



SLT Agreements

We agree to approach and respond to all staff and each other using these 4 agreements

Clear

We agreed to practice

- Summing up
- Pause and dig deeper to get a clear understanding
- Share as much information as possible with everyone who needs to know
- Revisit and summarise to check for understanding
- We agreed that being clear is kind and helps everyone know and understand their own accountability and responsibilities. (delegating)
- We agree that it is our responsibility to ask, stay curious and seek help when we are unclear. (delegated to)

Calm

We agreed that calm

- Created perspective.
- Was about managing emotional reactivity
- It can be modelled
- Is within our role to make contagious
- And... Is a **daring leadership superpower** to be practiced daily.

We will manage perspective and create calm by

- Sharing the big picture
- Pause and ask questions
- Being present
- Using Truths of life
- Being clear about roles and responsibilities
- Asking 'what's on your mind?'

Supportive

We agreed that being supportive is being:

- Present, open, calm, measured and honest
- Having tough conversations
- Asking questions and staying curious
- Having generous interpretation of others
- Doing what we say

We agreed we would:

- Check what support is needed when tasks are set
- Be Proactive in offering support
- Take responsibility in asking for support
- "Can I run something past you?"
- "Can we discuss this?"
- "Can I have some support to achieve this?"

Solution Focused

We agreed that being solution focused is being:

- Collaborative and done side by side
- Listening, planning and doing
- Routed in our values
- Open and creative

We agreed we would:

- Take time to work out what the actual problem is
- De-personalise and not blame
- Own the issue
- Be positive in language and attitude