

THE ENGAGEMENT MYTH

WHY LEADERS ARE BEING ASKED TO FIX THE WRONG THING

Engagement Isn't a Motivation Problem. It's a Design Problem.

The data is clear: engagement predicts retention, wellbeing and performance. Yet most leaders are told to “improve engagement” without being given practical tools that fit their day-to-day world.

The truth?

**You don't drive engagement.
You design the conditions for it.**

Engagement is an outcome – built from small, consistent leadership inputs that create clarity, trust and accountability.

In this practical and energising keynote, Tam challenges common myths and shows leaders how simple, daily shifts – in rooms, in handovers, in programming conversations and in difficult moments – can quickly rebuild commitment and alignment across a centre.

Tam combines the rigour of corporate leadership science with deep, on-the-ground understanding of Children's Services. She speaks directly to the pressures leaders face – and equips them with practical, respectful and immediately usable strategies. Her sessions spark thinking, honest conversations and tangible action.



Leaders walk away with:

- ✓ The three foundational conditions that create real and lasting connection in ECEC teams
- ✓ Four practical leadership “experiments” that can enhance communication immediately
- ✓ A simple framework to strengthen psychological safety without lowering standards
- ✓ Clear strategies to make accountability and constructive feedback easier – not heavier
- ✓ Tools to reduce friction, improve collaboration and lift results across rooms

Why Tam resonates:

For over 20 years, Tam Jones has helped more than 4,000 leaders design the daily leadership inputs that create genuine motivation, accountability and performance.

In our industry, Leaders are expected to deliver quality care, retain staff, manage families, meet regulations and hold standards – often all before morning tea.

Tam understands this reality. She has coached and facilitated inside services navigating staffing shortages, rising expectations and educator fatigue – while still striving to create exceptional outcomes for educators, children, and their families.