

Leading the Future

Developing your next generation of senior leaders

Developing the next generation of senior leaders in schools and colleges is vital to securing the sustainable improvement and success of your institution.

Current senior leaders and governing bodies must build capacity to ensure that middle leaders have the skills, knowledge and desire to successfully take forward your school or college for future generations of learners.

Our Leading the Future development programme for aspirant leaders, including current middle leaders, provides a flexible, cost-effective but highly impactful solution to support your succession planning. It is also an excellent way to invest in and motivate the colleagues that are at the heart of what makes a difference within your school.

- Designed specifically around the needs of your institution and delivered on-site.
- Customised to deliver impact for you, your team and your learners.
- Led by a dedicated, experienced former or current school leader who will immerse themselves in understanding your team.
- Built to be embedded within the way that your institution works.
- Adaptable to meet the needs of leaders working at different levels in your institution.

Delivered through a 'menu' of modules individual delegates will be supported to develop their effectiveness as a leader in two key ways:

- through a structured and supported individual learning programme focussed on their work in their own school/college
- through focussed activities which develop skills.

The programmes are available for:

- single institutions
- partial or whole trusts
- federations
- local or regional collaboration groups
- teaching school alliances

Suitable for:

Leading the Future is suitable for all colleagues who are aspiring to senior leadership. It is also ideal for enhancing the leadership skills of serving middle leaders who many not necessarily be seeking to move to senior leadership currently. The programme is relevant to those in support roles as well as academic postholders.

How it works:

- Step 1:** Our expert team will schedule a no-obligation call to discuss your needs and work with you to establish a suitable delivery model.
- Step 2:** We will introduce you to your dedicated programme leader, a current or recent school/college leader who will make it their mission to understand your institution and your objectives.
- Step 3:** We will confirm with you the impact you can expect from the programme and the practical aspects of delivery.
- Step 4:** We will deliver the programme focussing on the objectives agreed.
- Step 5:** Your programme leader will maintain regular contact with you during and post-programme to help gauge impact and to offer ongoing support.

On completion of the programme delegates will receive an ASCL accredited training certificate.

A number of flexible delivery models are available to suit your needs. Below are some typical examples of the tailor-made programmes that are available.

Example one

Three twilight sessions over six months. Each session comprises of one module.

Example two

Three half-day sessions over an academic year. Includes six modules.

Example three

One whole day of delivery including four modules.



Select from our menu of modules to create a tailor-made programme:

Teaching and learning

Research says?
Recognising great teaching
Nurturing and sustaining brilliant learning

Leading your curriculum

Shifting sands and firm ground
Which course?
Planning and delivery

The importance of team

The nature of effective teams
Team roles
Application of thinking to current team

The buck stops here

Nature of accountability
Holding others to account
Difficult people and conversations

Making friends and influencing people

What are leadership styles?
Style fit for purpose?
Great meetings

Growing your own

Impactful CPD
Making best use of performance management and appraisal
Supporting and challenging others

Data and pupil progress – using the numbers

Meaningful numbers
Tracking progress
Doing something as a result

Planning for change

Being strategic
Self-evaluation and prioritisation
Improvement planning in my area
The fit within whole school planning

My next steps

Career pathways
Future aspirations
Applications for posts

Who and how to be

Leadership vs management
What do you stand for?
Why do you stand for it?
Principles and values linked to actions

Beyond your nose – a wider picture

Working with my Senior Leadership
The place of parents
Governance and me
Other stakeholders

Value for money

Budgets small and large
The key principles of effective resource management
Applying these to my context

Smarter working

Why do we do what we do the way we do it?
Should it stay or should it go?
A range of time-savers

A range of add-on services are available to further support the future development of your team including one-to-one coaching, 360 and bespoke support for job applications.

Benefits for you and your school

- Support succession planning
- Aids recruitment and retention of staff
- Demonstrates your commitment to investing in the future of your organisation and staff
- Cost effective model to provide high quality professional learning to your team
- Improves the impact and effectiveness of your team
- Aligns with your own strategy and vision

"All of the sessions were excellent. Everything was explained without jargon and it was so good to have someone who has experienced so many scenarios in leadership sharing what works and what doesn't. It has definitely galvanised me to pursue my career in leadership and given me some great techniques that I can use in my current role."

Previous delegate

"The whole process has been great. Our consultant spent considerable time learning about our needs and the organisation in general before putting a programme together. The feedback from staff has been great and it has had a very clear impact in terms of motivation."

Headteacher at a participating school

To find out more and schedule a no-obligation conversation to discuss your needs call **0116 299 1122**, email **consultancy@ascl.org.uk** complete the form below:

Name

Job title

Organisation

Address

Email

Telephone

I am interested in the following model of delivery:

Twilight Half-day Full-day

I am interested in the following modules:

Teaching and learning

Leading your curriculum

The importance of team

The buck stops here

Making friends and influencing people

Growing your own

Planning for change

Data and pupil progress – using the numbers

My next steps

Who and how to be

Beyond your nose – a wider picture

Value for money

Smarter working

We will process the information that you provide on this form for the purpose of responding to your enquiry.

Are you happy for your details to be used by ASCL and ASCL Professional Development for the purposes of keeping you up to date with information from both organisations? Yes No

Thank you for your interest. We will be in touch shortly.

Please hand this form to a member of the ASCL team or email a copy to **consultancy@ascl.org.uk**

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