

REMOTE LEADERSHIP COACH-SULTING PROGRAMME

FOR SCHOOL AND MULT-ACADEMY TRUST
SENIOR & EXECUTIVE LEADERS

It's time to put the support and well-being of leaders first, to help them navigate ever- increasingly challenging and complex roles. Independent, external **coach-sulting** provides leaders with supportive coaching and expert, bespoke consulting - with a safe space for unbiased, confidential support alongside quality continued leadership development.

Using feedback from a 360 diagnostic peer review, leaders grow in self-awareness and are able to develop aspects of their leadership, alongside acquiring tools and techniques to overcome day to day challenges, supported by an esteemed transformational coach.

PROGRAMME INCLUDES

360 Degree Diagnostic

- Leadership Self-Reflection Task
- Peer Feedback Task
- Personality Test

One to one coach-sulting sessions, online every 3-4 weeks

- Programme Introduction, building rapport & contracting
- Goal-setting: Identify 3 areas of leadership to develop and the impact this will have on the team and pupils
- Bespoke leadership learning and development based on individual priorities

- Problem-solving for current in-school challenges
- Imposter syndrome workshop & well-being review

Explicit learning and discussion of key leadership models and theories such as:

- Boyatzis's model of self-directed learning
- Johari's Window
- Team-building Theories
- Transactional Analysis
- Change theories – Influencing others
- Growth Mindset theories
- Key Leadership Styles

Self-directed learning

- Guidance and Support for further reading and online learning
- Email communication/support between sessions

LEADERS WILL

Understand their own individual leadership strengths and areas for development

Navigate School Improvement Priorities effectively

Find solutions to organisational and individual current in-school challenges

Understand how their personality type may influence and affect others

Develop greater knowledge, understanding and skills in areas of their own leadership impacting on their team and pupils

Learn about leadership theory: leadership models, leadership styles, change theory/influencing others, and what type of leader they are

Develop a transferable set of coaching skills/tools to coach their team

Develop a Growth Mindset, increase in confidence as a leader and have a greater sense of well-being

Have a clearer vision as a leader moving forward

YOUR LEADERSHIP COACH



- Director of Head First Coaching and Consulting Ltd
- Accredited Diploma in Transformational Coaching
- Coach and Consultant with 26 years experience working in Education
- 13 years in Senior Leadership.
- 6 Years experience as Head in a large 2 form entry inner city primary school with a DSP, London
- Transformed the school from Requires Improvement to Outstanding in 2 years
- Maintained well above national outcomes at the school year on year, including being 84th in the Times Top 500 schools, and in the top 5% nationally for progress
- Described as an 'exceptional leader' by OFSTED
- Extensive experience of developing individuals and teams

RECOMMENDATIONS

'Joanna has extensive experience and expertise in all areas of strategic whole school development and understands the complex demands placed on both leaders and staff. When coaching me through issues or difficult situations, Joanna was particularly skilled at asking the right question at the right time which often made me look at the problem in a different way. She often asks the questions that you are afraid to ask yourself. I highly recommend working with Joanna.'

Nick Osborne, Chief Executive Officer (CEO) – Maritime Academy Trust, London.

'My sessions with Joanna have been invaluable. They've really made me look at myself and the way I lead the Trust. Joanna has also held me to account and really focused me on thinking about the bigger picture. She has provided me with the tools that I need to make improvements in my practice and as a result of this, it has had a huge impact on my ability to lead the Trust. She's really made me think outside the box and given me confidence. I wholly support anyone having coaching with Joanna.'

Alexa Rendell, Chief Operations Officer, PolyMAT, London

'I've always been a little sceptical of coaching from a personal point of view, as I've always felt that I have people to turn to ask for help should I need any help or advice. However, the 360 reminded me of my areas to develop as well as giving me confidence in the areas that I've always excelled in. Actually having a coach who helps you dig a bit deeper into the areas to develop has helped me to re-evaluate how I launch new initiatives. One comment in my feedback mentioned that I was sometimes 'too efficient' and therefore I haven't always taken people with me/explained things well enough etc. As a result of the coaching I launched the 'Transformation Team' to give staff more of a voice and an influence on some of the decisions I need to make. I have also started to rethink how the ELT meetings run and how giving them more autonomy will actually unite the team more. I have definitely started to give myself a little bit more time to reflect before speaking with colleagues! It was also really useful to be able to talk through potential difficult conversations before they happened so that I felt more prepared. After starting off a little skeptical, it's fair to say that I would now recommend coaching (certainly by Joanna) as I do feel she has helped me. She was always very positive and as well as providing me with strategies, made me feel like I was doing a good job!'

Rachael Cole, Headteacher, Bishop Young Secondary Academy, Leeds

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