



## Leadership Development Programme – Education

For new, developing and aspiring leaders in schools and Multi-academy trusts

High impact leadership is a key element in the success of confident high performing individuals and senior leadership teams.

Effective leaders develop collaborative teams, identify and bridge skills gaps, support positive change and steer employees towards the achievement of shared school improvement priorities and a united vision. As we are HR Consultants for schools and leadership coaches, we focus on supporting leaders to gain self-confidence, knowledge and expertise when leading people.

So, what makes a great school leader, over and above delivering fantastic teaching and curriculum excellence?



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**A great leader helps a team of people identify what they want and how to get it, and then effectively influences that team to take co-ordinated action and achieve desired outcomes. Leaders require nurturing, support and the right professional development. Understanding what type of leader you are is so interesting**

– Samantha Hulson, HR Director

The **3 key themes** of this short but high impact programme are:

Managing yourself – raising self-awareness, emotional intelligence, identifying your own leadership style, being able to adapt and connect positively with others. Understanding how to be more resilient and adaptable during periods of change.

Leading within the wider Trust/Company - understanding your key stakeholders and building on those relationships/networks, recognising the value of working collaboratively, undertaking successful courageous conversations, talent management and innovation.

Leading your team effectively - recognise and avoid 'team traps' that hinder high performing teams, understand your own team strengths and opportunities, creating a motivated workforce, and know how to delegate and communicate effectively.





## Benefits:

- Increased self-awareness about how you tend to act in certain work situations and strategies to improve your own behaviour and maximise your own performance.
- Improved understanding of the benefits of effective Trust stakeholder management and developing the right partnerships.
- Knowing how to delegate effectively and appropriately to improve people outcomes.
- Skills on how to motivate and inspire high performing teams.
- Skills on how to promote and foster better team engagement.
- Self-confidence to have those difficult conversations, deal with challenging employees and improve communication.
- Knowledge and key competencies for effective leadership.
- This cost effective programme can be aligned as part of your leadership induction offer, for your existing leadership teams as part of their professional development, for individuals on a support plan and/or for aspiring managers.

**If you would like to find out more, please do contact us by phone or e mail to arrange an initial complimentary discussion**



**School leaders find this programme a positive, informative and supportive one. It helps newly appointed leaders and those that want to polish their skills to become more confident and knowledgeable as a leader. It allows delegates to explore their new people management skills and raises their own self-awareness. We use some practical HR scenarios as part of the learning process and put in place individual development plans.**

**– Kerri Astley, Senior HR Consultant**