



## Aspiring School Leader Development Programme

**Cymeradwywyd gan | Endorsed by**

Academi Genedlaethol ar gyfer  
Arweinyddiaeth Addysgol Cymru  
National Academy for  
Educational Leadership Wales



## An Overview

### Who the Programme is for:

Those within a school leadership team (SLT) who aspire to senior school leader positions.

### Programme duration:

9-12 months

### Programme costings:

From £2,500 per participant

### Overview of the programme:

The Aspiring School Leader development programme (ASL) is aimed at those aspiring to school leader positions, or currently within a school senior leadership team (SLT).

The programme has been delivered in conjunction with Rhondda Cynon Taf County Borough Council for nearly 10 years, with over 100 participants successfully completing each 9-12-month programme. Insight HRC is now offering the programme to other local authorities across Wales.

Programme content has recently been updated to more closely align with the Four Core Purposes that underpin the national curriculum in Wales with the aim of building leadership capacity and creating a pool of confident, well-equipped leaders able to lead schools across a region.



**“The impact is immeasurable. I would never have had the confidence to do this [Head Teacher role] prior to the LDP”.**

**“The impact that attending the course has had on me personally and professionally – it’ll never be forgotten. I don’t think I ever would have had faith in my ability before this course.”**

# Programme Aims

There are five key areas that are explored, supporting the development of leadership behaviours and school cultures that will drive a positive experience for learners across Wales. Content has been mapped to closely align with the Four Core Purposes of the new Curriculum for Wales:

| Four core purposes of the new curriculum  | Ambitious, capable learners – ready to learn throughout their lives | Enterprising, creative contributors – ready to play a full part in life and work | Healthy, confident individuals – ready to lead fulfilling lives as valued members of society | Ethical, informed citizens – ready to be citizens of Wales and the world |
|---|---|--|--|--|
| <b>ASL course aims</b>  |   |  |  |  |
| <b>Understand yourself:</b><br>To understand the impact you have on others, others have on you and you have on yourself   | X   | X  | X  |  |
| <b>Understand others:</b><br>To enable you to provide the best environment and support so that individuals can be their best self, deliver great performance and thrive as individuals  | X   | X  | X  |  |
| <b>Build high performance teams:</b><br>To develop supportive, collaborative, creative teams that deliver the vision for education at a pupil, school and community level.  | X   | X  | X  | X  |
| <b>Leading schools:</b><br>To develop your role as a school leader by encouraging you to challenge the status quo, enable others and take ownership of and lead the changes necessary to deliver excellent outcomes for children.<br><br>To help you create the direction, values and culture necessary in a 21 <sup>st</sup> century school and to embrace and support the critical role schools play in vibrant supportive communities. |   | X  | X  | X  |
| <b>Wider context:</b><br>To enable you to go beyond the school setting and understand the wider local authority, regional and national context for education and the significance of collaboration across all educational boundaries.   |   | X  | X  | X  |

"I was told before applying for the programme that it was the best CPD my colleague had ever attended. I was aware that it involved lots of reading and personal reflection, but it was a very beneficial programme and one of the best to prepare you for Headship".



# Programme Structure

The programme develops leadership behaviours that promote ownership and personal accountability by raising self-awareness and action-led learning. An important programme outcome is for participants to understand how and why they want their career to progress.

## Example Workshop Programme:

Raising Self Awareness

Managing Performance

Key Leadership Principles

Building a Positive School Culture

Impact and Influence

Leading Change

## Enhanced by:

School visits with  
Education  
Director and  
Programme Lead

Book and  
film clubs

Executive  
coaching

Real Play  
sessions  
with  
business  
actors

Hot Topic  
Research  
Groups

"By far the best professional development programme I have been a part of yet!"

## Learning Methods

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Insight's programmes are designed to support blended learning - we recognise how much perspective is gained outside formal workshops and we create opportunities for collaboration and peer-to-peer learning.

### **Workshop programme**

We use workshops as opportunities to regroup, encourage discussion and debate, and learn models/approaches to support action back in schools

### **Real-play sessions with business actors**

Specific workshops are designed to enable participants to practice their skills with professional business actors, supporting real-time development and peer-to-peer coaching

### **'Hot Topic' research groups**

Research topics, focusing on current and future issues affecting education, are developed in conjunction with the client ensuring participants are able to influence regional strategy through their research findings. Findings are presented at the end of the programme to an invited audience including Head Teachers, past participants and regional educational leaders.

### **Executive coaching**

Participants benefit from individual coaching sessions with an executive coach. These sessions can be used to support real-time challenges and personal development.

### **Book and film clubs**

Less formal sessions, usually held online, which broaden participants' understanding and context around leadership and encourage individual development on topics of specific interest.

