Enhancing Learning Ltd

We invite you, your senior leaders and your aspiring senior leaders to join:

Doing what matters…

and doing it well

Developing High-Impact Senior Leadership

A virtual leadership development programme specifically designed for Heads of Service and Senior Leaders within Music Services, Music Hubs and Schools

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When senior leaders get better…Everyone wins

Overview

This programme has been specifically designed to offer Heads of Service and Senior Leaders the time and space to engage in a high-impact leadership development programme. Participants will be introduced to a range of modern leadership practices whilst also developing essential principles that ensure effective succession planning.

Objectives:

- To improve outcomes by increasing senior leadership capital
- To develop, establish and embed a leadership development programme for Heads of Service and Senior Leaders within Music Services, Music Hubs and schools
- To create time and space for leaders to connect, collaborate and communicate in a psychologically safe environment
- To increase professional awareness and understanding of organisational success and the sustainable leadership competencies needed to lead a Music Service, Music Hub or School in an ever-changing and complex world.

Each virtual module has been designed around an inquiry-approach towards 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 regional and national level.

About this programme

This programme has been designed around **3 essential cornerstones:**

- **The concept of Self - How a leader views themself**
- **The Concept of Role - How a leader views the role of senior leader**
- **The Concept of Context - How a leaders views the context in which they lead**

The programme consists of **6 key modules with each module split into two specific sessions** that will seek to build knowledge and understanding as to how they combine into excellence within leadership .

The Cornerstones and The Modules

Cornerstone One - The Concept of Self

Module One – The beliefs of a leader - An inquiry into what matters (2 x 3 hour virtual workshops)

Key Leadership Question - The beliefs that dictate the actions and behaviours as a effective leader ?

Module one explores self-leadership and the 3 principles of excellence within leadership. For a leader to be effective, within their role, they must have the balance right with these 3 principles. This session will begin to explore a set of essential traits for being successful within the role of leader and will support delegates in developing self-awareness around these traits.

Issues explored include:

- Clarity precedes competence - Being aware of leadership beliefs
- Asking the right questions to develop greater knowledge and understanding
- It's all about leadership attitude
- Identifying sustainable leadership traits for the future
- Moving towards professional mastery as a senior leader

Module Two – The guiding principles for high-impact leadership (2 x 3 hour virtual workshops)

Key Leadership Question - How do we define success in senior leadership?

Leadership is about improvement and senior leaders must look at how they are impacting on those they lead. This module will explore the influences and practices that are essential for successful leadership and will consider a number of processes that can be

utilised to ensure continuous improvement is the outcome of actions.

Issues explored include:

- The relationship between effective senior leadership and organisational continuous improvement
- Defining high performance leadership in the context of a modern Music Service, Music Hub and School
- 3 essential functions for the running of any organisation. Getting the balance right.
- The impact of Senior Leaders on the performance of other leaders
- Outlining the key principles for future success within any Music Service, Music Hub or school
- How leaders create staff alignment
- Identifying common interferences to increasing an organisation's overall effectiveness

Cornerstone Two - The Concept of Role

Module Three – Capacity for Improvement (2 x 3 hour virtual workshops)

Key Leadership Question - How do senior leaders ensure the organisation is continually increasing capacity for improvement?

The most effective organisations function with significant capacity for improvement. This does not happen by accident but rather as a result of the intentional actions of its leaders. Module three explores how leaders build capacity around four key influences on organisational success. The sessions will explore systems and processes that have a significant impact on organisational effectiveness and continuous improvement.

Issues explored include:

- Understanding the key influences on organisational effectiveness
- Professional processes for increasing capital and capacity for improvement
- Good accountability and effective influence
- Standing still is not an option
- A new model for continuous school improvement
- Using multiple lenses to increase perceptions

Module Four – Developing wellbeing and psychological safety for all (2 x 3 hour virtual workshops).

Key Leadership Question - How do senior leaders look to create a culture of wellbeing and psychological safety?

This module has been specifically designed to support Leaders in how they lead and manage professional wellbeing within their organisation. The session aims to give designated leaders a deeper understanding of the more common wellbeing issues and how they can recognise and support colleagues who may be experiencing Low psychological safety. During this module, participants will explore practical methods and a range of practical tools for promoting positive wellbeing within their organisation and how they can seek to build professional resilience, both for themselves, as leaders, and for their colleagues.

Issues explored include:

- Building resilience as senior leaders
- Psychological safety - Why it is essential in high-performing teams
- Rituals and routines for professional wellbeing

• Common triggers of low organisational wellbeing
• Quick wins to ensure all staff are in 'the right frame of mind'

Cornerstone Three - The Concept of Context

Module Five – The one thing that influences everything (2 x 3 hour virtual workshops)

Key Leadership Question - How do we measure up against our 'ideal self'?

At the heart of effective leadership is an ability to accurately analyse and evaluate the impact of the organisation's professional culture. This module will support participants in asking and answering two essential questions:

- What's working?
- How do we know?

The module will focus on how leaders build a self-sustaining organisation that is culturally proficient. It will consider the importance of clearly identified cultural values and how leaders ensure these are driving high-quality service throughout.

- Identifying key principles for future success
- Developing of inquiring minds and attitudes
- Professional Development - A time for a rethink
- How clear are leaders with regard to their 'end in mind'?
- Communication techniques that influence
- How to plan for short-term wins

Module Six – Thinking Ahead (2 x 3 hour virtual workshops)

Key Leadership Question - How do senior leaders create an appropriate long-term vision for future effectiveness?

Leadership is a proactive process of continual improvement. Module Six focuses on supporting delegates in identifying a clear and appropriate vision for future effectiveness. The session will explore the essential components of an appropriate vision and a rigorous strategy that ensures success. We will consider how the most effective leaders communicate a vision that inspires others to be part of the journey.

- Thinking differently about the future of school improvement
- Critical analysis to identify future needs
- Prioritising for future success
- What got us to here won't get us to there…But do we know our 'there"?
- Our staff are out greatest asset. How leaders ensure every member of staff is continually moving forward

Additional Information

Each module has been designed to last for 3 hours (including a 15/20 minute break)

Timings - 9:00am to 12:00