Stepping Up To Leadership

(A virtual leadership development programme for Middle Leaders and Aspiring Leaders within Music Services, Music Hubs and School)

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ABOUT THIS PROGRAMME

Stepping Up has been designed to consider the ever changing role of the middle leader and their contribution within highly effective music services, music hubs and schools. The role of middle leader has changed beyond recognition and they are now expected to play a major role in effective and continual organisational improvement. The role has changed from one of maintenance to authentic leadership and individuals are expected to step-up to this role.

Objectives:

- To improve an organisation's leadership capital by increasing the leadership confidence and competence of each individual
- To engage current and aspiring middle leaders in a rigorous professional learning programme that increases leadership capital
- To support middle leaders in building a deep understanding about high-impact leadership
- To identify a set of essential leadership practices for effective leadership and to support each individual in building competency within each of these practices

This programme is an opportunity for your music service, music hub or school to:

- ignite passion, grow influence, and amplify the impact your leaders have within your school
- develop high-potential individuals by improving the foundational capabilities of leadership
- function with leaders who demonstrate a leadership growth mindset and who will then contribute to the success of the organisation, regardless of their position, status or authority
- prepare high-potential talent to take on significant roles as a way of future proofing your organisation against a culture of dependence
- gain resilient leaders with the confidence to develop personal responsibility, create an environment of trust and elevate the performance of others in direct alignment with the organisation's vision, values, mission and purpose
- gain access to the critical factors that drive team performance and the tools to impact and develop the mental resilience and emotional agility, allowing greater clarity, confidence, satisfaction and engagement to arise

Summary

Over six virtual modules, participants will be supported through a series of processes for increasing leadership capacity and an ability to lead an area of responsibility that focuses on maximising outcomes. It addresses the key issues of what contributes to success as a leader and the essential tasks and practices that are needed to ensure maximum impact.

This programme has been designed around three key cornerstones:

Cornerstone One - The accountability of self

Module 1 - Getting clarity - Developing a greater understanding and awareness of high-impact leadership

Module 2 - The leader in me - Developing authentic leadership accountability

Issues explored include:

- Asking the right questions as a leader
- Steps to early success as a leader
- Being proactive in the role
- Understanding where the journey starts
- Four levels of Leadership accountability
- Defining a clear purpose

Cornerstone Two - The changing role

Module 3 - Doing what matters - Recognising key leadership practices for success

Module 4 - Getting better at getting better - Building confidence and competence

Issues explored include:

- Inquiring into impact - The main influences on team success
- Being an influential leader and ensuring continuous improvement
- Looking at the bigger picture - Inspiring organisational-wide excellence
- Thinking ahead - Considering visioning and strategic thinking at a middle leader level
- A model for improvement - Being self-directed and responsible.

Cornerstone Three - A future context
Module 5 - Being courageous - Leading with consistency and high-expectations
Module 6 - Beyond a deep-dive - Identifying priorities for continuous improvement
Issues explored include:

- Leading whole-organisation excellence in teaching and learning
- How leaders increase capacity in those they lead
- Striving for consistency - A clear focus on principles that have the greatest impact on outcomes
- Identifying an agreed strategy for improving practice - Everyone continually looking to get better.

Timings:
3:45pm to 5:15pm

Gap Tasks:
Participants will be offered gap-tasks which will involve using what has been learned and reflecting on impact. These tasks are designed to bring added-value to the school and immediate impact for all involved.

Resources:
Participants will be offered a range of leadership tools and resources to support the development of high-impact leadership.