Workshops & Leadership Experiences Guide

LEE CROCKETT

Practical Experiences for Leaders, Teams, and Schools

Strengthening Human Leadership Capacity through reflection, dialogue, and action.

What Matters Most

Schools face no shortage of challenges.

Change is constant. Expectations continue to rise. New initiatives compete for attention. Leaders are asked to balance strategy, culture, wellbeing, accountability, and improvement—often all at the same time.

In environments like these, success is rarely determined by the quality of a plan alone.

It is shaped by the capacity of the people responsible for leading it—the capacity to remain effective, adaptive, relational, and intentional in increasingly complex environments.

That idea sits at the heart of my work: Human Leadership Capacity.

Whether the focus is leadership, culture, wellbeing, or learner agency, the goal remains the same: helping leaders and organisations build the capacity required for excellence to emerge and endure.

Every culture, strategy, and improvement effort rises or falls on the capacity of the people who lead it.

From Awareness to Action

Every presentation is designed to do more than share ideas.

It is designed to help leaders make sense of complexity, challenge assumptions, and strengthen the capacity required to lead well.

Drawing on research, real-world experience, and thought-provoking stories, each session creates space for reflection while providing practical ways forward. The result is learning that feels relevant, actionable, and immediately applicable to the realities of leadership.

Whether it's a keynote, workshop, or leadership retreat, the goal is the same: ideas that change what people do next.

Awareness without action changes nothing.
Action without awareness changes the wrong things.

Awareness. Intention. Action. Growth.

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FEATURED LEADERSHIP EXPERIENCE • FULL-DAY or MULTI-DAY

LEADERSHIP ARCHETYPES

Stopping Leadership Drift. Strengthening Collective Efficacy.

When leadership drifts, effort increases. When effort fails to create impact, belief erodes. And when belief erodes, leadership becomes unsustainable.

The Experience

Collective efficacy is shaped less by individual capability than by how leadership behaviours interact over time.

Every leader brings characteristic patterns of communication, decision-making, influence, and response to pressure. As pressure increases, those patterns become more pronounced. What begins as strength can become predictability. Teams begin compensating for one another rather than complementing one another. Effort expands. Friction increases. Collective efficacy weakens.

Leadership Archetypes makes these patterns visible.

Leaders first identify their individual leadership archetypes and recognise how their patterns shift under pressure. They then map how those patterns interact across the leadership team, making collective drift visible. Finally, teams translate those insights into a Collective Efficacy Protocol that strengthens alignment, decision-making, communication, and leadership consistency over time.

The result is a leadership team that understands itself more clearly, works together more deliberately, and creates greater impact without requiring greater effort.

Participants Gain

- **An Individual Leadership Archetype Profile.**
- **A Leadership Team Archetype Map.**
- **Visibility into predictable leadership drift.**
- **Insight into collective friction and effort leakage.**
- **A Personal Leadership Recalibration Protocol.**
- **A team-designed Collective Efficacy Protocol.**

Key Insight

Leadership drift is predictable. Collective efficacy is intentional.

Explore the full programme, session structure, and implementation options.

Download the Leadership Archetypes Brochure

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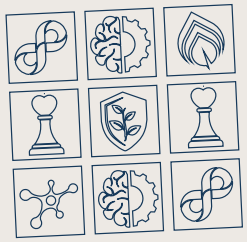

LEADERSHIP EXPERIENCE • HALF-DAY or FULL-DAY

PROFESSIONAL WELLNESS WORKSHOP

Strengthening Human Leadership Capacity

Human Leadership Capacity determines what leaders can sustain under pressure.

The Experience

Leadership today demands more than expertise, experience, or good intentions. The question is no longer whether leaders experience pressure. The question is whether they have the capacity to sustain effectiveness, adaptivity, relationships, and intentionality within it.

Human Leadership Capacity is the ability to sustain effectiveness, adaptivity, relationships, and intentionality in increasingly complex environments. It shapes what leaders, teams, and schools can create over time.

The Professional Wellness Workshop provides leaders with a practical framework for understanding and strengthening the six dimensions that underpin Human Leadership Capacity: Strategic & Ethical Action, Resilience & Adaptability, Authentic Relationships, Reflective Growth, Sustainable Practices, and Systems Thinking.

