

# SWEEPING THE SHEDS

## Fairness in Leadership and Care



Ashwell Home Care  
Services

# WHERE DO WE LEARN HOW TO LEAD?



- From the systems that hold us accountable
- From the environments that stretch us
- From the examples we choose to follow

# WHERE DO WE LEARN HOW TO LEAD?





# THE CHALLENGES WE FACE ARE NOT UNIQUE TO CARE



- Pressure
- Trust
- Accountability
- Morale
- Burnout



# GREAT CULTURE IS BUILT ON HUMAN BEHAVIOUR

- Character before competence



- Culture is the shadow cast by leadership

- What leaders walk past becomes normal

# SWEEPING THE SHEDS

- A leadership discipline from high-performing teams
- Leadership comes with responsibility, not privilege
- Leadership is proven in the small, unseen moments



# SWEEPING THE SHEDS - FAIRNESS



- No one is above the basics
- Standards apply to everyone
- Respect runs both ways



# THE STANDARD YOU WALK PAST IS THE STANDARD YOU ACCEPT



- Silence is a leadership decision
- What is tolerated today becomes culture tomorrow
- Inconsistency erodes trust faster than mistakes

# HOW WE TREAT STAFF, IS HOW STAFF TREAT CLIENTS

- Lead by example, not position
- Build trust through daily behaviour
- Seek to understand before seeking to be understood





# WHAT SHED DO YOU NEED TO SWEEP BETTER?



- A habit
- A leadership response
- A behaviour