



Leadership and management

Training and development

bespoke solutions

ICT Wand

*Independent consultancy & training*



“Thank you, as always the course will be instrumental in helping us to continue to move our school forward and raise standards.”

*Headteacher*

“Excellent to have the whole SLT together and real clarity of purpose.”

*Headteacher*

“Lovely atmosphere. Superb trainer. Great subject knowledge. A really worthwhile day.”

*Deputy Headteacher*

“The training was brilliantly constructed. One of the best courses I have attended in years. I wanted to be challenged and provoked, but also given some new ideas to work with and the day achieved all of this.”

*Headteacher*

“Really practical resources. Lots of activities to take back for immediate and long term action.”

*Class teacher*

“Excellent ideas and suggestions, especially when dealing with tricky issues. I would recommend this training to others.”

*Deputy Headteacher*

“A wonderful and extremely useful day. Brilliant ideas easily put into practice.”

*Class teacher*



Dear Headteacher

The leadership training I offer is not for the faint hearted, but if you are looking for training to challenge, provoke and have meaningful impact in school, then it might be just what you are looking for. I aim to inspire leaders through imaginative, creative and personalised training and development programmes that require deep thinking and full participation. This booklet outlines a variety of ways that you can create exciting opportunities for your leaders to work together through a flexible support package.

I have had the good fortune to undertake diverse leadership roles over the last eighteen years, including four years of senior local authority experience leading city-wide initiatives and coordinating a team of consultants. I have been a Chair of Governors for a large primary school, supported headteachers with performance management and worked closely with headteachers on school improvement in my role as a freelance consultant. I have worked with both primary and secondary colleagues and therefore can bring a cross-age perspective to the training I provide.



Vicky Crane, Independent consultant and trainer

# Modules : create your own training

Create a bespoke leadership programme for your school, selecting from a range of modules. Delivered via online learning modules and zoom sessions. This programme allows you to design training to suit the needs, experience and roles of your leaders.

## A. Developing your vision

- What is strategic leadership and how can you develop a strategic approach?
- The reason why visioning and strategic leadership are so important.
- Using strategic tools to analyse areas of responsibility to gain a clearer and sharper focus of key priorities for the future.

## B. Turning your vision into reality

- The difference between leadership and management and why you need both.
- Tools to help leaders achieve their vision.
- The importance of selling your vision to others and strategies for achieving this.
- Factors that can derail projects and school improvement plans.
- Steps to success in turning your vision into reality.

## C. Ofsted and leadership

- Exploring what Ofsted are looking for when judging the quality of leadership.
- An opportunity to self-assess school leadership against the Ofsted criteria.
- Common issues that arise in Ofsted reports and the implications of this.

## D. A relentless focus on the quality of teaching

- How should leaders judge the quality and teaching?
- What makes 'outstanding' teaching?
- Exploration of the methods leaders can use to influence the quality of teaching.
- What can leaders do to support individual teachers?



"A fantastic day. Superb mix of discussion and practical challenges."  
Assistant Headteacher

## E. What kind of leader are you?

***Understanding leadership styles and how this translates into everyday actions. Increasing personal effectiveness through understanding 'how you lead'.***

- Introduction to leadership styles and an opportunity for colleagues to consider which leadership style is their default position.
- Self-assessment activities designed to help leaders consider their underlying motivations and behaviour traits. Consideration for how this impacts on day-to-day leadership actions.
- Inward and outward facing leadership.

## F. Tapping into emotional intelligence

- What is emotional intelligence and why is it important for leadership?
- Using theoretical models of emotional intelligence in a practical way to aid leadership.
- What motivates you? What motivates people in your team?

## G. Dealing with challenges

- Delegation.
- Dealing with knotty issues.
- Challenging conversations.
- The art of persuasion.
- Staying cool when the heat is on.
- Time management.
- Consideration of Steven Covey's seven habits of highly effective people.

## H. Team leadership & people management

- What makes an effective 'team leader'?
- Different types of teams and how teams form and develop.
- Dynamics of teams - using models to analyse your current team and plan for increasing team effectiveness. How team cultures are created. What is the culture of your team? How would you like to shape or re-shape the culture of your team?
- Developing others.



"I came away with lots of practical ideas and lots of inspiration." Phase Leader

## I. Stepping up to the plate and 'carpe diem'

- What does leading with confidence look like? What are the dangers of 'strong' leadership as opposed to confident leadership?
- How does confidence impact on leadership effectiveness.
- Methods for increasing your confidence.
- Positivity and energy transfer.

## K. Contributing to school self-evaluation

Leaders at all levels need an accurate picture of the strengths and weaknesses for their area of responsibility. It is essential that leaders feel confident in designing methods of gathering evidence, are skilled in analysing the results and equipped to implement changes that will lead to improvements.

