



Development Opportunities for Schools

Today's ever more demanding teaching and learning environment contexted within the turbulent social, political and economic environment of the 21st century, requires on-going individual, team, and school development as never before. Both leadership and management are critical to success. Leadership is neither mystical nor mysterious and has nothing to do with charisma or other 'extraordinary' personality traits. It is not the province of the chosen few, rather, successful leadership is contextualized – situational and learnt. It is about sorting out change and communicating with stakeholders. Things have moved at such a pace doing what was done yesterday will no longer suffice – there is such 'turmoil' that more change demands more leadership. Everything starts at the top – people must see where they need to go and support will be required to get them there. No leader (head) can manage alone – everything is too complex and too team dynamics are also crucial. Development is required at both the head level and within the senior team, as well as throughout the school.

Equilearn has extensive experience in these areas. 2 of its lead Creative leadership practitioners Andrea Charman and Simon Williams have built a collaborative practice to offer the portfolio of proven programmes outlined below. (bios available on request)

Proven Programmes and Interventions

- 1. Developing a Positive Model of School Leadership**
A 2 year programme with 7 all-day workshops each year aimed at the establishment of the 'affirmative school.'
- 2. Working Together for Success**
An NCSL accredited Senior Leadership Development Programme over 2 Terms. 4 workshops & 4 sessions specifically focusing individual school issues.
- 3. Coaching & Mentoring Programme**
A 2 day workshop programme designed to increase coaching capacity in school and encourage the development of a whole school coaching culture.
- 4. TeamBuild**
A 3 session team dynamics programme for both senior and middle leadership teams. It includes a unique and powerful personal and collective team energy profile as the basis for development and increased effectiveness.
- 5. Relational Learning Package**
A 2 half day programme for increased teaching and learning effectiveness. The focus is strategies and tactics to engage students towards higher attainment.
- 6. A Leadership Coaching Package for Heads and Senior Leaders**
A 6 session coaching programme for senior leaders anchored in 2 individual assessments that form the basis of a personal profile and development plan.
- 7. On Conflict Conversations**
A 3 x 3 hour series of conversations for teachers. This is a facilitated series that looks at the roots of conflict and explores strategies for managing all types of conflict that arise in school contexts.
- 8. Changing Culture**
A 2 day programme for school leaders focusing building a successful culture as the key foundation for sustained improvement.

For further information and an informal conversation about these programmes and other specific learning and development needs at your school, email info@equilearn.org or call us on: 0207 736 7878.