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Together Again as Senior Leaders

(Increasing Collective Leadership Capital)

An in-person re-visit day for previous *Rising With The Tide* and *The 6 Dimensions of Leadership* attendees.

Venue - YMCA KX, King's Cross, London

Date - 23 Feb 2023

Time - 10am - 3pm

The Together Again as Senior Leaders Summit seeks to build on the leadership learning and development from previous Music Mark leadership programmes (including *Rising With The Tide* and *The 6 Dimensions of Leadership*) and is a chance to revisit key leadership issues. This Summit is also an opportunity to explore the complex challenges of leading a Music Service/Hub into the future.

These challenges are especially acute for senior leaders who look to juggle conflicting demands of external accountability and internal beliefs and values. The leaders at the apex of any Music Service/Hub perform a crucial role in maximising impact because they shape the most important decisions and have the power and authority to implement them.

This summit seeks to support senior leaders in exploring 5 crucial questions:

- What is the structure of a high-performing Senior Leadership Team?
- How do individuals ensure the collective accountability of the team?
- What are the essential practices of a high-performing SLT?
- How do successful SLTs ensure they invest in what matters?
- What do successful SLTs do to ensure they continually increase the organisation's capacity for improvement?

Why ask these questions?



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There are virtually no documented instances of organisations being turned around and moved to 'outstanding' without intervention by effective Senior Leadership Teams. Many other factors may contribute to such development, but senior leadership is the catalyst.

Given that, two questions arise:

- First, what is expected of our SLTs in today's climate?
- Second, what are the key ingredients of effective senior leadership professional development that prepare individuals and teams for the demands of ensuring success for all?

These are important questions because accountability has changed nearly everything.

Overview



This day has been designed around three key cornerstones:

Cornerstone 1. The Social Capital of an Effective SLT

Issues explored include:

- A high-performing SLT - Understanding the essentials
- Defining high performance in the context of a modern world
- How senior leaders increase leadership capital within each other
- Outlining the key principles for future success within an SLT

Cornerstone 2. The changing role

Issues explored include:

- How do we define success as senior leaders?
- INTENT - A manageable vision for continuous improvement
- All about 2 types of accountability
- IMPLEMENTATION - - High-impact processes for improved performance and increased capacity

Module 3. The future context

Issues explored include:

- Habits for future success
- Changing the narrative - control to autonomy
- Creating the remarkable...How will we be different?
- High impact and high frequency. Making the most of what works
- What next? Identifying a priority for a learning agenda



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Bio - Andy Hind (Lead Facilitator):

With over 30 years of leadership experience, Andy is now a senior consultant with Enhancing Learning Ltd, an independent consultancy company, as well as a qualified facilitator for all national educational leadership programmes and a qualified performance coach.

Andy is driven by a passion for improving the quality of professional development for all participants and currently supports over 600 organisations worldwide in their journey to improve leadership and management. His role is in supporting and advising Senior Leaders and Middle Leaders in their efforts to improve effectiveness throughout an organisation.

Through a range of thought-provoking and challenging approaches, Andy looks to assist organisations in looking inwards, reflecting on their current status, identifying an appropriate and strategic vision and growing towards being genuinely effective learning organisations.