## Benefits of attending

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The learning outcomes for participants include:

- Greater self-awareness gained through self-reflection translated into personal growth and confidence
- Enhanced ability to manage and work with a wide range of people
- Improved flexibility and decision making in delivering solutions to difficult problems
- Sharper focus on delivering results and improving performance
- Stronger presence and personal impact
- Increased leadership and management capacity

## Client testimonial

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*“Insight’s Aspiring School Leader (ASL) programme is central to our succession planning strategy in RCT and has enabled us to harness the potential of countless aspiring leaders across the County Borough.*

*The results of this programme have been transformational, with many participants securing promoted posts due to the skills, knowledge and behaviours developed as part of the programme.*

*Feedback is invariably overwhelmingly positive due to the professional and personal learning achieved, and enhanced self-awareness, confidence, and motivation experienced.*

*This research-informed programme ensures that participants develop their management and leadership styles and professional practice so that they are well placed to deliver our mission in RCT ‘to deliver equity and excellence in Education and enhanced well-being for all’. This cannot be achieved without excellent and transformational school leaders and an investment in the highest quality professional learning for our aspiring leaders.*

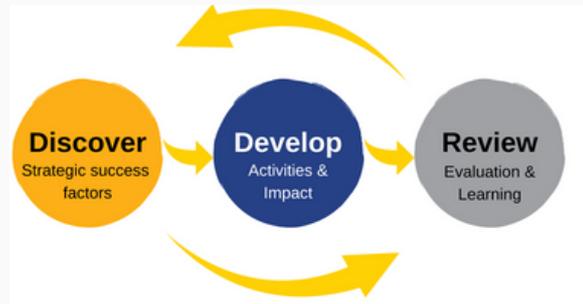
*Insight’s ASL programme provides this in abundance so that our future leaders are well equipped to meet the challenges of the changing educational landscape in Wales.”*

**Gaynor Davies**  
**Director of Education and Inclusion Services**  
**Rhondda Cynon Taf County Borough Council**

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## Our Approach

We work with clients to deliver bespoke interventions that address their specific requirements and deliver solutions where they will have most impact. We operate a three-step methodology to do this:



This process maximises the impact of our development interventions by ensuring that we have a clear and evolving understanding of your needs. It enables us to put in place activities that are evidentially aligned to meeting those needs.

Our frequent evaluation and review processes mean that we learn about your leaders and organisations as your leaders learn new skills. We can therefore focus our activities in the areas that will deliver the greatest results.

### Discover:

We will work with you to answer the following questions:

1. What does great leadership look like for your schools, now and in the future?
2. What is required to maximise current opportunities and to meet strategic goals?
3. What activities and approaches would support leaders to bridge the gap between where they are now, and where they need to be?

### Develop:

We will deliver an engaging, thought-provoking development programme that will increase skills, develop behaviours and broaden perspectives, enabling leaders to drive performance at individual, team and school level.

### Review:

We continually monitor and evaluate the effectiveness of our programmes to ensure impact and ROI through:

- Online post-workshop evaluations for participants to measure engagement, impact and relevance to their current and future challenges
- Mid-programme client review meetings
- Post-programme evaluations and client review meetings

## Who we are

Insight HRC Ltd is an independent leadership and business psychology consultancy based in south Wales. Our work takes us throughout Wales and nationally in the UK. We provide services that support leaders to perform at their best whilst also improving engagement and wellbeing, all underpinned by the latest thinking in evidence-based neuroscience and behavioural psychology. Our team of experienced business psychologists, HR professionals and Learning & Development experts work closely with our clients to deliver impactful solutions that reflect their organisation's culture and how we can enable it to be a more productive and happier place.

In our 25 years of operation, we have worked with over 200 clients delivering leadership and management development, executive coaching and senior level assessments. Our team have extensive experience working in sectors from education to housing, financial services to local authority, health services to creative media.

One of our biggest areas of expertise is within Education. Our facilitators have led development programmes and worked as executive coaches for Head Teachers, SLT's, middle managers and executive teams within schools and across local authorities. In addition, we have worked within schools and consortia to deliver development workshops supporting team building, embedding vision and values, and building resilience.

Our strong relationships and constant programme evaluation provide us with an in-depth knowledge of the vision, priorities and challenges facing the schools and consortia across Wales. Our focus is to support the development of organisational cultures that are driven by effective leadership. Within education, this means understanding the kind of leader that you aspire to be and developing the behaviours that will enable you to be an authentic, confident and capable school leader.

### Contact details:

For more information on how the ASL programme can create a pool of confident, capable school leaders in your region, please contact: [jemma@insight-hrc.co.uk](mailto:jemma@insight-hrc.co.uk) or give her a call on 07970 713167.



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