



Monoux Leadership Framework

1

Our leaders should develop personal authority and the ability to drive the agenda, attentive to their learning horizon

- Focusing on personal mastery, the increasing ability to produce results by understanding what makes the biggest difference: leading self, with skill, in context
- Being deeply reflective and inquisitive, guided by a moral purpose
- Having a deep sense of responsibility and commitment towards work
- Seeking out and observing patterns, listening for meaning and holding contradiction
- Not being overly fixated on events
- Being aspirational and bringing energy, not fearful and prepared to challenge cynicism
- Displaying emotional literacy; channelling emotions productively

2

We want our leaders to build a culture for team success, recognising the complexity and uncertainty of the environment in which we work

- Making connections to facilitate cooperation and participation
- Challenging existing processes
- Inspiring a shared vision
- Managing conflict, chaos and change
- Building trust
- Researching into the wider context for education and its future possibilities
- Developing good relationships, promoting the ideas of others and seeking feedback
- Being daring with new ideas, including where there are no guarantees of success, drawing on domain expertise
- Showing up and modelling these important cultural behaviours

Our leadership framework was developed over several months across 2021 - 2022 during a programme of development focussed on middle leadership. We invited leaders to cultivate a self-authoring mindset, ready to identify challenges in the environment and take action.

