

Proactive Leadership: Guiding your Staff and Institution in a New Era of International Education.

Bronwyn Bartsch, Director of International, CQUniversity

Simon Davies Burrows, Manager, Internationalisation, ECU

Richard Geddes, Managing Director, Optimal Student Recruitment

Natalie Tierney, Director / Principal Consultant, Capital Review Group



Session Objectives

- Explore barriers to proactive leadership
- Drawing on the collective experience of participants and using everyday scenarios, we will:
 - Discuss why and how we get caught up being reactive;
 - Examine what it means to be proactive; and
 - Identify some tools and frameworks to help us move from being predominantly reactive to proactive leaders.

Session Outline

Time	Content
3:50 – 4:05 pm	How and why do we get caught up being reactive?
4:05 – 4:20 pm	Moving from reactive to proactive leadership – what the experts suggest
4:20 – 4:50 pm	Tools, frameworks and practices to help us move from reactive to proactive leadership
4:50 – 5:00 pm	Concluding Remarks

How and why do we get caught up being reactive?

Facilitator: Richard Geddes



Definition of Proactive and Reactive

- Proactive – “a person or action creating or controlling a situation rather than just responding to it after it has happened”
- Reactive – “acting in response to a situation rather than creating or controlling it”

Source: [Google Dictionary](#)

**The times when I was
being proactive**

**The times when I was
being reactive**

My leadership team and I looking at the high-level application, offer and acceptance reports daily and detailed reports at least once a week to see how we were tracking when compared to same time in previous years

Mistaking being busy with being productive and hoping that all the actions we are taking will result in targets being met

Actively working to convert students in the funnel earlier and intentionally bringing forward conversion wherever possible

Conversion activity a few weeks before an intake

Discussion Questions

Think about and envision what being a pro-active leader would look like in your day to day roles, and your workplace:

Q1: If you were being proactive, what would this look like?

Q2: How does the ideal differ from how your typical days go?

Q3: Why and how do we get caught up being reactive?

Self-reflect and then discuss with others at your table

Invite

VIEWERS

CONTRIBUTORS

FACILITATORS



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Brainstorm → Group Part 1 - How and why do we get caught up being reactive? ⚙

Q1. If you were being proactive, what would this look like? :

- +
- finish work on time each day
- Test
- Less emAils
- Surfing
- Hug twins
- Going on holiday

Q2. How does the ideal differ from how your typical days go?

- +
- less rushing from place to place
- Holiday please
- Less emails

Q3. Why and how do we get caught up being reactive? : ⚙

- +
- because we do
- Aiec rocks
- Emails

Discussion Questions

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Moving from reactive to proactive leadership – What the experts suggest

Facilitator: Simon Davies Burrows

Proactive vs. Reactive Leaders – Greg Schinkel

aiecc
2019 Perth



Source: <https://www.youtube.com/watch?v=j6KatFtVSPs>

  #aiecc2019

Reactive to Proactive Leadership – Expert Opinions

Jim Hemerling

Organisations should focus on 5 strategic Imperatives that all focus on ‘putting people first’:

1. ‘Inspire through purpose’
2. ‘Go all in’
3. ‘Ensure your people have the skills & knowledge to make the change’
4. Instil a ‘culture of continuous learning’
5. Adopt ‘Inclusive leadership’

Source: <https://enterpriseproject.com/article/2017/8/5-ted-talks-transformational-leadership-watch>

Lars Sudmann

‘Great leaders’ should focus on Self-Leadership through three key strategies:

1. Self-Awareness - ask yourself about the worst leader you had and ask if you do similar things?
2. Self-reflection - 2-5 mins daily – think daily about challenges achieved, and what else is ahead
3. Self-regulation - ask yourself on a scale of 1-10 how important is that issue right now and address the situation

Source: <https://www.youtube.com/watch?v=vlpKyLkIDDY>

What it takes to be a great leader – Roselinde Torres

aiecc
2019 Perth



Source: https://www.ted.com/talks/roselinde_torres_what_it_takes_to_be_a_great_leader

