

Leadership, Strategy, Structure & People (LSSP)

Setting the vision and expectations of practice

Leadership involves articulating a clear, compelling vision and setting explicit expectations for how people should work—relationally, ethically, and purposefully. It provides the **permission, confidence, and cover** for people to act in alignment with that vision, even when it disrupts business-as-usual.

Turning vision into collaborative action

Strategy describes how the vision becomes real through shared purpose, iterative learning, and participatory design. It draws on principles of the **learning organisation**, enabling transformation through storytelling, co-production, and **community and workforce development**. Strategy here is not just a plan—it's a cultural shift, continuously co-created.

Building enabling environments for relational practice

Structures—formal and informal—either restrict or enable good work. This element focuses on designing spaces, roles, routines, governance, and feedback loops that make collaboration, reflection, and adaptive practice possible. Structure becomes a **scaffold for possibility**, not a cage of compliance.

The source and engine of transformation

People bring the system to life. This element recognises that engagement, empowerment, and connection between people—staff, communities, partners—are central to achieving the vision. Relational practice emerges not just from professional competence, but from **trust, dialogue, and shared ownership**.



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Leadership

We help leaders **shift culture**, not just oversee performance. Clarity about permissions and purpose is essential.

Strategy

We help embed a **relational, participatory approach** to strategy, avoiding treating it as a static document.

Structures

Our work consistently shows that structure **can be repurposed to liberate, not constrain**—this reframe helps systems move.

People

Our emphasis on lived experience, community connection, and shared capability is the **heart of transformation**.

