

## Centre for School Leadership: ACCS Conference: Exercise 1

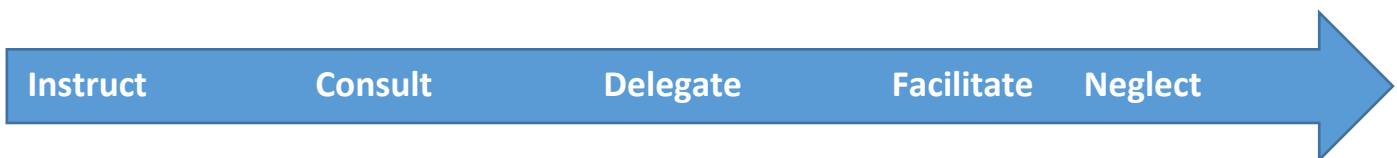
Consider the following:

- **Instruct** – initiatives /ideas come only from leaders at/ near the top
- **Consult** –staff have the opportunity for input but decisions are still made at a distance near or at the top
- **Delegate** – staff take initiative/make decisions within predetermined boundaries
- **Facilitate** – staff at all levels initiate and champion ideas
- **Neglect** – staff are forced to take initiative/responsibility due to a lack of direction at the top.

*2004 the Hay Group Education (UK)*

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Where are you on the continuum?



Where would you like to be?



### Self-Reflection Piece

What is stopping you from being where you would like to be?

Where do you think your staff would place you on this line?