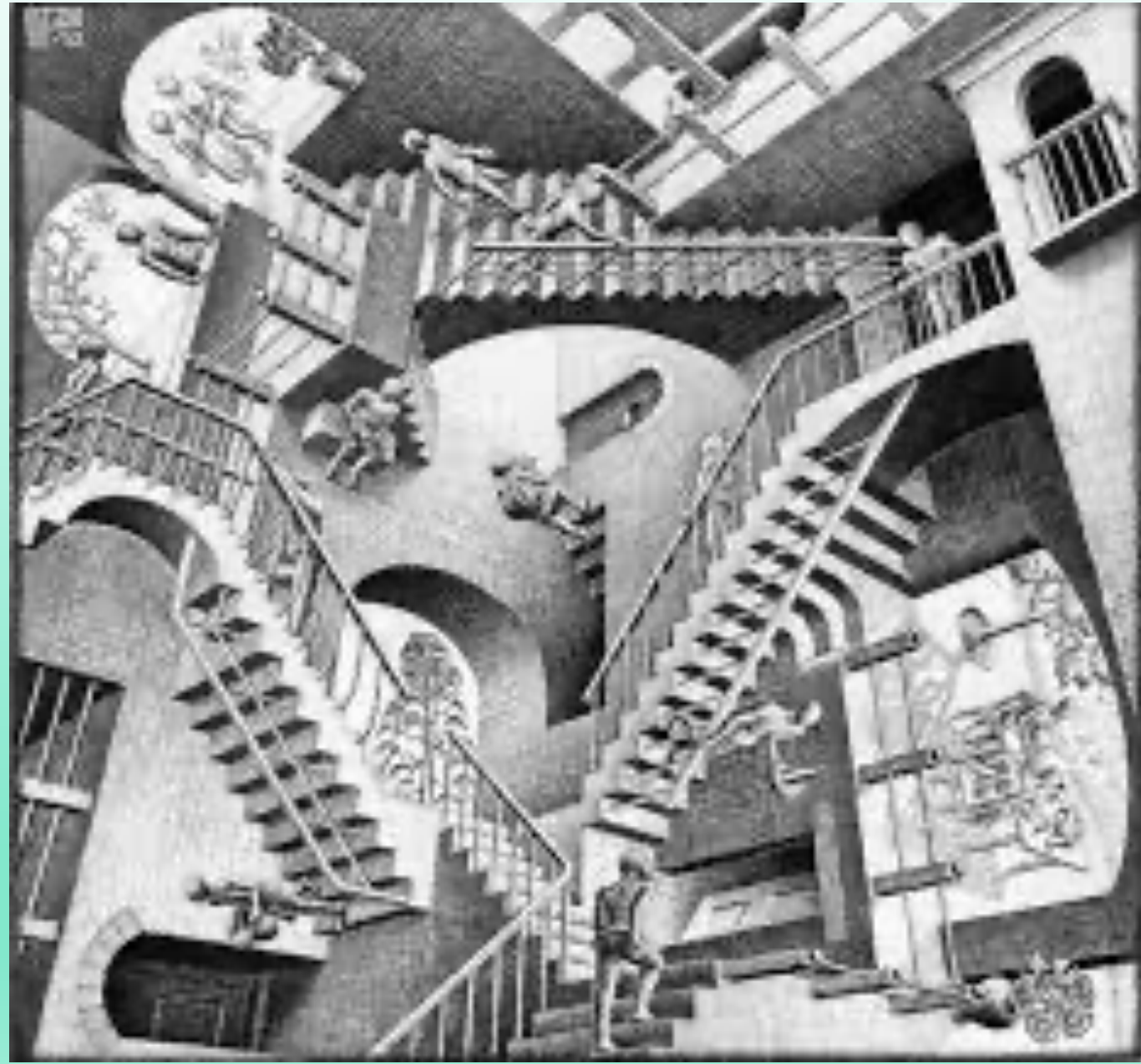


Thinker, Learner, Dreamer, Doer:  
Reimagining our Cultures of Learning  
in an  
Age of Complexity

