



# Experienced Headteacher Development Programme





# Why has this been created?

To enable you to reflect on your current performance and determine what you need to do in order to become an even more effective Headteacher.

It provides you with:

- the space to discuss your personal leadership challenges, your development and growth
- ideas, theories and tools to explore together
- personally tailored challenge and support from others.

The single purpose is to help you to improve.

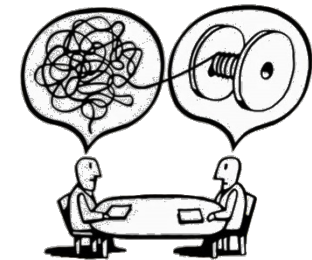


# What is involved?



360 degree leadership review

1-2-1 coaching



Two residential workshops





# 360 Degree Leadership Review

Everyone who takes part in the programme will be required to undertake a 360 degree leadership review.

This will allow you to measure yourself against a set of leadership competencies. You will also be able to measure your judgement against those of peers and colleagues.

A coach will then work through the feedback report with you, exploring differences in perception, themes, areas of strength and identifying areas for improvement.



# Residential Workshops

The programme will feature two residential centres – one focussing on leadership, the other on change – where we will bring you together with other participants in order for you to:

- Understand your own leadership impact on others
- Understand the impact of appropriate leadership styles
- Understand theories of change
- Understand and support people in the change process with particular regard to well-being
- Plan for and assess change readiness
- Develop your communication skills



# 1-2-1 Coaching

*"Coaching is not telling people what to do; it's giving them a chance to examine what they are doing in light of their intentions."*

James Flaherty

Everyone who takes part in the programme will be allocated their own experienced and highly qualified executive coach. They will work with you on a confidential, 1-2-1 basis to focus on your individual needs.

Your professional coach will provide a safe, structured and confidential environment to help you understand your current competencies, identify and clarify goals and the action steps you need to take to reach those goals.

