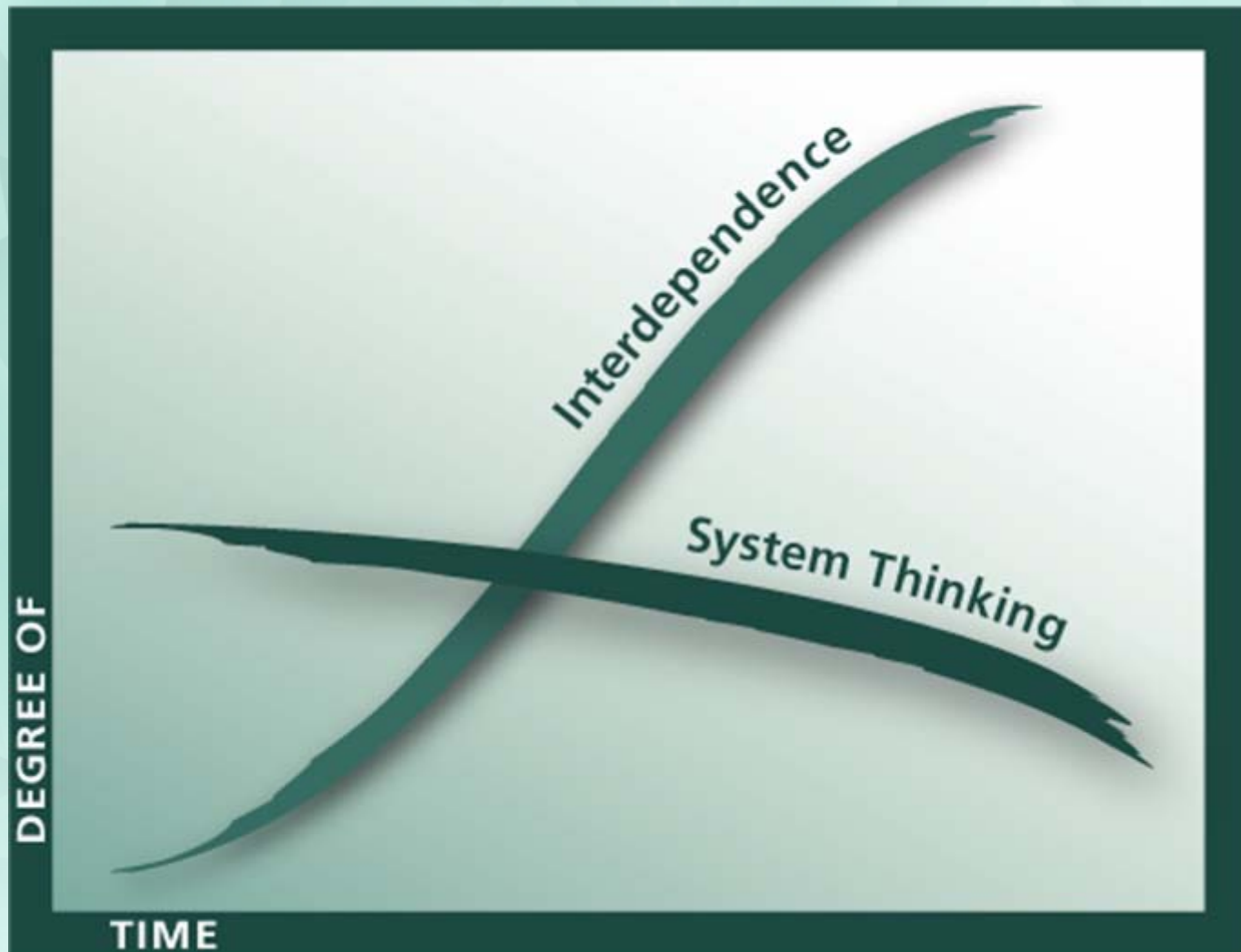
Transparency and constant comparisons.
Data informed decision making about
means and ends

Secret Six

Systems Learn:

Mindset shifts — cognitive and affective
social forces

System Thinking



– Senge, 2007

Six Secrets

1. Purposeful peer interaction
2. Capacity building trumps judgementalism
3. Love your employees as well as your customers
4. Learn in context or learn superficially
5. Inescapable positive pressure
6. Systems learn