

# Golden Circle

Phase	Type	Themes
<input checked="" type="checkbox"/> Early <input checked="" type="checkbox"/> Implementation <input checked="" type="checkbox"/> Consolidation	<input type="checkbox"/> Strategy <input checked="" type="checkbox"/> Tool	<input checked="" type="checkbox"/> Collaboration & teamwork <input type="checkbox"/> Curriculum <input type="checkbox"/> Design affordances <input type="checkbox"/> Design & process <input checked="" type="checkbox"/> Evaluation <input type="checkbox"/> Leadership & change <input checked="" type="checkbox"/> Pedagogy
		<input type="checkbox"/> Professional development & support <input checked="" type="checkbox"/> School structures & organisation <input type="checkbox"/> Spatial competencies <input type="checkbox"/> Student experience <input checked="" type="checkbox"/> Teacher experience <input type="checkbox"/> Technology <input type="checkbox"/> Time

## What does this do?

The Golden Circle is a concept for effective leadership popularised by Simon Sinek but also similar to Julia Atkin’s much earlier concept for enacting values and vision-driven development in schools. Both Atkins and Sinek use three concentric circles with ‘why’ in the centre, ‘how’ in the second, and ‘what’ in the outermost circle. These three questions guide the process of reflecting and crafting a shared vision that the organisation can collectively work towards.

## How can it help?

Schools can use the Golden Circle approach to assist in the process of defining school-wide shared values and beliefs (why), guiding principles (how) and practices (what) related to designing and using innovative learning environments. Educators, individually or collectively, can refer to these when thinking about their pedagogical choices and how these are reflected in their use of their learning spaces.

## An example in practice

Two educators who are team teaching or sharing a space can use the Golden Circle to discuss and gain an understanding of each other’s separate values and beliefs, guiding principles, and practices. Together, they can create a shared vision of their pedagogy and come into an agreement about how to effectively plan, set-up, use, and evaluate their shared learning spaces.

## Where can I find this?<sup>1</sup>

Julia Atkin’s paper, From Values and Beliefs about Learning to Principles and Practice, is available for download via <https://www.education.sa.gov.au/doc/values-and-beliefs-about-learning-principles-and-practice>

To watch Simon Sinek’s TED Talk, visit: [https://www.ted.com/talks/simon\\_sinek\\_how\\_great\\_leaders\\_inspire\\_action?language=en](https://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action?language=en)

[Correct as at 05 May 2020].

For more information on creating team agreements see S004 - Team Charter. To learn more about reflecting on your practice, see S0015 - Reflective Practice.

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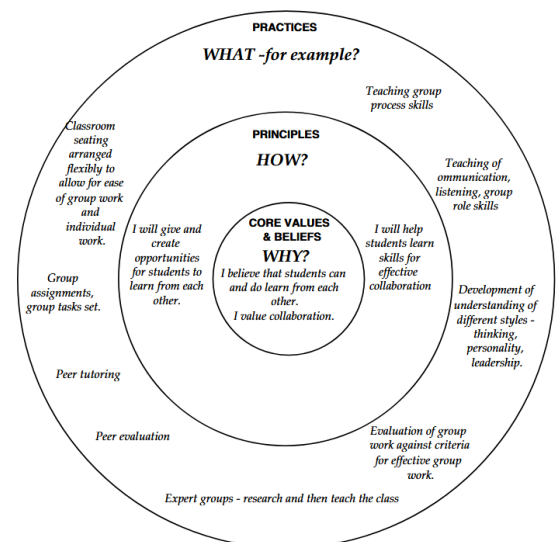


Figure 4 Practices derived from core values and beliefs