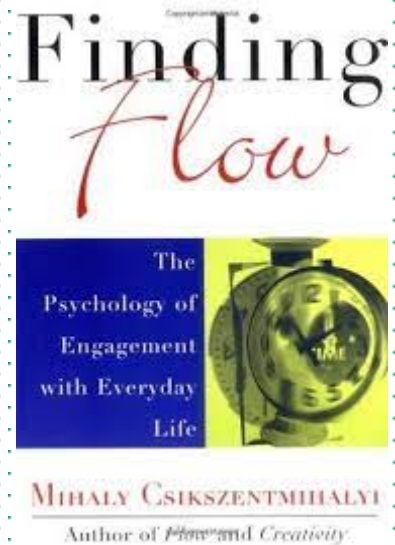
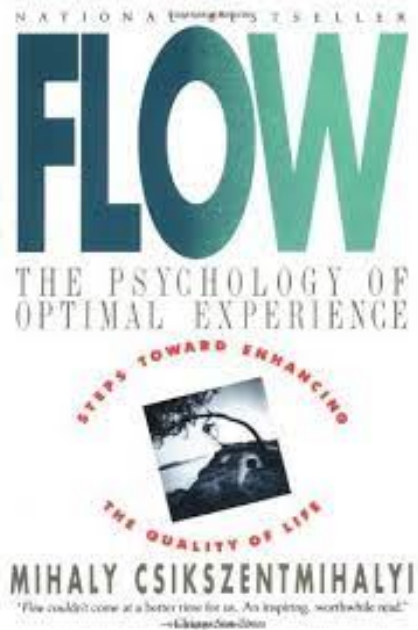


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# “Flow”

## The Holy Grail of Learning



# OCDSB Leadership Journey

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The Catalyst  
Mike's Story



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# OCDSB Leadership Journey

Margaret Wheatley:  
Principles of Community

1. People support what they create.
2. People act responsibly when they care
3. Conversation is the way human beings have always thought
4. To change the conversation, change who is in it
5. Expect leaders to come from anywhere
6. Focusing on what is working gives us energy and creativity
7. The wisdom resides within us
8. Everything is a failure in the middle
9. Humans can handle anything as long as we're together
10. Generosity, forgiveness and love



Which of these Principles resonate most with you in your context? Which might be the most helpful as you continue on your journey of Learning, Leadership, Creativity? Why??

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What does  
leadership  
mean to you??

# Leadership: A School District Initiative

## •The Study:

- Purpose
- Process
- Findings
- Recommendations
- Our Path
- Actions



# Purpose of Study

- To develop an understanding of how leadership is perceived and understood by individuals and groups within the OCDSB.
- To use this information as a guide towards future direction.

# Leadership Vision

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*If you could create the ideal leader, what characteristics would the leader have?*

---

*How would the leader behave?*

---

*What are the consequences of being around a leader?*

---

**Everyone Knows about Leaders**

**Everyone is a**

# Leadership Roles and Your Experiences

- Everyone in our organization performs important leadership roles, sometimes formally sometimes informally.
- We are asking you for feedback on your personal leadership roles and activities.
- Now that you have had time to reflect on the characteristics of leadership and behaviors of leaders, please take a moment to reflect on how you are a leader in your school community.



# Leadership Roles and Your Experiences



- What do you do that provides leadership?
- Tell us about your leadership experiences or training? How did this help you or hinder you?
- Some people are leaders within their sites but do not want to be *formal* leaders. How can we help you as an informal leader?
- What else would you like to share with us about leadership in your organisation?

# Recommendations

- Develop a narrative that captures this understanding of leadership for the school community.
- Develop processes that encourage the practice of leadership continuously and on a daily basis.

