



High Impact Senior Leadership

***A virtual leadership development programme for Heads of
Service***

Prepared for: Music Mark

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Overview

This programme offers Heads of Service and Senior Leaders a space to engage in total quality leadership thinking and learning. Participants will be introduced to a range of modern leadership practices whilst also developing effective followship principles that ensure effective succession planning.

The programme will also include x4 1 hour mentoring sessions with an experienced mentor assigned by the Music Mark team, so you can discuss – in depth – the leadership challenges you have 1-2-1 and talk about the topics explored in the prior module. The mentoring element of the programme is only offered to Music Mark members and is obligatory with sign-up.

Objectives:

- To improve outcomes by increasing leadership capital
- To develop, establish and embed a professional learning programme for Heads of Service and Senior Leaders within Music Services and Music Hubs
- 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 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 High-Impact Senior Leadership

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

Understanding Role

Understanding Others

Understand Content

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 .

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The Cornerstones and The Modules

Cornerstone One - The Accountability of Self

Module One – A Personal Leadership Agenda (2 x 3 hour virtual workshops)

Key Leadership Question - What definition of success do we use when it comes to senior leadership?

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

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

Key Leadership Question - How do we define high-impact as a senior leader?

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 high-impact is the outcome of actions.

Issues explored include:

- The relationship between effective senior leadership and organisational leadership capital
- Defining high performance leadership in the context of a modern Music Service/Hub
- The impact of Senior Leaders on the performance of other leaders
- Outlining the key principles for future success within any Music Service/Hub
- Identifying common barriers to increasing a Music Service's overall effectiveness

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Cornerstone Two - The Changing 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. Module three explores how leaders build capacity around four aspects of organisational effectiveness. The two sessions will explore systems and processes that have a significant 'effect size' on organisational success and continuous improvement.

Module Four – Developing wellbeing and positive mental health for all (2 x 3 hour virtual workshops).

Key Leadership Question - What should senior leaders look to do to create a culture of wellbeing and positive mental health?

This module has been specifically designed to support Leaders in how they lead and manage wellbeing and positive mental health within their organisation. The session aims to give designated leaders a deeper understanding of the more common mental health issues and how they can recognise and support colleagues who may be experiencing these in their own lives. 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.

Cornerstone Three - The Future Context

Module Five – Culture trumps everything (2 x 3 hour virtual workshops)

Key Leadership Question - How do senior leaders create a culture of success throughout the organisation?

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?' and 'How do we know?' The module will focus on building a music service that is culturally proficient. It will consider cultural values and how leaders ensure these are driving high-quality service throughout.



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

Key Leadership Question - How do senior leaders create an appropriate 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.

Additional Information

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

Timings - 9:00am to 12:00

To ensure worthwhile collaboration and maximum interactivity, we will aim to keep each cohort to a maximum of 20 Participants.