How to get extraordinary results from ordinary people

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A 3-way approach

5 “O” Rules

5 “M” Rules

5 “P” Rules
The 5 “Organisation” Rules

1. A strategic plan that drives decision making
2. Know your “layer cake”
3. An outcomes focus for jobs and performance
4. Create shared meaning
5. A culture where it’s safe to innovate and take risks
The 5 “Manager” Rules

1. “We’re all adults around here”
2. Make people’s lives easier
3. Conversations and stories
4. Praise, laughter and learning
5. “Pigs fly on the wings of belief”
The 5 “People” Rules

1. Don’t leave half your brain in the car park
2. Solutions not problems
3. Think outside the square and the silo
4. “Shoot the invisible horses”
5. “Cheer each other on”
It’s worth it because if you get it right...

- You’ll solve ancient problems
- Deliver things they said were impossible
- Your people will deliver things you didn’t know were possible
- Your people will achieve things they didn’t know were possible
- Your biggest management problem will be stopping people working too hard
Putting it altogether at KU
Making “the KU Difference”

**Vision**
Every family is able to access affordable, high quality, early childhood education and care for their children.

**Objectives**
1. Become the most preferred provider of ECEC services
2. Become the most trusted and respected adviser to families, communities, the media and policy makers on ECEC
3. Become the “employer of choice” in ECEC
Some final thoughts:
Pigs will fly when you...

- Care more than others think is wise
- Risk more than others think is safe
- Dream more than others think is practical
- Expect more than others think is possible

and remember
“You’ll see it when you believe it”