



Leadership Development Programme, Coaching and Human Resource (HR) Workshops

For Headteachers, Senior Leaders and their teams in Schools and Multi-academies.

Empowering education leaders to nurture sustainable education, through impactful people relationships, networks, and effective collaborations.

Effective leaders develop collaborative teams, identify and bridge skills gaps, support positive change and steer staff towards the achievement of shared school improvement priorities and a united vision.

As HR and Learning and Development Consultants AND executive coaches, Birch-HR focus our knowledge and expertise to support Headteachers and senior leaders to gain self-confidence, skills, leadership insight and knowledge when leading people.

This flexible HR strategic leadership support includes the following opportunities and choices:

- DiSC personality and team assessment tool reports
- Six-day leadership programme
- Coaching
- HR bespoke workshops for upskilling and succession planning



Six days and three leadership themes

The three key themes of this six-day high impact leadership programme are:

Theme 1

Knowing yourself

Raising self-awareness, emotional intelligence, discovering your own leadership style, being able to consistently adapt and connect positively with others, leadership vs management, inclusive leadership, ethical decision making, types of leadership, diversity, HR scenarios, psychological safety, positive culture, personal wellbeing, personal development plan, understanding of how to be more resilient and adaptable during periods of change.

Theme 2

Leading high performing teams

Embedding inspirational leaders to nurture a team culture of sustainable education, leading effective change, the leader as a coach, the shadow we cast, the life cycle of teams, psychological safety, dysfunctional teams, education frameworks, communication, HR scenarios, adapting through insightful working relationships.

Theme 3

Leading with wider impact in a Multi academy setting

Sustainable leadership, innovation, collaborative working, strategy development, stakeholder management, managing expectations, culture change, developing as a senior leader with authenticity and integrity, benefits, and challenges to being part of a multi academy, compliance, personal/leadership action planning.

Each theme is delivered and facilitated over 2 days.

The programme days to be agreed prior to the start of the programme.

Benefits:

- Agile and resilient leaders who can deliver improved performance and people outcomes whilst maximising performance.
- Increased self-awareness about how the leader will act in certain work situations and how they might react and interact with different styles.
- Skills on how to build, motivate and inspire high performing teams.
- Self-confidence to have those difficult HR conversations, sooner rather than later.
- An engaged and consistently productive team empowered by education leaders to deliver outstanding education, team dynamics and encouraging a positive work culture.
- Collaboration that supports the school leader to impact on the wider multi academy, community, and society.
- Improved leadership knowledge, theory, and competencies for inspirational, inclusive and sustainable leadership.
- Explore best practice people management practices in a safe supportive environment using real life Human Resource (HR) case studies.



Headteachers and senior leaders in schools and across multi-academies will enjoy how interactive, supportive and innovative this high impact leadership programme is. It provides education leaders with the skills and confidence to become their best authentic self and builds upon both resilience and sustainable leadership practices. Delegates will have the opportunity to deepen their understanding of themselves and others so they can improve relationships, communication, collaboration and reduce conflict.

Leaders completing this programme come away with greater self-awareness and awareness of others, higher levels of confidence and a personal development plan. This programme is essential for growing effective and sustainable leaders of the future.”

Samantha Hulson, Founder and HR Director

What is DiSC?

What is the purpose of personality frameworks?

DiSC is a leading, widely used and trusted personal assessment tool to help improve teamwork, communication, and productivity in the school and across the multi-academy. Becoming self-aware of individual personality, behaviours and characteristics will allow leaders to use their strengths better and overcome development areas. This can be a step to take school leadership, team dynamics and culture from good to outstanding.

Birch-HR use everything DiSC on the six-day leadership programme. We can provide individual and team comparison reports to help leaders analyse their own preferred behaviour style and those of their team members.

The personality profiles can be used for CEOs, CSELs, Headteachers, school leaders, managers and for all other team members, as they provide valuable insight and prompt discussion into personality behaviours, style of working and characteristics. This includes providing insightful style comparison reports across the team to positively impact on dynamics and influence impact. This helps to resolve conflicts, improve communication and support the growth of high performing teams.

What does DiSC mean?

DiSC is an acronym that stands for the four main personality profiles described in the DiSC model: (D)ominance, (i)nfluence, (S)teadiness and (C)onscientiousness.

People with D personalities

tend to be confident and place an emphasis on accomplishing bottom-line results.

People with i personalities

tend to be more open and place an emphasis on relationships and influencing or persuading others.

People with S personalities

tend to be dependable and place the emphasis on cooperation and sincerity.

People with C personalities

tend to place the emphasis on quality, accuracy, expertise, and competency.



What's the point of playing if winning isn't the goal"

J.D. Robb, author



It takes less time to do a thing right then to explain why you did it wrong"

Henry Wadsworth, Longfellow





Coaching

Some of our favourite statistics around leadership coaching and its impact – ask about executive, business or other leadership coaching as a follow on from the leadership programme.

86%

of organisations saw an Return on Investment (ROI) on their Coaching engagements.

Source: International Coaching Federation (ICF)

99%

of coaching is profoundly beneficial in the eyes of companies and individuals who hire a coach, with 99% viewing it as “satisfied or very satisfied”

Source: International Coaching Federation (ICF) Global Coaching Client Study

Human Resource (HR) workshops

To compliment the leadership development programme, Birch-HR consultants can provide a number of essential HR follow on workshops for leaders to help improve their people leadership skills, knowledge and experience.

- How to effectively manage a grievance
- Cost saving recruitment and talent management strategies
- Understanding a disciplinary process up to gross misconduct
- Internal workplace investigations – how to undertake one, fairly and effectively
- Managing trade union expectations across the school and multi-academy
- Diversity and inclusion – thought leadership
- Get on top of staff sickness and special leave absences
- Ensuring the Scheme of Delegation (SOD) enables the effective and efficient resolution of HR cases, such as the power to dismiss fairly

