

# ASPIRING SENIOR LEADERS PROGRAM

## EMPOWER YOUR LEADERS

Do you have talented and ambitious faculty who are crying out for the opportunity to develop their leadership skills? Are you looking to bridge the gap between your senior and middle leaders? Do you wish that there was more consistency in the quality of leadership and mentoring in your school? If this sounds like your school, we would love to work with you on our Aspiring Senior Leaders Program.

In a nutshell, during the program each participating senior leader will mentor an aspiring senior leader, empowering them to achieve a goal that is aligned with your school's strategic objectives.

Over the last two years PD Academia has been developing and refining this program with a network of schools in China and the results have been **amazing**. Read on to see what we can deliver for you.

## IMPROVEMENT SCIENCE – LEARNING TO IMPROVE

What sets the Aspiring Senior Leaders Program apart is our **agile learning loop**. Rather than the same old tale of implementing fast, learning slow, and burning good will as you go, our learning loop ensures you learn fast and implement effectively from day one.

Using the latest techniques from Improvement Science, we will work with you to develop clear aims and practical measures at the start of the program. We know that time is the most precious resource in education, so **our practical measures harvest just enough information in the most unobtrusive way possible to inform our efforts to improve.**

Then we'll use bespoke analytics throughout to gain early insights and share examples of good practice continuously. Why wait until the end to learn how to improve?



## PROGRAM DELIVERABLES

Aspiring Senior Leaders will:	Senior Leadership Mentors will:
Identify and pursue a goal that aligns your team with your school's strategic objectives	Hone your mentoring skills using the STRIDE model to empower aspiring senior leaders
Understand and reflect on how your role changes as your team develops	Help aspiring senior leaders to take greater ownership of leading their teams
Gain greater awareness of self and others and how to manage the disparity	Give and receive regular feedback to help improve the mentoring process in real-time
Learn how to delegate effectively so that you can stay focused on the goal and interpersonal relationships	Get supportive feedback and insights to continuously improve your mentoring skills
Learn to give effective feedback in relation to your team goal	Learn a practical model of improvement that could be applied to other initiatives

## TESTIMONIALS

*"What I liked best about the program was the group aspect of being able to talk with different Aspiring Senior leaders from different settings and relate experiences."*



## SENIOR LEADERSHIP MENTORS STREAM

As a senior leader, one of your most important responsibilities is to mentor your staff to develop their potential and capacity. By doing this, you'll help them make better decisions, solve problems that are holding them back, as well as learn and apply new skills.

The STRIDE Model is a simple yet powerful framework for structuring your mentoring engagement. In this program you will use it to support aspiring senior leaders in developing their professional capacity and overcoming obstacles impeding their performance.

Finally, you will learn about implementing an agile learning loop for a project, which ensures that you learn fast and implement effectively – something that could be applied to other aspects of your role.

## ASPIRING SENIOR LEADERS STREAM OUTLINE

The Aspiring Senior Leaders Stream will support you in adapting your leadership skills and strengths to the unique obstacles you'll face throughout the school year. First you will be paired with a mentor who will provide tailored support as you identify and pursue a transformative goal aligned with a whole-school strategic priority.

The program is divided into three modules that are timed to occur when the content will be most relevant to the challenges you are likely to be facing:

1. Goal-setting and alignment with strategic priorities
2. Delegation
3. Performance Feedback

## TESTIMONIALS

*"It was clearly outlined and I was aware of the goals of each section/activity. There was also ample opportunities for us to check in with Michael, and with the rest of the participants, to clarify and share."*

## THIS IS HOW WE WILL DO IT

1. Focus: We'll start by focusing on *you* and your school, getting you absolutely clear on where to focus, ready to build something that lasts and aligns with your school's priorities.
2. Game Plan: Next we'll map out a super straight-forward game-plan for the project, meaning that every day, every week, every month you'll know *exactly* what to do. This is when we'll develop the practical measures that will ensure the mentoring improves in real-time.
3. Buy-in: Then we'll recruit enthusiastic senior and middle leaders into the programme who will be the mentors and mentees, respectively.
4. Kick off: We'll then kick-off the Aspiring Leaders programme with induction training. This will capacity-build and motivate participants, as well as matching the Improvement Pairs.
5. Goal-setting: Straight after that the Improvement Pairs will have their initial conversations to establish relationships and set goals. All goals will be aligned to your school's strategic priorities.
6. Mentoring: Following this, Improvement Pairs will have monthly mentoring meetings that will increase the effectiveness and motivation of aspiring leaders in their role. Throughout this time, we'll use bespoke analytics to gain early insights and share good practice continuously.
7. Celebration: Finally, we save the best for last with a celebration of the aspiring leaders' achievements and reflection on the journey we've all taken together.



## SAMPLE SCHEDULE FOR 2022-23 SCHOOL YEAR

Please visit <https://middleleader.com/leading-change> for video testimonials as well as a more detailed introduction of the program.

Month	Stream	Topic	Asy Hours	Syn Hours	Date	Time
Aug	Both	ASL Program Introduction w/ Q&A		1	Aug 22, 2022	16:00-17:00
		How to select & match participants				
Sept	Both	Change Management	3	4	Sept 17, 2022	09:00-13:00
		Define Role and Purpose				
		Define Mentoring and Process				
Oct	SL	Mentoring Induction and STRIDE	1	3	Oct 10, 2022	15:00-18:00
	ASL	Leadership Development Objective	2	4	Oct 17, 2022	14:05-18:00
Nov	SL	Building Your Inquiry Toolbox	1	3	Nov 14, 2022	15:00-18:00
	ASL	Delegation	2	4	Nov 21, 2022	14:05-18:00
Dec	SL	Career Development	1	3	Dec 12, 2022	15:00-18:00
	ASL	Performance Feedback	2	4	Dec 19, 2022	14:05-18:00
Dec-Jan	CT			1		Change Team schedules 60-min coaching session with facilitator directly
		Mentoring Observation				
Feb	Both			1	Feb 20, 2022	15:30-17:30
		Mid-Year Review				
May	Both			2	May 22, 2022	15:30-17:30
		Project Debriefs	10			

**ASL - Aspiring Senior Leaders / Total Asynchronous (Asy) Time = 10 / Total Synchronous (Syn) Time = 22**

**SL - Senior Leaders / Total Asynchronous (Asy) Time = 7 / Total Synchronous (Syn) Time = 19**

**CT - Change Team, is the ASL and SL meeting together / Both means both Streams meet as a whole cohort**

**An additional 10 asynchronous hours will be awarded to recognize mentoring and project implementation**

