



# Learning Innovations Laboratory – Education (LILAed) 2023

Adaptive Cultures:  
How school leadership creates the conditions for success

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# A collaborative learning lab for school Principals

LILAed is a community of school Principals and academic researchers, facilitated in person by Marga Biller from Project Zero at the Harvard Graduate School of Education.

It is open to Principals across Australia who are looking to make significant impact, not only in their own schools, but in the field of education.

As a collaborative residential learning lab, the program is designed to:

- foster a community in which members learn with and from one another
- connect school Principals with academics who will share their research and insights to generate new ways of thinking and doing in education
- encourage participants to take on experimental initiatives based on the ideas shared by academics.

## Theme

### Adaptive Cultures: How school leadership creates the conditions for success

When a school is successful, we often attribute its success to a unique culture. We admire a school for its culture, and we worry what might happen when faced with internal or external pressures to change. But what do we mean by culture? What does a school's culture really consist of? Where does culture come from and how does it change? And can culture really be changed by a culture initiative?

LILAed 2023 will explore these questions, and more, as we grapple with the fluctuating nature of schools and the way we work and learn. We have seen a shift towards hybrid learning models and ways of working, holocratic organisational principles are becoming more pervasive and the impact of diverse social movements have challenged many of our assumptions about governance.

With this theme, we aim to better understand culture at a variety of levels. We will explore a range of questions, including:

- How can Principals better understand their own school cultures and identify ways to foster adaptive capacity?
- How do we maintain what makes a culture unique while at the same time creating an adaptive culture?
- What are the factors that lead to establishing adaptive cultures, where all its elements learn and evolve within a continually changing context?





## Faculty

### Marga Biller

Senior Project Director, Learning Innovations Laboratory  
Harvard Graduate School of Education

As Senior Project Director at the Learning Innovations Laboratory at the Harvard Graduate School of Education, Marga has supported organisations to integrate research in human and organisational development into their learning strategies and talent development processes. In her consulting practice, Marga focuses on helping organisations develop learning strategies that help them align their development initiatives with their business challenges.



## Lead Academics

### March 2023

#### Michael Hogg

Professor of Social Psychology; Chair, Social Psychology Programs,  
Claremont Graduate University

Michael Hogg is professor of social psychology and director of the Social Identity Lab at Claremont Graduate University in Los Angeles, an honorary professor at the University of Kent in the U.K., a former Australian Research Council professorial fellow, and a past president of the Society of Experimental Social Psychology. His current research focuses include identity-related influence and leadership processes in public and small group contexts.



#### Christi Lockwood

Assistant Professor of Commerce, UVA McIntire School of Commerce

Professor Lockwood conducts research on the interplay of organisational and societal cultures, especially in processes of cultural entrepreneurship, collective meaning making and institutional change. She is particularly interested in understanding how organisations and other collective actors use culture to adapt to shifting environmental demands and elicit positive social evaluations from audiences.



### October 2023

#### Wendy Smith

Professor of Management, Alfred Lerner College of Business and Economics;  
Co-director of the Women's Leadership Initiative, The University of Delaware

Wendy teaches leadership, organisational behavior and business ethics. She has taught MBAs and undergraduates at University of Delaware, Harvard and University of Pennsylvania – Wharton. Wendy has also taught executive and senior leadership teams how to manage interpersonal dynamics, emotional intelligence, high performing teams, organisational change and innovation, managing in times of crisis and managing strategic paradoxes.

## Audience

LILAed is open to school Principals across Australia. It is limited to 20–25 participants and designed to be small enough to connect deeply with other participants as well as researchers.

## Delivery mode

LILAed is a full residential program, which includes accommodation at the Park Hyatt, 1 Parliament Square, Melbourne. All sessions will be held in person.

## More information

### Kieren Noonan

Head of Innovation & Learning  
Independent Schools Victoria  
kieren.noonan@is.vic.edu.au

[is.vic.edu.au/LILAed](https://is.vic.edu.au/LILAed)

## Dates

### Session 1: March 2023

Tuesday 14 March  
Wednesday 15 March  
9 am – 3.30 pm (AEDT)

### Session 2: October 2023

Dates TBC  
9 am – 3.30 pm (AEDT)

## Pricing

	Pricing
ISV Members	\$3,500
ISV Affiliates (other AIS Members)	\$4,000 (Discount Code: LILAAFF22)
Non-members	\$5,500 (Discount code: LILANM22)

This program has been significantly supported for Member School Principals by the Australian Government through the Reform Support Fund.