

Shaun Hudson, Principal- Participant of PTC Finance 2019



“ You must be a change that you want to see in the world internally. Wise words from Gandhi, changing your collected paradigm culture within a school give you one of the toughest yet one of the most essential things that we have to do as leaders, often we turn up to a place what we inherit may or may not represent the culture that we believe our team has a potential to rise to and moving the mindset all not a single person, but a mass of people is. I think it can be an arduous process, but it can also be, as I say, one of the, one of the most rewarding processes as well and what I've realized is just being in the role as a leader in the department. I hit a section and they hit a school. Unfortunately it doesn't necessarily mean your team is going to respond to your encouragements. Going to do as you asked, is to see early is going to move that habitual mine from point a to the required if not desired point B.

And what I've found is that, that's not going to happen unless somehow they connect with you. Here's my change management plan. Yeah. I'm thinking about strategies for you and this is how we can get to where we need to go. But if your team can't connect with you, then the motivation, the why, they're unlikely to move. They're fully out of the quicksand. All the concrete. My team that I inherited three years ago, I never did a segregate section. That first glance, first feelings, first observations. My heart went out to them. They were underperforming, they weren't rising to their potential, but they didn't know what they didn't know.

One mindset that I had noticed, I heard about like I walked into classrooms and I'm like, I'm bored just walking in here. I like looking around, I'm seeing them disengage with you. That hits here and this is from, you know, in a previous life I was a visual arts teacher. You're like colorful and engaging and I just thought philosophically, I believe in visually enticing learning environments. Cause the fact is that as great as we think we are and as knowledgeable as we think we are. Are the students listening to this all the time, that's not really going to be true a hundred percent of the time. Right? So if, a place that they are learning isn't going to engage them while they are drifting away from listening to you, right, then we're not going to capture 100% of their potential. And when I asked my team a balance, I said, this let's jazz up, let's jazz up the classrooms. It's, it's



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making visually enticing to the subject references and you know, inspire them about your subject.

No, sure.

Caution decorations. That's it. That's a primary teacher thing. Okay. All right. And I went, all right. I showed some students pop survey to some students said, Hey, what these photos are about is like, if your classrooms were like this, what would that be like? Would you like that? And they're like we love that actually. That'd be cool. I'm like, interesting. Pops over. Okay, great. Very informative. And so I realized I had to shift the mindset of many all to really benefit the learning potential, all my students had. Very, very cool initiative. And I've talked to some individuals, a couple of the partners, cause you know, you wanna join the fund. Come on, how many, how, how many. What I noticed behind why it was very aloof, very distant kind of secondary role. My face was that I tried to do that with enthusiasm, but I had a secondary of face. It was, it had little minimal effect.

Right, okay.

I knew that trust and authenticity were vital variables and influencing the change. So I knew I needed to change and willing to change some things. I started to recognize my weaknesses. And as, as a Kiwi living in Argentina, there are some cultural differences or was that completely comparatively compared to the unemotional Kiwi then of second grade living in a very emotionally influenced community. And so I made a conscious choice to change to both a national culture and an edgy cultural and educational cultural weight.

This is difficult for me. All right.

Well, I endeavored some, all the mindset that I wanted to see if I needed to see. And I realize that this is actually, this is my genuine philosophy about caring with people. And so I started to greet and congratulate students maybe as they came across the stage receiving awards. All right, I'll send it to greet voice with a fist bump, right? Or the Hudson handshake or something like that. Right? Even if it was a bad one. I mean, I'll work on that. I was trained by kids, pretty formal. Congratulations there, like much more, much more distance. So this was uncomfortable for me, but I was on stage greeting and congratulating the students I saw at the stand.



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who had just received the life changing news. I unexpectedly stopped and tear up when I was giving a speech and I actually had to stop. I've done this twice now, I think getting choked up. And I didn't realize until after the fact that, let's say you love seeing that, but it was really uncomfortable for me. And that's when I started to embrace my public love publicly, not to embrace my little style bubbles.

I'm all the cultural change that I needed to see in order to invigorate learning for my students. The shift exponentially champions watching engaging learning environments, there's now a healthy competition between departments and I feel a significant improvement in the culture within my team, and it's something that I'm incredibly proud of and the attitude that they showed towards personal development and embracing my mantras that challenged them to grow and improve. It's something that we celebrate often. Genuine gestures of caring and kindness. Connect with the soul of people. Inspire champions of change, to move mindsets and influenced progressive actions. You can be the reason why people move. My pearl today is genuine gestures that values human connections. Can I be catalyst to galvanize collective change.”