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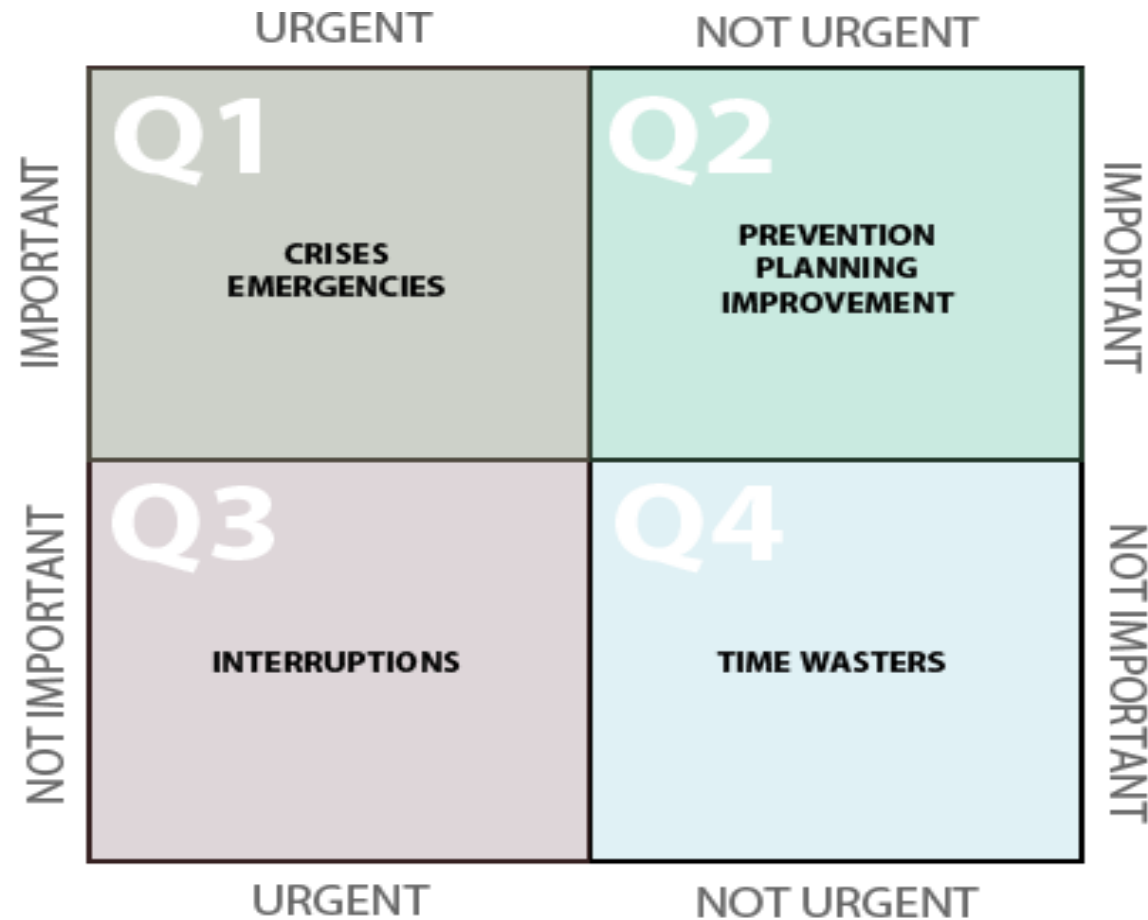
Roselinde Torres – 3 key questions to contemplate

- Where are you looking to anticipate change?
- What is the diversity measure of your personal and professional Stakeholder Network?
- Are you courageous enough to abandon a practice that has made you successful in the past?

Tools, frameworks and practices to help us move from reactive to proactive leaders

Facilitator: Natalie Tierney

One tool that could help move us from reactive to proactive



Source: <https://czarto.com/2012/04/24/four-quadrants-of-time/>

Email management – the 4Ds by Time Stylers

Deal with it:

- Emails requiring a quick (5-10 minute) response can be dealt with immediately.
- Emails that are urgent.

Delay:

- Emails requiring a more considered response or some thinking time can be parked for a later scheduled email block to let your subconscious mind work on it.

Delete:

- Spam, junk or the general cc or bcc.

Delegate:

- If it can or should be dealt with by someone else, delegate it.

Discussion Questions

- Generate solutions and suggestions for tools and frameworks to help us move from reactive to proactive leaders:

Q: How can you plan for change?

Q: How can you take advantage of disruption?

Q: How can you make time for transformation, rather than be caught simply reacting?

Q: How do you foster an environment where your staff and teams are empowered to innovate, offer solutions and seize opportunities?

Self-reflect and then discuss with others at your table

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Session Conclusion – “Takeaways”

Facilitator: Bronwyn Bartsch