



Expanding Your Leadership

A powerful and personalised programme for Headteachers

“School leadership is second only to classroom teaching as an influence on pupil learning” (Leithwood et al, 2006)

Expanding your Leadership is a new programme exclusively designed by and for Transform Headteachers and recognises the impact of your role on childrens’ school experience.

This unique programme meets the ongoing development needs of Headteachers as leaders in individual schools, partnerships or MAT settings in an ever-changing education environment.

The programme will expand your leadership skills, behaviours and knowledge by providing a rounded view of your leadership, exploring habits and strategies and learning from specialists.

www.transformteachingschool.co.uk



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Teaching School Alliance
'Together we Achieve'



Overview

This programme will give you structure and knowledge and allow space to reflect on and direct your development as a leader.

It begins with a diagnostic, followed by modules and masterclasses focussed on topics relevant to your results. You will have access to critical thinkers on key topics to expand your thinking and your leadership.

Structure

The programme will be structured around 3 modules which we identify as 'individual', 'team' and 'organisation'.

Each module will run with a consistent structure including input, theory and models on the topic as well as opportunity to self-reflect and analyse your own situation. There will then be a section to focus on real challenges in your leadership via action learning and a team challenge approach.

This will give you tools and techniques for ongoing problem solving as well as a network of other Headteachers to use for support, coaching and mentoring.

Objectively evaluating your leadership

This will run as a residential session which will allow you to connect and network with your colleagues as well as running a diagnostic process that explores:

- Your leadership style and approach
- Skills and processes
- Career direction

We will use a range of tools as part of this, including a 360 diagnostic, psychometric tools, observations and coaching.

Executive Coaching

After the diagnostic, is 'observation and coaching'. This would follow a format of discussion, observing you in action in meetings and in school followed by focused coaching and follow up. It could allow for input from others.



Clinics

There will be a number of focused clinics that will run during the programme allowing time to explore the topics that can often catch us out: HR, Finance, Facilities, Legal.

These will be delivery by specialists and are designed to ensure you feel confident in tackling issues that may arise and have the process knowledge for the role.

Master Classes

Following on from the Executive coaching we recommend these 2 masterclasses focussed on elements of Domain 4, building your system leadership.

National Strategy – what is it? This masterclass will allow you to consider future thinking and developing strategies to meet the next opportunities.

System Leadership - explore the skills needed to operate across the system, challenge orthodoxies, harness resources and influence school improvement in a broader context.

Key Features of the Programme

360 Questionnaire - Based on HT standards

Module 1 Me as a leader

My Leadership - my impact on school
2 days - residential based on Transform Domain 5 of HT Standards:

- self-evaluation
- building relationships
- trust
- leadership approaches & style
- your leadership, vision and direction

Observation in school and 1:1 coaching using your "Big Question" Coaching with peers and Specialist Coach

Module 2 Leading your team

Getting the best out of everyone - staff, pupils, parents, governors
1 day based on Domain 2 of HT standards:

- creating the culture
- motivating others
- distributed leadership
- performance management
- talent management & succession

Module 3 Leading your organisation

Enabling the whole organisation to work
1 day based on Domain 1 of HT standards:

- working in partnership
- thinking bigger
- creating a vision
- structures and resources
- making changes successfully

Ongoing Action Learning Sets Initially facilitated by a course leader – then self-facilitated to build skills in Domain 5

Masterclass System Leadership

Based on Domain 4 of HT standards with research

Masterclass National Strategy

Based on Domain 4 of HT standards with speaker

Clinics HR Finance and Legal

Based on Domain 3 of HT standards with specialist input

Programme Summary and Celebration

National Standards

This programme is aligned to the National Standards for Excellence for Headteachers along with elements from the Transform Domain 5.

Programme Delivery

There will be a core delivery team as well as input from experts in the relevant content fields.

Programme Dates

September	Friday 2	Pre-module - 360 Questionnaire go out	Transform Training Suite, Wildcats Arena
October	Tuesday/Wednesday 11 & 12	Module 1: 2-day residential	Transform Training Suite, Wildcats Arena
November		Observation and Coaching	Transform Training Suite, Wildcats Arena
January	Friday 20	Module 2: 1 day	Transform Training Suite, Wildcats Arena
February	Wednesday 8	Masterclass 1	Transform Training Suite, Wildcats Arena
	Wednesday 22. 2pm - 4pm	Strategic Finance Clinic with Steve Cox	Transform Training Suite, Wildcats Arena
March	Thursday, 9th	Module 3: 1 day	Transform Training Suite, Wildcats Arena
April	Wednesday 19	Action Learning/Team Challenge	Transform Training Suite, Wildcats Arena
May	Thursday 18	Masterclass 2	Transform Training Suite, Wildcats Arena
July	Wednesday 5	Programme Close and Celebration	Transform Training Suite, Wildcats Arena
Nov/Feb/June	TBC	2-3 hour Clinics	Transform Training Suite, Wildcats Arena

All programmes will be at the Wildcats Arena, Greenwood Road, Nottingham NG3 7EB.

Programme Costs

The year-long programme is costed at £1,450. This includes:

- 360 Assessment
- Modules and Masterclasses
- Specialist Input
- 2-day Residential
- 1:1 Coaching
- National Speakers

For further information please call Sarah Heesom on **07775 855 395**.

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