

Case Studies

Below are examples of previous projects that were well-delivered and achieved positive outcomes for participants.

Please note: These case studies are for information only and are not to be forwarded or shared more widely.

Mandani Girls' School

Project Overview:

Madani Girls School has worked in partnership with all secondary and primary schools in Leicester City to develop leadership within the BME community.

BME teaching staff completed a professional leadership & management programme. This aimed to provide participants with a variety of tools, theories, knowledge, skills and confidence to support the overall aims and objectives of the sector.

They delivered workshops on:

- Outstanding leadership
- Data
- Interview techniques

In addition, they held a two-day residential at the National College in Nottingham where actors played the role of difficult staff and the candidates were asked to manage them appropriately.

Lessons Learnt:

- The residential remains a very powerful tool for launching the programme and bonding participants. Being removed from the everyday continues to prove to be an important mechanism for ensuring a strong focus on leadership skills and qualities development.
- Building powerful peer relationships is the glue which keeps participants motivated and is an important source of support, so regular opportunities to learn face-to-face with peers remains critical.
- Attention to detail pays dividends and ensures buy in at a high level.
- Alumni are the best advocates for positive action programmes.
- Trained, skilled, sensitive, empathetic yet challenging coaches are essential.
- Recruitment needs a lead in time of at least eight weeks.
- Growing leadership qualities is as important as growing leadership skills.
- The mix of twilight sessions and one day sessions – some on a Saturday to maximise attendance - is important

Project Overview:

This project was a cross-phase collaboration between schools across West Berkshire. The collaboration worked with business leadership consultants *Developing Potential* to develop female staff as middle and senior leaders and to grow a coaching culture within and across the partner schools.

Female teaching staff completed a professional leadership & coaching development programme. The programme aimed to provide participants with a variety of tools, theories, knowledge, skills and confidence to support their effectiveness and progression as leaders, subsequently acting as role models and coaches to others.

The programme used a blended and facilitated approach to encourage participant involvement, embed new ideas through coaching and promote experiential and reflective learning. The ultimate aim was to establish a sustainable coaching culture within and across the partner schools.

Lessons Learnt:

- Use more outside speakers/positive role models to inspire delegates to step out of their comfort zones
- Run the programme over a full year to give time to reflect and gain the most for participants learning
- Identify some joint projects that are beneficial to advancing priorities
- Use coaching as a means of developing a high performance culture

We look forward to speaking with you soon at the upcoming webex. Joining details will be provided nearer the time. In the meantime, we wish you all the best with your initial network activities.

Kind Regards,

Women Leading in Education Team
