

The Leadership Framework's role

Its purpose

is to develop effective leadership in every sport and recreation organisation

It does this by providing **Leadership Maps** which when applied help guide, grow and inspire effective leadership

Because there are five **Leadership roles** in organisations we have created a leadership map for each role

Each of the **Leadership Maps** describes the responsibilities and tasks unique to that role



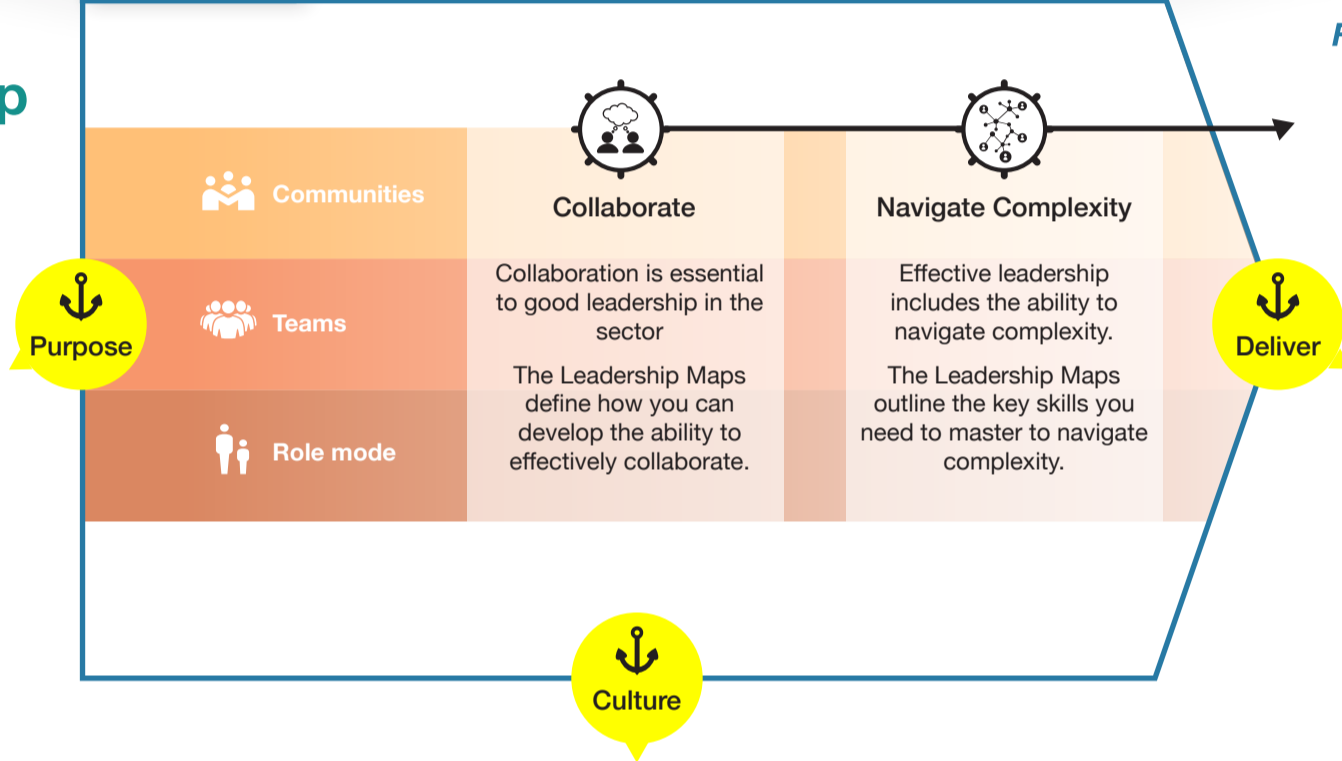
How each Leadership Map works:

Start with defining purpose - Kaupapa

When we understand and appreciate our purpose – ‘why’ we do what we do – we are more motivated because our work has meaning.

This is our first ‘anchor’

We need to understand how we contribute to our our shared purpose because everyone has a leadership responsibility



Finally, determine how to collaborate and navigate complexity

Align what we Deliver - Kawenga

‘What’ we deliver – refers to our outcomes, goals and achievements.

This is our third anchor

Everyone working and volunteering in sport or recreation should be clear about how their outcomes need to align with their purpose.

Next Align the Culture - Tikanga

Our tikanga defines ‘how’ we do things. It is informed by our purpose and reflected in how and what we deliver to our communities.

It is our second ‘anchor’

Culture shows up in the values, behaviours, and interactions of our people, and the symbols and stories that identify us.

The Guides:

How you apply each leadership Map in practice

Self Development Guides:
There is one for every leadership role in your organisation



Developing Others Guides:
A workbook on how to have coaching conversations with your direct reports

Chapters found in each guide

- Purpose e.g.
- Culture
- Deliver
- Navigate Complexity
- Collaborate

Activities found in each chapter

- Ideas & Inspiration**
to get you thinking
- Reflection Questions**
to help gain clarity, purpose & meaning
- Practical Ideas & Suggestions**
to help you take the right actions

What success looks like if we apply the guides effectively

- Everyone understands they have a leadership role to play.
- Paid and voluntary workers take responsibility for their own learning
- A common understanding of the behaviours required to be an effective leader
- Notable improvement in staff and volunteer satisfaction surveys.
- Stakeholder engagement surveys indicate that we are rewarding to deal with.