

The 5 Dimensions of Leadership

A leadership development programme for Senior Leaders, Middle Leaders and Aspiring Leaders within Music Services and Music Hubs



In partnership with
MusicMark



Enhancing Learning

The 5 dimensions of leadership consists of 5 specifically designed sessions, each developing an inquiry-approach into leadership and professional learning. A developed professional learning community (PLC) will explore aspects of leadership in a learning organisation with an overarching focus on the continual transformation of a music service towards a genuine learning-centred culture within a true learning organisation.

The role of leader, within any educational setting, has changed beyond recognition, and they are now expected to play a major role in effective and continual improvement. The role has changed from one of maintenance to authentic leadership and individuals are expected to step-up to this complex and challenging role.

The 5 dimensions of leadership is a leadership development programme designed specifically for senior leaders, middle leaders and staff aspiring for leadership. The programme focuses on building a deep understanding about leadership and seeks to support delegates in developing the essential competencies, behaviours and attitudes required to lead a team within an effective music service.

The 5 dimensions of leadership is a professional learning programme that will support individuals in developing a deeper understanding about:

- Differences between leadership and management
- The 'why' of being a leader
- Essential qualities, characteristics and behaviours of an inspiring leader
- A leader's impact on continual improvement
- Moving from workgroups to teams
- Creating a culture for success
- How leaders influence service outcomes

The 5 dimensions of leadership

consists of a blended learning approach to ensure each participant experiences a range of professional learning approaches. This blended approach will include:

- 360° Professional Diagnostic
- Face-to-Face Learning
- Coaching
- Structured reflection
- Leadership-based inquiry tasks
- Online learning
- Communities of Inquiry

The 5 dimensions of leadership has been designed around five key learning modules. Each module will be explored during face-to-face sessions and will be further developed through a range of inter-sessional, music service/hub-based tasks, each supported through online, distance facilitation.

The modules aim to:

- Stimulate, challenge and provoke deep professional thinking
- Build and extend knowledge, skills and professional attitude
- Promote self-reflection that leads to changes in professional leadership behaviours
- Enhance an inquiry-stance into effective leadership

*****AS PART OF THIS PROGRAMME, Enhancing Learning Ltd WILL OFFER A COMPLETE 360° LEADERSHIP COMPETENCY EVALUATION TO EACH DELEGATE (and other senior leaders of the music service/hub)***

The 5 dimensions of leadership has been designed around five key leadership themes, each essential in the role of a developing middle leader:

• ***Module One - Develop Self***

What is a leader's 'True North'? Module one explores self-leadership and the 3 roles of a designated leader, within any organisation. For a leader to be as effective as possible, within their role, they must have the balance right between these 3 roles. This session will introduce a definite set of essential principles for successful leadership and will support delegates in developing self-awareness around these principles.

• ***Module Two - Thinking Ahead***

Leadership is a proactive process of continual improvement. Module Two focuses on supporting delegates in identifying a clear and appropriate vision for future effectiveness. The session will explore the essential behaviours and attitudes of an inspirational leader and how they communicate a vision that inspires others to be part of the journey.

Module Three - Understanding and developing others

The word 'leader' implies 'followers' and the module will begin to explore how a leader can influence others towards greater things. Module Three considers how a leader ensures every member of the team is continually looking to improve and looks to introduce a range of professional processes for capacity building.

Module Four - Looking to redesign

The most effective organisations are those that operate as learning organisations. Module Four explores how a leader establishes a culture for success throughout a team/whole organisation. What are the key features of an effective learning organisation and how does a leader embed these throughout a music service/music hub?

• ***Module five - Evaluating Impact***

Impact, Impact, Impact. At the heart of effective leadership is an ability to accurately analyse and evaluate the impact of systems and processes. This module will support participants in asking and answering two essential questions... 'What's working?' and 'How do we know?'.