Participants complete the Professional Wellness Profile and receive a personalised diagnostic report. Through guided reflection and practical planning, leaders identify where their capacity is strongest, where it is being stretched, and where focused development will create the greatest impact.

The result is greater self-awareness, stronger leadership capacity, and a practical roadmap for sustaining effectiveness, influence, and wellbeing over time.

Participants Gain

- **A Professional Wellness Profile and personalised diagnostic report.**
- **A Human Leadership Capacity map across six dimensions.**
- **Insight into the strengths and constraints shaping leadership effectiveness.**
- **A practical framework for strengthening Human Leadership Capacity.**
- **Prioritised growth opportunities aligned to current leadership challenges.**
- **A Professional Wellness Growth Plan.**

Key Insight

Every leadership challenge eventually becomes a capacity challenge.

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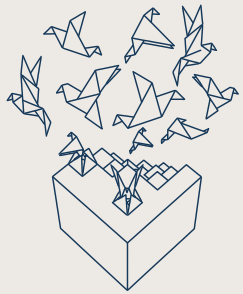

LEADERSHIP EXPERIENCE • HALF-DAY or FULL-DAY

VISIBLE AGENCY

Making the Learner Visible in an AI-Present World

If AI can produce the work, where is the learner visible?

The Experience

AI is no longer something schools can treat as outside the learning environment. Students now have access to tools that can generate, organise, improve and polish work in ways that were not previously available. Clear expectations still matter, but boundaries alone do not protect the learning.

Visible Agency helps teachers and leaders examine where student agency is visible, where it may be obscured, and how learning tasks can be strengthened so students remain active, thoughtful and responsible.

Participants explore what it means to design learning when AI is invited, permitted or simply possible. They examine where the learning demand sits inside a task, where student thinking may become hidden, and how evidence of learning can be strengthened before support is used, during the learning process and after the final product is produced.

Using the Visible Agency Design Test, supported by the Visible Agency Design Coach, participants work with real learning tasks and develop a repeatable system for reviewing, redesigning and validating learning so the learner remains visible.

The result is a practical design experience that moves AI conversations beyond tools and into the deeper work of learning: helping students think more clearly, judge more carefully and take greater ownership of the work they produce.

Participants Gain

- **A clearer understanding of learning design in an AI-present world.**
- **A practical language for distinguishing AI-invited, AI-permitted and AI-possible tasks.**
- **Greater visibility into where student thinking, judgement and ownership may disappear.**
- **A design lens for protecting the learning demand when AI support is available.**
- **A repeatable system, supported by the Visible Agency Design Coach, for reviewing, redesigning and validating learning tasks.**
- **A shared framework for leading responsible AI-present learning across classrooms, teams and schools.**

Key Insight

Learner agency is the goal. Visible Agency is the evidence.

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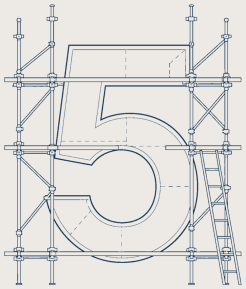

LEADERSHIP EXPERIENCE • HALF-DAY or **BREAKOUT SESSION** • 60-90MIN

THE FIVE AGREEMENTS

How High-Performing Teams Think, Speak, and Decide Together

Most teams never decide how they will work together.
They discover it when pressure arrives.

The Experience

Every team develops habits. Some strengthen curiosity, learning, trust, and innovation. Others quietly reinforce assumptions, avoidance, certainty, and compliance.

The challenge is that these habits are rarely intentional. They emerge conversation by conversation until they become accepted as "just the way we do things here." Over time, these unspoken agreements shape decision quality, collaboration, momentum, and collective efficacy far more than any strategic plan.

The Five Agreements provides a practical framework for making those invisible rules visible. Rather than focusing on personalities, the workshop helps teams consciously decide how they will think, speak, challenge, learn, and work together before pressure puts those behaviours to the test.

Participants establish five shared agreements and learn how to use activation phrases to reinforce them in everyday conversations. These simple phrases provide a practical way to interrupt unhelpful habits, strengthen productive behaviours, and return teams to the commitments they have already made.

The result is stronger conversations, better decisions, greater trust, and a shared language for sustaining high performance over time.

