

Virtual CPD

Prepared for: School and educational establishments

Prepared by: Andy Hind (Senior Consultant - Enhancing Learning Ltd)

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Leading Together

A virtual Network Learning Community for **members of the SLT**

6 modules (1 per half-term)

Length of each module - 3 hours

Cost - £300 per team (+ vat)

Summary - **Leading together** has been specially designed for senior leadership teams and seeks to create a context for leadership learning and building leadership learning habits that will support continual and sustained improvement.

In today's educational world of relentless change, demands on school leaders are rapidly outdistancing the capabilities of any one person--no matter how talented. This programme will explore a clear and compelling purpose of a highly effective senior leadership team, providing structure and support, and sharpening the specific leadership competencies of each individual member so that the whole becomes greater than the sum of the parts. This programme will support and enable the members of any SLT to create and sustain a leadership team whose members learn from one another while collaborating to pursue the organisations key objectives.

Each virtual classroom/workshop has been designed around an inquiry-approach towards educational leadership , engaging participants in deep professional thinking

and learning. A range of learning processes and protocols will be adopted, ensuring full engagement and an opportunity to connect with like-minded professionals at both a national and international level.

A focus and overview for each module:

Module 1 - Learning-centred leadership

- Reflecting on being learning-centred. What does it actually mean?
- Placing leadership learning at the heart of our leadership team
- Exploring and considering essential processes for leadership learning
- Beginning to answer two fundamental leadership questions through structured inquiry and reflection
- Perspective seeking to support leadership-learning

Module 2 - Accountability, Accountability, Accountability

- Exploring what it means to be accountable as a senior leader
- It starts and ends with us. How do we demonstrate our accountability to those we lead?
- Accountable for what and by whom? Exploring the moral territory of leadership
- Leadership self-awareness and uncovering our blindspots
- Constructive dialogue, professional conversations and feedback
- Opening doors and increasing transparency across the organisation

Module 3 Interpersonal Leadership

- A clear definition of leadership and the implications of this definition
- The impact of relationships on performance and professional climate
- Understanding the effect of specific leadership behaviours on those we lead
- Analysing the emotional climate that exists within our organisation
- Separating professional from personal and establishing relationships that increase capacity

- Considering wellbeing and its impact on performance

Module 4 - Understanding and leading change

- The why, how and what of change.
- Defining a culture of success and how we measure up this this. What is our 'Ideal self' and or 'True Self'?
- Exploring the relationship between effective leadership and sustainable change
- Considering a range of models and processes for effective organisational change
- Understanding the relationship between psychological safety and a professional climate of innovation and creativity

Module 5 - Increasing capacity throughout

- Being clear - Capacity Vs potential. Understanding the differences.
- How would we rate our school's capacity for improvement and what have we done to get us to here?
- How effective senior leaders are successful in building capacity throughout an organisation
- Developing organisational capacity by focusing on 3 key principles
- Challenging organisational structures and rethinking organisational design

Module 6 - Building a professional learning community

- Understanding the key features of an authentic professional learning community
- Moving from CPD towards CPL - Changing the narrative
- A culture of deep professional thinking and learning
- Processes and systems for rigorous reflective inquiry
- High impact and high frequency. Making the most of what works
- What next? Identifying a priority for a learning agenda