**Mix and match modules to create your own programme. Content from any session can be customised.**

**Participants are provided with an online learning course – video tutorials, think pieces, access to useful printables and electronic files, links to research, audits and checklists, advice booklets.**

**Schools can then add 90 minute zoom sessions for all participants or groups of participants.**

**Schools can then add 1:1 sessions for coaching and mentoring of leaders to further personalise the CPD.**

# Facilitation & Creative thinking sessions

A mix of online and offline activities	Design and delivery of thinking sessions	Support for grappling with a complex school improvement priority
Strategic planning meetings	Team building, creative problem solving, generating new ideas	Focus on the 'leadership' of an aspect of improving the quality of teaching

## Why choose to have facilitated meeting or a creative thinking sessions?

- **It is difficult to immerse yourself fully in the development process** if you are also leading the meeting. Have the opportunity to be fully involved by booking a facilitated session for your senior leadership team.
- **Intensive, high energy sessions ensure time spent together as a leadership team has maximum impact.** Inject new impetus, inspire leaders to be creative and have fun whilst working hard together.
- **Provide a fresh perspective,** enable teams to notice patterns and connections by exploring problems from a variety of angles, step back and see with greater clarity the route forward and consider how team actions mesh together.
- **Generate new ideas.** Facilitated sessions allow your team to unlock creative thought processes through hands on, imaginative and purposeful activities.
- **To avoid undue staff pressures.** A consultant is able to devote full attention to the design and delivery of the session, including any necessary research and materials that are needed for the event.
- **Create a blended session:** blend a more traditional training day with facilitated leadership. E.g. exploring the leadership angle of 'how to create more independent learners', 'how to ensure challenge for the more able' or 'how to ensure marking and feedback has impact'. This is a great way to work together as a leadership team, where everyone brings their expertise to the table and facilitated activities enable leaders to engage in high quality, well structured, professional discussions.

The cost varies depending on the type of event, the number of people involved and the time commitment. However, usually facilitated sessions are as follows:

- Design and delivery of a full day £700
- A half day facilitated session £550
- A two hour session £400

Facilitated sessions work well for groups of between 4 and 10 leaders from the same school.





Something  
with a twist

## Creative leadership conversations, an alternative to coaching

This is a new and exciting way to provide personalised leadership support for colleagues that combines elements of coaching, creative problem solving, facilitation methods, and professional dialogue. The aim of each session is to explore key, pertinent leadership issues in a practical, thought provoking way. It knits together different techniques and approaches to support leaders in generating ideas, looking at problems from alternative perspectives, mapping out solutions and thinking through the steps to achieving goals. The focus of sessions are driven by whatever the leader needs to focus on for better performance in their role.

Not everyone feels comfortable with coaching and this provides an alternative way of achieving one to one support. The sessions are more hands on and practical than a traditional coaching session. They enable leaders to have time, space and support for thinking through their current leadership goals. It is centred on the individual and is designed to improve leadership performance.

As the sessions respond to the needs of the individual, they are ideal for leaders at all levels and experience. They are also useful for leaders who are in a non-teaching role, for whom traditional training courses may not be relevant.

Sessions are 1-2 hours ideally once every 6 weeks throughout the school year. They can be delivered during the school day or after school. Savings can be made by block booking. Please get in touch to discuss your needs.







## Facilitated academic ‘book club’

Indulge your passion for education, teaching and learning by hosting a facilitated academic ‘book club’. These sessions are ideally 90 minute sessions. Facilitation of the session includes a range of paired and group activities to add rigour and structure to professional discussions. The focus can be on a single book, or a more in-depth examination of elements within a book, or alternatively, you may wish to choose a topic for the session

or across the year and examine a range of publications, including journal entries, government publications, news reports and book extracts. This is a great way to explore national issues from a variety of perspectives and engage in-depth, professional debate.

Costs depend on publications used and resources required to support the session.



# Leadership topics

Why not organise training for leaders in your cluster? Create a day specifically targeted at Headteachers, Deputy Headteachers and senior leaders within your partnerships. Focus on understanding the issues from a leadership perspective, share good practice and consider a strategy for moving forward.

Choose from one of the issues below, or contact me to discuss an idea.

- Curriculum development: e.g. Do we have the right intent and is there a shared understanding of intent? How do we ensure implementation delivers the intent? How are we evaluating the impact of the curriculum? Is our wider curriculum effective? Ongoing development of the curriculum.
- How to grow and develop middle leadership in school.
- Strategic thinking around reading development and reading to learn.
- Leadership of the pupil premium and closing the gap for disadvantaged pupils.
- Factors that make a difference in school improvement – what could we do to improve our effectiveness as senior leaders?
- School self-evaluation – is it effective in driving forward developments?
- Preparing for Ofsted inspections (which can include governors).
- Exploring school culture and ethos.
- Developing a strategic approach to leadership and utilising strategic tools.
- What do we mean by 'staff well-being'?





“Absolutely met our expectations. Delivered exactly what we wanted.”

*Deputy Headteacher*

“A very thought provoking and useful day. Opportunities to reflect on practice and consider action steps to move forward.”

*Headteacher*

“A wonderful and extremely useful day.”

“Brilliant ideas easily put into practice.”

“I feel confident to go back and train colleagues.”

“This has been the most informative, interesting and useful course I have been on all year.”

*Assistant Headteacher*

“Excellent. Completely engaged throughout.”

*Deputy Headteacher*

“Time to think, investigate, talk and challenge ourselves.”

*Assistant Headteacher*