Participants Gain

- **Five practical agreements for working together more effectively.**
- **Activation phrases that turn agreements into daily behaviours.**
- **Greater awareness of the habits shaping team culture.**
- **Strategies for challenging unhelpful patterns without confrontation.**
- **A shared language for improving decision quality and collaboration.**
- **Practical tools for strengthening collective efficacy.**

Key Insight

What teams repeatedly tolerate eventually becomes culture.

FEATURED BREAKOUT SESSION • 60-90MIN or HALF-DAY

The Sustainability Myth

Protecting What Matters When Everything's a Priority

Most leaders can handle pressure. What becomes unsustainable is carrying responsibility without corresponding authority.

Many leadership conversations focus on workload. Yet workload alone does not explain why so many leaders feel overwhelmed, reactive, and unable to focus on what matters most. The deeper challenge is judgement pressure—the growing gap between what leaders believe matters most and what they feel permitted to prioritise.

In this practical and reflective session, participants explore the Leadership Pressure Triangle, identify the dominant pressures shaping their leadership context, and examine where professional judgement is being compressed. Through a structured diagnostic process, leaders develop practical strategies for reclaiming focus, protecting what matters most, and leading more sustainably.

Participants Gain

- Clarity about why leadership feels unsustainable.
- A diagnostic lens for understanding leadership pressure.
- Insight into where professional judgement is being compressed.
- A practical framework for identifying the true source of pressure.
- A strategy for protecting what matters most.

Key Insight

Leadership becomes unsustainable when judgement is required, but compliance is rewarded.

BREAKOUT SESSION • 60-90MIN

Leadership Signature

Crafting Your Ethical Decision Profile

The most important leadership decisions are rarely made when conditions are ideal. They are made when the pressure is on.

Every leader has a Leadership Signature—the unconscious pattern of values, priorities, and assumptions that shapes how they respond to difficult situations.

In this highly reflective workshop, participants examine real leadership dilemmas from their own experience, uncover the ethical priorities driving their decisions, and identify the patterns that emerge under pressure. Through the Ethical Priorities Mapping process, leaders develop a clearer understanding of their professional judgement and create a practical Leadership Signature to guide future decisions.

Participants Gain

- Greater awareness of the ethical priorities driving leadership decisions.
- A clearer understanding of personal patterns under pressure.
- A practical framework for analysing complex leadership dilemmas.
- A personalised Leadership Signature to guide future decisions.
- Increased confidence in exercising professional judgement.

Key Insight

The quality of leadership is rarely determined by the absence of pressure. It is determined by how leaders respond when pressure arrives.

BREAKOUT SESSION • 60-90MIN

Identity Under Pressure

Your Stress Signature & Adaptive Profile

The greatest threat to leadership is not pressure itself. It is becoming someone you never intended to be because of it.

Every leader has a version of themselves that emerges under pressure. For some, it is control. For others, avoidance, perfectionism, frustration, or withdrawal. The challenge is that these patterns often become visible to everyone except the person experiencing them.

In this reflective session, participants explore the Stress Signature and Adaptive Profile frameworks, identify the patterns that emerge when pressure rises, and develop practical strategies for responding with greater awareness and intention. Participants leave with a deeper understanding of how pressure shapes behaviour, relationships, and decision-making—and what to do about it.

Participants Gain

- Greater awareness of their personal Stress Signature.
- Insight into how pressure shapes behaviour, relationships, and decision-making.
- A practical framework for recognising adaptive and reactive responses.
- Strategies for remaining grounded during periods of uncertainty and complexity.
- A personalised adaptation plan for strengthening leadership resilience.

Key Insight

Pressure reveals the leader others experience most.

BREAKOUT SESSION • 60-90MIN

The Energy Audit

Where Are You Leaking?

Most leaders know where their time goes. Far fewer know where their energy goes.

Leadership energy is rarely lost through a single dramatic event. It disappears through hundreds of small decisions, interruptions, obligations, and habits that slowly become normal. Left unchecked, these leaks erode clarity, focus, and effectiveness.

In this practical workshop, participants conduct a personal Energy Audit, identify the activities that drain and restore them, and create a strategy for protecting the energy required to lead well.

Participants Gain

- A clear picture of where leadership energy is being lost.
- Greater alignment between effort, focus, and impact.
- Practical strategies for protecting restorative practices.
- Increased capacity for sustained effectiveness and wellbeing.
- A personal Energy Protection Plan.

Key Insight

You do not need more energy. You need fewer leaks.

