



**ASIA LEADERSHIP  
ROUNDTABLE**

HO CHI MINH CITY  
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## **Leadership and Learning in Asia Pacific: Challenges for Research and Practice**

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### **Leadership Learning Through the Lens of Complexity Theory**

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This case study examines the approaches and underlying principles of a principalship development programme, Leaders in Education Programme (LEP). The LEP is designed and implemented by the National Institute of Education Singapore with partnership from the Ministry of Education. Since its inception in 2001, the LEP has developed more than 300 school leaders in Singapore schools. The focus of the case study is through the lens of complexity theory on the curriculum purpose and specific processes that support the development of these leaders. Through a critical analysis of the learning deliverables such as journals and action learning projects, we gained some valuable insights into how participants developed new knowledge in leadership and management. The outcome of the analysis has implications for leadership programme design and for leadership development in countries with similar challenges to prepare a new type of school leaders for the 21<sup>st</sup> century.

*Key words:* school leaders' development, complexity theory, curriculum design for developing leadership.



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