



Creating the conditions and capabilities for ILE implementation

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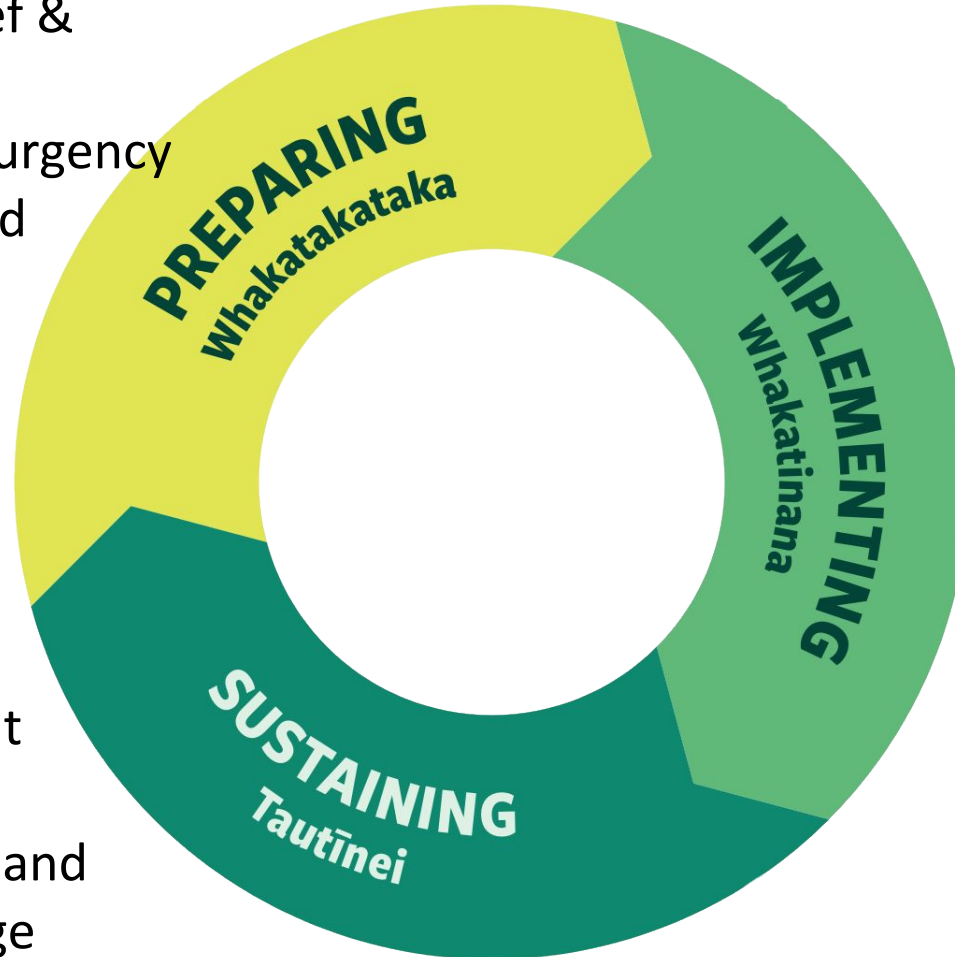
Research question:

“What leadership practices are most likely to lead to the successful implementation of an innovative learning environment?”

Change Leadership Framework:

- Build trust, self-belief & readiness
- Establish a sense of urgency
- Work from vision and values

- Anchor the new approach in the culture
- Adjust reinforcement systems
- Review, consolidate and produce more change



- Offer simple first steps
- Enable people to engage in change
- Celebrate short term wins
- Engage with resistance to change



Conditions and capabilities

Conditions:

- Centred on values and beliefs
- Culture of trust
- High adaptive capacity

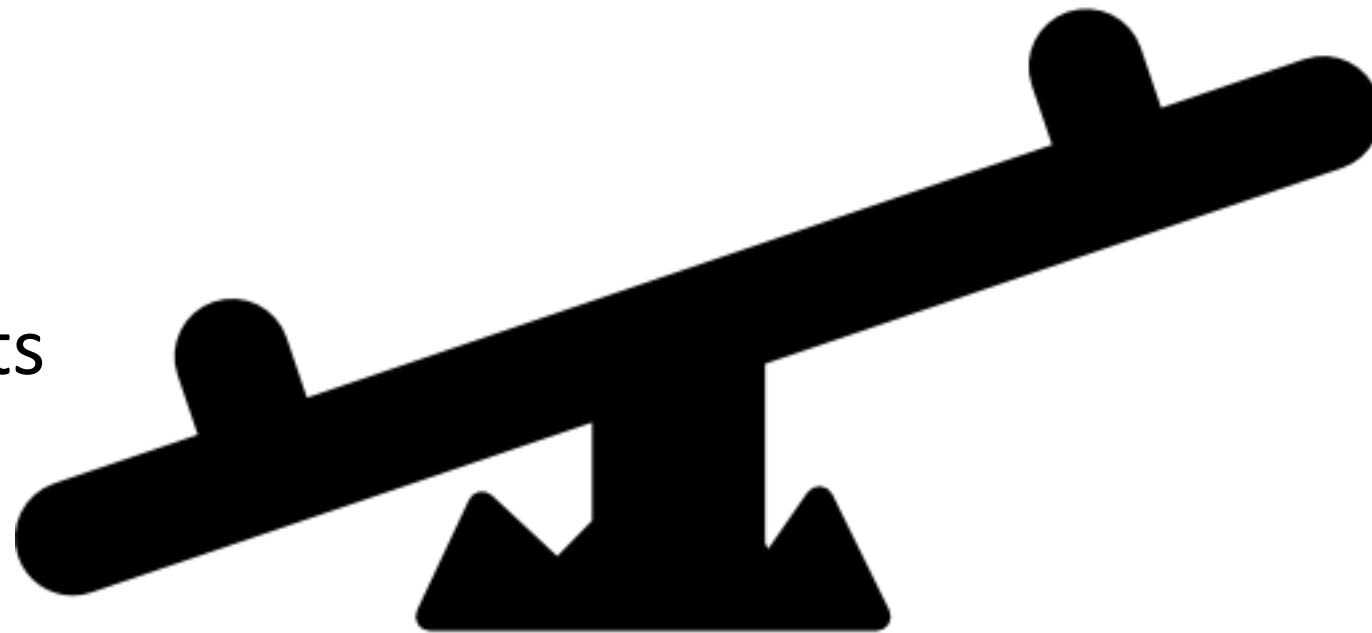
Capabilities:

- A sense of urgency
- Readiness for change
- Confidence to take first steps



Overcoming Status Quo Bias

Uncertainty
Sunk costs
Transition costs
Group norms



Benefits to self and group



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Thank you

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