

# MIDDLE LEADERS PROGRAM ONLINE

## Benefits :

### Establish a Collegial Network

Receive feedback and support from a diverse and dynamic community of peers who understand your challenges and opportunities

### Direct Application

Have the tools to respond to changing situations with confidence and agility, adapting your leadership to the context and needs of your team

### Demonstrate Your Leadership Development

The Collective Efficacy Leadership Challenge is an authentic process to capture data about your leadership behaviour change and provides an authentic leadership story for a job application

**We can deliver a customised version of this program to meet your needs.**

### Cost (ex. GST) :

\$20,000

+ \$650pp for GENOS survey & feedback

+ travel cost per cohort

Maximum of 30 participants per program

This ONLINE program is designed for middle leaders who are ready to take the next stretch in their leadership. Whether they aspire to executive leadership roles or are ready to further develop their skills in their current role, the program provides a closer exploration of the knowledge, skills and confidence to lead and develop others for effective leadership of school communities. The Middle Leaders Online Program is about developing highly effective middle leaders to close the gap in achievement and reduce variation in schools. Participants will engage with the latest evidence about effective leadership in schools, and build and consolidate learning synchronous and asynchronous activities, one-to-one coaching and collegiate groups.

## Challenges

Every leader faces many challenges and opportunities in their work, the most common being when they feel stuck in operational, task-driven work that prevents them from thinking strategically about priorities, change and implementation.

Additionally, leaders are required to balance multiple roles and operate effectively across multiple teams, which can create competing demands and expectations, and requires them to communicate confidently and effectively with various stakeholders, including staff, students, parents and community.

Then there is the need to use data effectively to lead learning and improvement in your school – sometimes while also dealing with conflict and resistance from some staff members who are reluctant to change or adopt new practices.

How can you overcome these challenges and maintain focus on what is important and build a culture of shared accountability amongst your staff? How can you get a robust, balanced understanding of your personal leadership strengths and areas of opportunity?

## Solutions

The Middle Leaders Program is specifically designed to equip leaders with the skills and knowledge to lead with confidence and impact.

Through completion of the program, you will develop the knowledge, skills and understanding needed to:

- Strengthen understanding of self and others
- Become more skilled in building relationships and develop trust within your team
- Conduct reflective and professional conversations to support teachers to build their capability
- Lead high performance teams to develop collective efficacy
- Complete a 360-degree GENOS Survey and Report, to elicit valuable insights from colleagues + 1-hour debrief session with an expert coach.

This is a fully online program via Microsoft Teams, where participants will engage in virtual workshops and interactive activities and have access to wide range of support materials.

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## Program Outline :

<b>WEBINAR 1</b>	<b>WEBINAR 2</b>	<b>WEBINAR 3</b>
<b>MODULE 1 – Leading with Vision &amp; Values</b> <ul style="list-style-type: none"> <li>Aligning actions and decisions with core purpose and principles</li> <li>Articulating a clear and compelling vision that inspires others to follow you</li> </ul>	<b>MODULE 2 – Leading with Trust &amp; Values</b> <ul style="list-style-type: none"> <li>Fostering a positive work culture to enhance collaboration</li> <li>Honesty, transparency + accountability</li> <li>Empowering others + building rapport</li> </ul>	<b>MODULE 3 – Influence &amp; Engagement</b> <ul style="list-style-type: none"> <li>Persuading others to follow your vision, goals, and values</li> <li>Creating a positive and productive work environment with high trust, commitment and results</li> </ul>
<b>WEBINAR 4</b>	<b>WEBINAR 5</b>	<b>WEBINAR 6</b>
<b>MODULE 4 – Leading Change</b> <ul style="list-style-type: none"> <li>Developing a clear + compelling goal + strategy</li> <li>Measuring progress and outcomes</li> <li>Communication</li> <li>Input + feedback</li> <li>Harnessing expertise + supports</li> </ul>	<b>MODULE 5 – Difficult Conversation</b> <ul style="list-style-type: none"> <li>Mindset + attitude</li> <li>Language + discussion structure</li> <li>Making a commitment to change/ action</li> </ul>	<b>MODULE 6 – Giving Feedback</b> <ul style="list-style-type: none"> <li>Processes + structures for effective feedback</li> <li>Differentiating feedback for optimum results</li> </ul>
<b>WEBINAR 7</b>	<b>WEBINAR 8</b>	<b>CERTIFICATE</b>
<b>MODULE 7 – High Performing Teams</b> <ul style="list-style-type: none"> <li>Clarity, communication + collaboration</li> <li>Fostering a culture of continual learning + improvement</li> </ul>	<b>MODULE 8 – Resilience &amp; Wellbeing</b> <ul style="list-style-type: none"> <li>Managing stress and adversity to enhance engagement, creativity + productivity</li> </ul>	<b>Program Completion</b> <ul style="list-style-type: none"> <li>RECEIVE Certificate of completion email</li> <li>Certificate with AITSL Teacher Standards and course hours identified</li> </ul>

**ENQUIRE NOW: [ACELEARN@ACEL.ORG.AU](mailto:ACELEARN@ACEL.ORG.AU)**