



AWA O TE WAIORA

**Growth  
Culture**

LEADERSHIP ACADEMY



# CASE STUDY

## Aspiring National Leadership Programme

Justine Lock, an aspiring educational leader, embarked on the Aspiring Programme in 2022 with the aim of transitioning from a team leader role to a Deputy Principal (DP) role. Additionally, Justine sought to establish a network of like-minded colleagues, to strengthen and grow her practice. This case study delves into Justine's experience throughout the programme, highlighting how it aligned with her objectives and contributed to her professional growth.

### OBJECTIVE ACHIEVEMENT AND COURSE CONTENT

Justine's main objectives were met by the programme, as she successfully secured a DP role, and she developed a strong network of sustained relationships with fellow delegates. The course content proved to be a valuable resource, providing Justine with the research-backed knowledge she sought. The modules offered comprehensive coverage, combining essential information, underpinned by values and moral purpose. Justine found the course content thought-provoking and particularly enjoyed learning about change management and strategic thinking, as these aspects equipped her with the necessary tools to excel in her role.

### ENGAGING LEARNING EXPERIENCE

The programme offered Justine a highly engaging learning experience. The supportive and user-friendly nature of the online learning platform allowed her to fully immerse herself in the course materials. She appreciated the abundance of reflective opportunities and the ability to revisit recorded sessions, enabling her to refresh and deepen her learning whenever necessary. Furthermore, the Professional Learning Group (PLG) days provided a collaborative space for Justine to connect with her peers. She commended the availability and continuous support of her kaiārahi (coach) throughout the programme, emphasising the significance of having a supportive mentor.

### APPLICATION OF KNOWLEDGE AND PROFESSIONAL GROWTH

Justine expressed that the programme granted her the license to be authentic in her leadership style, which was instrumental in building her confidence and enhancing her skills. The newfound knowledge felt like the "icing on the cake," further validating her capabilities as a leader. Moreover, the programme instilled in her a sense of permission to enjoy the leadership journey fully. She felt that Growth Culture "walks the talk" by providing a robust support system, ensuring her well-being was prioritised. Justine received ongoing support from her kaiārahi, who helped her navigate staff meetings, engage in leadership literature, and resolve complex situations.

Justine's kaiārahi  
"was always  
available, even now!  
That speaks  
volumes of the  
kinds of people  
Growth Culture  
hires."



**JUSTINE LOCK**

Aspiring National  
Leadership Programme  
Alumni 2022



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### PERSONAL REFLECTION AND FUTURE PURSUITS

The programme provided Justine with significant takeaways, most notably in the areas of consensus building and change management. Armed with research-based knowledge, she now feels empowered and assured in her leadership path. She recognises the importance of continuous learning and intends to dedicate time to her own development. Justine has also discovered her "softer side" and the value of prioritising the well-being of her school community. Overall, the course has influenced her understanding of leadership, and she realises that leaders are grown, not born, necessarily.

"Licence to be authentic"

"I am walking a path and I'm backed up by research."

"I have a role to play in leadership."

### RECOMMENDATION

Justine wholeheartedly recommends the programme to others, as she has personally experienced the transformation it offers. The supportive and inclusive environment fostered a sense of belonging, reinforcing that she was not merely a number but a valued member of a whanau. The growth she achieved and the connections she formed have solidified her conviction that the programme is invaluable for aspiring leaders.

As a part of Growth Culture, "I am part of a whanau. I'm not a number, I'm a person."

Justine Lock's participation in the Aspiring Programme 2022 proved to be a remarkable journey towards authentic leadership. By effectively meeting her objectives, providing engaging learning experiences, facilitating the application of knowledge, supporting her well-being, and fostering personal growth, the programme enabled Justine to realise her full potential as an educational leader. Her positive and transformative experience underscores the effectiveness and value of the programme for future delegates.

