ASE Futures Conference 2019

5th July 2019
My Chief Executive Responsibilities

1. Provide vision and direction
2. Provide conditions to help staff do a better job
3. Satisfy and exceed member needs
4. Make right decisions, however tough and unpopular, in order to secure the future of ASE and the interests of the majority of members
5. Make a surplus to ensure our survival and growth
A. **Strategy** *(2014)*
   1. Survival
   2. Consolidation
   3. Growth

B. **Strategic Plan 2016-20**
   1. Governance
   2. Membership
   3. Advocacy
   4. Professionalism

C. **Investment**

D. **New CEO/new Plan /staffing**

<table>
<thead>
<tr>
<th>Year</th>
<th>Gain/Loss £</th>
<th>Net Assets £</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007-08</td>
<td>-276,648</td>
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<td>2008-09</td>
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<td>2009-10</td>
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</tbody>
</table>
## Project Growth

<table>
<thead>
<tr>
<th></th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Good Practical Science project (Gatsby) (£47.5K)</td>
</tr>
<tr>
<td>2</td>
<td>Key moments in history – a fossil hunter’s story (Templeton World Charity Foundation) (£253.9K)</td>
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<tr>
<td>3</td>
<td>Science Teacher SOS (Gatsby funded £45K)</td>
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<tr>
<td>4</td>
<td>DfE Teaching and Leadership Innovation Fund Round 2 (TLIF2) project with the Geographical Association</td>
</tr>
<tr>
<td>5</td>
<td>Science Education for Action and Engagement towards Sustainability (SEAS)</td>
</tr>
<tr>
<td>6</td>
<td>Defra Natural History Project</td>
</tr>
<tr>
<td>7</td>
<td>Erasmus Plus (EU) project with the University of Bologna as the lead partner</td>
</tr>
</tbody>
</table>
New Staffing + Strategic Plan

1. Chief Executive
2. Head of Communications, Marketing and Member Engagement
3. Communications Assistant
4. Events & Business Support Officer
5. Field Officer/Curriculum support

Closer Linking of Committee work to Strategic Plan
Bringing science to life

Finding solutions to human problems around the world
UN Sustainable Development Goals
17 goals with 169 targets
Learners see real-life contexts as relevant and meaningful

Motivates learners

Benefits to
1. Learners
2. Teachers
3. Wider World
“Only those who will risk going too far can possibly find out how far one can go.”

T.S. Elliot
Career & Personal Development Timeline

- **School**
  - **College**
  - **Apprentice**
  - **Work**
  - **University**

- **Job entry**
- **Work trials/voluntary work**
- **Job change**
- **Job enrichment**

- **‘Working’ life**
- **‘Retired’ life**

- **Skills Audit**
- **Further training/learning**
- **Job loss**
- **Returning to work**
“HCS is run in a very professional way from the Chief Executive to the administration staff. Critically, it is determined by the leadership style of the Chief Executive.”

Sunday Times:
‘Best Companies to Work for’

* Tough-minded on standards and tender-hearted with people
**Philosophy**

* Future is not some place we are going to, but one we are creating.

* Paths we create changes both our business and the destination.

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**Business Principles**

1. To do things in a ‘better’ way

2. To do ‘better’ things
* Crucial: feel what you are doing is worthwhile
* Your service/business/product should matter to you - you need to know why.

2. Values

"Strive not to be a success, but rather to be of value" - Albert Einstein
3. **Read widely**

* Different ideas & perspectives
* Embrace growth mind-set, as opposed to a fixed mind-set - these are leaders and managers who will excel.
Child psychiatrist, James P. Comer:-
“... no significant learning occurs without a significant relationship”. 
* “It ain’t what you do, it’s the way that you do it ... and that’s what gets results.”

Bananarama and Fun Boy Three (1982)
* Make introductions
* Hold the door open for others
* Say please, thank you & you’re welcome, etc.
* Treat a departing employee with respect and dignity

4. Everyone matters - role model
* More time smiling than frowning
* More time praising than criticising
* Attention - greatest compliment
* Nothing else more important—at that moment—than what they have to say.

* Emotional intelligence
  (Daniel Goleman: Twice as important as cognitive abilities)

4. **Everyone matters - praise**
5. Managing change
6. The busier you are, the more you need quiet time

The best thinking has been done in solitude. The worst has been done in turmoil.

- Thomas Edison
6. Putting yourself first doesn’t mean you don’t care about others
* Be just as focused on play as work
* Time off is time to recharge
* What do you do that you enjoy so much that you lose all track of time?

6. Work Life Balance
* Often when people come to you, they’re not interested in the solution.

* Most times — people just want YOU to listen & understand that there is a problem

7. Coaching: EnClExUnd
* Only ever as good as the team you create
* Judge team players on the way they “assist” (pass the ball) and not just on the goals they score.
* Take a little less share of the credit

8. High performing teams
Passing the baton to Hannah Russell
Don’t cry because it’s over,
Smile because it happened

*Leaving ASE*