**LEADERSHIP IS NOT A TITLE,  
IT IS A PRACTICE**



# Recommendations

- Broaden the membership in the leadership club.
- Align PD with principles of adult based learning:
  - Job embedded
  - Mentoring culture
  - Job shadowing opportunities
  - Choice

# OCDSB Leadership Narrative

Leadership is exemplified by people who are able to impact those around them in a positive way. Our leaders are energetic, empathetic, motivated, trustworthy, knowledgeable and good communicators. Our leaders share a common vision in their commitment to all students. Our leaders understand that their role is one of support. They lead by example, they seek input, and they listen. As an organization, we encourage and foster these qualities. In challenging and prosperous times, we are defined by the relationships we build.



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Do you see any parallels between the OCDSB  
journey and your own reality?

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# The Journey

The Joy of the Ride

Lead the Way

Transformation to a Culture of Creativity



# Lead the Way: What did it look like?

- Event series
- Brilliance in all
- Inclusivity
- Flattened hierarchy
- Joy of learning
- Constant questioning and conversation about imagination, creativity, Innovation? How do we define these terms? Enact them? Who do we believe is creative? What are our beliefs about leadership? How can we optimize our learning environments?
- CREATIVE INITIATIVES... from crickets to tsunami
- CELEBRATION





# Lead the Way



# Lead the Way





# Lead the Way





# Lead the Way





# Lead the Way



Impact of Lead the Way - Shift in Practise  
Classrooms  
Schools  
Departments  
Community

The modelling at the district level gave  
permission for people to take risks and to  
use their own gifts to inspire others  
To bring in community and move out to community



TWEET  
SHEET  
RESEARCH



## Getting There is a Three Way Street!

### Three Imperatives for Learning Culture

- Everyone has a seed of brilliance
- Think and act from a strength based perspective
- Grow cultures of BELONGING

**Flatten Hierarchies!!!**



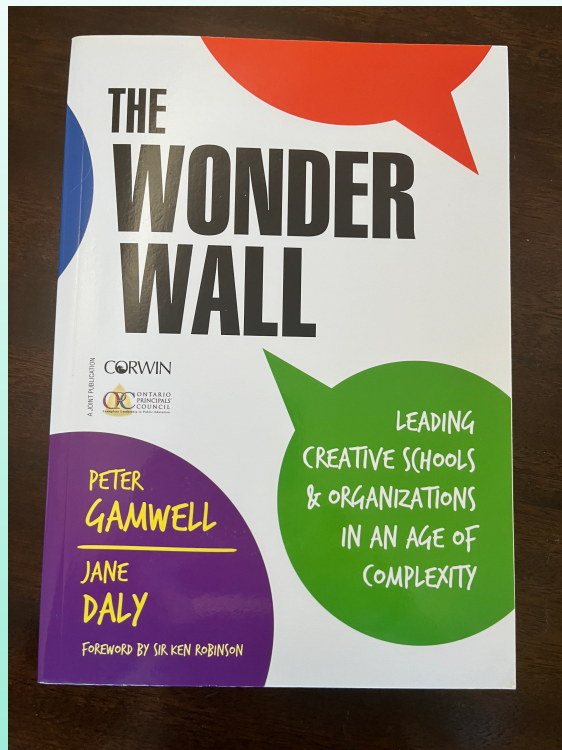


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- Storytelling and Listening
- From Diversity to Inclusivity
- Make it Personal
- Celebration

Conditions?

peter@petergamwell.com  
@petergamwell



*This book isn't just another bag of tricks for managing organizational change. It is a heartfelt, deeply grounded manifesto for the more visionary and creative styles of servant leadership."*

Sir Ken Robinson, 2017



Youtube Channel -  
Cultivating Innovation

*This book is brilliant. It is an astonishingly practical and insightful work. It grounds us in the context of this darkening time and its impacts on education, simultaneously offering practices based on universal truths. A truly remarkable work.*

Margaret Wheatley, November 2021

  
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