



Leadership training and coaching – Education

An essential collaboration with schools, academies and Multi-academy trusts

Professional development of leaders, managers and Governors/Trustees is integral to achieving the best school improvement outcomes.

Our Birch-HR consultant(s) and team will work alongside the school, academy and/or Multi-academy trust to assess, plan and define their annual and/or ad hoc training and professional development requirements.

Our experienced HR consultants also have a breadth of experience in coaching and supporting school leaders and managers. Performance coaching and training has proved to be highly effective in securing a culture of positive change, professional and personal growth. One-to-one coaching is a compelling strategy for anyone new in post, recently promoted or needs additional support to meet the standards required.

Managing disciplinary and/or grievance

Undertaking internal employee investigations skills and tips

Redundancy – getting it right

Redundancy and restructures

Managing a culture of positive change

Employment law update

Absence and return to work

Special leave of absence, compassionate and emergency leave

TUPE

Flexible working

Professional development for internal HR teams

HR for new leaders and managers

Stepping up to leadership and middle management

Mental health and well-being

Role of trade union and employee representatives

One to one coaching

Effective appraisal and/or performance management

Embedding performance management and performance related pay

Managing poor performance in a supportive way

Talent management and succession planning

Development of your recruitment and retention strategies/approach

Effective management of change

Conflict management/workplace disputes

Difficult conversations

Stress risk assessments

Subject Access Requests (SARs) and HR

National and local conditions of service

CES contracts of employment and HR policies

Contracts of employment and HR policies

Planning for centralisation of support services

Contracts of employment and HR policies

Or other bespoke training

We can provide training remotely for example using Zoom or Microsoft Teams. We can provide training at any agreed location.

Training notes and supporting documents provided.

Benefits:

Effective, skilled and confident leaders/managers/governance are critical to effective school improvement, succession planning, talent management, retention, performance improvement, productivity, employee engagement, reduction in absence, equalities, reputation, career development, culture, risk management and compliance

Do contact us for a full list of services and charges.



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**Education is the most powerful
weapon which you can use to
change the world**

– Nelson Mandela