



KYNAN ROBINSON
CHIEF EXECUTIVE
NOTOSH, INC (USA)

For Kynan Robinson, every day is a performance. Not only is he an eight-album trombonist and record-label owner, but from his ten years as a classroom teacher and school leader, and a further decade developing multi-million dollar businesses, he brings a unique perspective to NoTosh clients. He has driven some of Australia's fastest growing education technology firms. He is masterful at valuing the individual voice within the collective, and pushing teams to put their most important user at the centre

"From my roots in music, to teaching in school classrooms, or leading schools and organisations, nothing gives me more pleasure than creating the space for people to find their confidence as they find each other, and in doing so change and grow. That's what creativity is.

"So many businesses are hierarchical, when they don't have to be. But I make a point of working with individuals to take more responsibility for the team's work. It all starts with learning how to share things in Plain English, how to trust each other, how to take risks, how to commit to each other, and how to do this together. In our work at NoTosh we have a phrase which we like people to take responsibility for 'in this room there is no leader, we are all leaders together.'. When folk take on this mindset, super productive change happens at a lightning pace.

"Whether you're in a sales team or a board room, the impact of switching to this way of thinking is life-changing, business-changing. You help people on the ground become leaders, not just delivering on their job but developing fresh ideas that become the lifeblood of the organisation. It doesn't matter if you're a school or a multi-million dollar business - the principle is same." We call it, **Collective Creativity**

