

Journey to Outstanding Programme for ‘Requires Improvement’ schools - Two Year Programme

Year One:

Core strategy	Training session	Description	Outcome	Time
Have successful difficult conversations: kindly and quickly to improve adult performance and conduct issues	<i>Core skills for having successful difficult conversations</i>	<p>A key feature of high performing teams is talking about the tough stuff kindly and effectively.</p> <p>This session will increase your team’s ability to have far more successful difficult conversations, issues which are a barrier to your school improving.</p>	<p>You will have the core skills needed to dramatically improve the success of your difficult conversations and you will have a common framework for tackling these issues.</p>	<p>One day</p> <p>9.30am -3.30pm</p>
	<i>x3 half day implementation sessions</i>	<p>Knowledge without implementation is nothing. To make sure you implement what you have learnt, we offer on-going support which allows us to really focus on specific skills and really work on specific issues you’re having. It helps us ensure that things are moving forward.</p>	<p>You will be able to make sure your tricky conversations are on track and you’re moving things forward kindly and effectively</p>	<p>Half Day</p> <p>12.30pm- 3.30pm</p>
	<i>Flexing your leadership style</i>	<p>You’ve learnt the core skills for managing tricky conversations.</p> <p>This session will add another level to your skill set, enabling you to adapt your leadership style to get the best results</p>	<p>You will learn how to use a range of leadership styles for best effect. You will understand the competency curve and its practical application.</p>	<p>One day</p> <p>9.30am -3.30pm</p>
	<i>Legal awareness training</i>	<p>A session with our legal expert understanding capability, medical capability and how the law supports employers so you can be confident you are working within the law.</p>	<p>You will know the core legal framework for managing employees including how to manage capability within the legal framework and how to manage sickness absence.</p>	<p>One day</p> <p>9.30am -3.30pm</p>
	<i>Get to the point</i>	<p>Talking about the real issue is a crucial part of securing improved performance and behaviour. This one day workshop gives a range of techniques for getting the conversation started and ensuring it’s about what really needs to be talked about.</p>	<p>You will learn how to get clear on the issue yourself.</p> <p>You will have a range of ways to start a conversation and be able to avoid the most common mistakes of difficult conversations.</p>	<p>One day</p> <p>9.30am -3.30pm</p>
	<i>Tools & techniques</i>	<p>Conversations are movable feasts and being able to adapt them in the moment is a master skill of resolution. You will be given a battery of techniques for every eventuality, making sure you never get stuck in a conversation again.</p>	<p>You will learn over 20 techniques to get out of any tricky conversation. You will know when to use them and have tools for every part of the conversation.</p>	<p>One day</p> <p>9.30am -3.30pm</p>

Year Two:

Core strategy	Training session	Description	Outcome	Time
How to create a compelling vision that inspires your team	<i>Understanding which values underpin your vision</i>	Values underpin your vision and your culture because culture is behaviour over time and values tell us what behaviours are most important in your culture. Values tell us who we are on this journey.	You will know and powerfully articulate what values are most important.	One day 9.30am -3.30pm
	<i>Understand the strategic priorities for the exceptional school you will create</i>	To create your genuinely outstanding school we need clarity about what that looks like for you, so we will clarify your strategic priorities and what they really mean. Strategic priorities tell us where we are going.	You will know the strategic priorities that will be the focus for the school you want to create. Along with your values they will underpin your vision.	One day 9.30am -3.30pm
	<i>Create your compelling vision</i>	With your values and strategic priorities in place we can create your compelling vision, a powerful articulation of why you do what you do and what it is you and your team are creating in your school.	You will have your powerful vision, one that will enable you to create an exceptional school.	One day 9.30am -3.30pm
	<i>Create the 3-5 year plan to achieve your vision</i>	Excellence isn't achieved in one-year blocks, so we create a plan to let you craft real excellence, year on year with a 3-5 year plan.	You will have your 3-5 year plan to create your genuinely outstanding school.	Half Day 12.30pm- 3.30pm
	<i>Keep your vision alive</i>	It's one thing to create your vision, to communicate it well to get everyone on board, but you also need to keep it alive over the years in simple, yet effective ways.	You will have a range of simple but effective actions to keep your vision alive.	Half Day 12.30pm- 3.30pm
	<i>Personal communication</i>	Communication is strongest when it comes directly from a person. We will equip your team with the skills and knowledge to communicate with high impact.	You will know how to communicate powerfully and with impact, even when under pressure.	One day 9.30am -3.30pm
	<i>Communicate your vision so your team can get on board</i>	Your vision deserves to be heard with impact. We will show you how to share your vision so that everyone pulls in the same direction to achieve your vision.	You will have a powerful piece of communication ready so you can share your vision for maximum buy-in.	One day 9.30am -3.30pm

Have successful difficult conversations: kindly and quickly to improve adult performance and conduct issues	<i>Core skills for having successful difficult conversations (extension to new senior leaders and middle leaders)</i>	A key feature of high performing teams is talking about the tough stuff kindly and effectively. This session will increase your team's ability to have far more successful difficult conversations, issues which are a barrier to your school improving.	You will have the core skills they need to dramatically improve the success of their difficult conversations and you will have a common framework for tackling these issues.	One day 9.30am-3.30pm
	<i>Half day implementation session</i>	Knowledge without implementation is nothing. To make sure you implement what you have learnt, we offer on-going support which allows us to really focus on specific skills and really work on specific issues you're having. It helps us ensure that things are moving forward.	You will be able to make sure your tricky conversations are on track and you're moving things forward kindly and effectively.	Half Day 12.30pm-3.30pm
Environmental walk around	<i>Environmental walk around</i>	Environment is emblematic of culture. We will show you the quick and inexpensive ways you can show a culture of excellence through your school environment – and it's often not what you think.	You will have an action plan of quick and inexpensive (free) ways to improve your environment and, as a result, enhance the atmosphere and culture of the school.	Half Day 12.30pm-3.30pm

Total investment: £20,000+VAT for up to 6 people