BREAKOUT SESSION • 60-90MIN

The Boundary Reset

Defining Your Non-Negotiables

Leadership is not defined by what you say yes to. It is defined by what you are willing to protect.

Most leaders know what matters. Far fewer protect it consistently. When boundaries weaken, leadership energy becomes fragmented, priorities become blurred, and the things that matter most are often the first things sacrificed.

In this practical leadership experience, participants identify the boundaries most critical to their effectiveness, build systems that support them, and create a Boundary Reset Commitment that can be sustained long after the workshop ends.

Participants Gain

- Clarity about the boundaries that protect what matters most.
- Greater alignment between values and daily decisions.
- Practical systems for maintaining healthy professional boundaries.
- Increased confidence in protecting time, energy, and attention.
- A Boundary Reset Commitment designed for long-term sustainability.

Key Insight

Boundaries do not restrict leadership. They protect it.

BREAKOUT SESSION • 60-90MIN

Feedback That Transforms

Diagnosing Your Leadership Mirror

Leaders rarely struggle with what they know about themselves.
They struggle with what everyone else knows about them.

Every leader has blind spots. The challenge is that blind spots are invisible to the person who has them. Over time, gaps can emerge between intention and impact, self-perception and lived experience, quietly eroding trust, influence, and effectiveness.

In this practical and highly reflective session, participants explore the Johari Window and other feedback frameworks to uncover blind spots, gather meaningful feedback, and understand how their leadership is experienced by others. Rather than treating feedback as evaluation, participants learn how to use it as a tool for growth, trust, and continuous improvement.

Participants Gain

- Greater insight into how others experience their leadership.
- Practical tools for uncovering leadership blind spots.
- Increased confidence in seeking and using meaningful feedback.
- Stronger foundations for trust, growth, and self-awareness.
- A process for creating ongoing feedback loops within teams and organisations.

Key Insight

You cannot change what you cannot see.

Why Organisers Keep Bringing Lee Back

Creating Momentum That Lasts.

Lee's presentations combine research, practical frameworks, compelling stories, and thought-provoking challenges that help audiences rethink familiar challenges in entirely new ways.

Participants leave with more than inspiration. They leave with language, clarity, and strategies that continue shaping conversations, decisions, and actions long after the event is over.

"The goal isn't to inspire people for a day. It's to change how they think, and what they do long after the event ends."

Lee Crockett

What Organisers Say

”Lee’s work is evidence-based, and this strengthens his messaging with stakeholders. He provides regular provocations and challenges, eliciting deep reflection and collaboration.”

Mark Battistella
Schools Performance Leader, Catholic Education South Australia

“This program has completely transformed my leadership. I’ve shifted from constant crisis management to leading with clarity, calm, and purpose. The impact has been genuinely life-changing.”

Moira Smith
Principal, O’Sullivan Beach Children’s Centre

"Staff found the day with Lee to be engaging and challenging. The deep conversations about our shared values and how these can anchor our commitment to continual growth was inspiring."

Jane Ward
Principal, St. Peter’s Primary School

“Our leadership workshop with Lee Crockett was exceptional … Lee’s thought-provoking questions challenged us to examine our habits, values, and boundaries, making the session not only insightful but transformative.”

Andrew Balkwill
Principal, Mercedes College

"Lee Crockett has been instrumental in supporting and helping us to redefine what it means to be a learner for both students and teachers."

Simon McGlade
Principal, Mackellar Primary School

“It is heartwarming to see our progress documented and affirmed in a manner that applauds the work of focusing on excellence in our setting. Looking forward to our continued development!”

Julie Cooper
Principal, Weetangera Primary School

Bring These Conversations to Your Audience

Lee Crockett is an author, speaker, and global thought leader whose work focuses on Human Leadership Capacity—the ability to remain effective, adaptive, relational, and intentional in increasingly complex environments.

Booking & Enquiries

Let's Bring Your Event to Life.

Every engagement begins with a conversation about your audience, your goals, and the impact you want to create. Whether you're planning a major conference, a leadership retreat, or a whole-school professional learning day, Lee works closely with organisers to shape an experience that aligns with your context and creates lasting momentum.

Visit leecrockett.net, email team@leecrockett.net or just scan the QR code to connect directly with Lee.

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Download Lee's Bio & Photos at

leecrockett.net/media-kit

See clearly. Choose consciously. Act purposefully. Reflect deeply.

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