

Make 2016 your leadership teams best year yet!

Professional Learning for School Leadership Teams

in 2016

from Steve Francis

Professional learning programs are being offered in 2016 for leadership teams from a cluster of schools. The program is based on a very successful program for Cronulla School leaders in 2014 and 2015. The cumulative program is organised and presented by experienced Principal and Leadership Development expert Steve Francis over a semester or year.

- 4 Half days over 2016
- Each half day covering 2 leadership topics (8 topics altogether)
- Designed for leadership teams
- Experience the same professional learning **TOGETHER** as a leadership team

The cost per participant for the program of four professional learning half days is \$950 + gst.

The program will be developed according to the needs of the cluster of schools from the following topics.



10 Things Great School Leaders Do Differently

This session examines 10 practices that researchers have identified that great school leaders do, that other school leaders don't. The difference between more effective school leaders and their less effective colleagues is not what they know, it's what they do. In this session we will examine what effective leaders do that other school leaders do not. We'll look at mindsets, behaviours and decision making processes.



Identifying and Utilising Your Strengths

Identifying, understanding and utilising your strengths is important to achieving satisfaction in our work roles. In preparation for the session, participants complete the *StrengthsFinder 2.0* self-assessment. In the session participants are debriefed and discuss their strengths and examine how their strengths are evident in their role and contribute to effective teamwork.



Leading An Effective Change Process

Schools are in a constant phase of change. There are 5 reasons why change processes fail and can be avoided. School leaders need to know and cater for the predictable stages of concern staff progress through when implementing any change. We'll examine change leadership models that should be used to successfully guide change initiatives.



Effective Teamwork in Schools

Teamwork is essential and must be aligned with the school's direction and priorities. The better that people work together and are aligned, the better outcomes the school will achieve. There are four key aspects of the Effective Teams model. Clearly identifying the Purpose, Processes, Trust and Leadership of the Team are essential. Missing one aspect has a massive impact on team effectiveness. *What do your teams do well and what needs attention?*



Understanding YOUR Leadership Style

LSI is a highly regarded instrument that helps you reflect on your leadership and thinking styles. It is a powerful tool for identifying your strengths, as well as areas for development. The on-line tool measures current levels of effectiveness, based on 12 “styles” of thinking. The levels of both the Constructive and Defensive styles are presented in a circumplex. The debriefing session and supporting workbook increases self-awareness and identify strategies for increasing desirable traits and reducing styles that are not helpful and. 360 feedback option also available.

Additional cost of \$100 per participant includes a self-development workbook to implement further professional development in the area identified



7 Strategies for Motivating and Engaging Students

Teaching is more demanding than ever before! Many students have short attention spans, are disinterested and disengaged from learning. Traditional carrot and stick approaches have limited effect. Motivating and engaging students can be challenging. In this session Steve reminds leaders of the 7 strategies their teachers must implement to motivate and engage their students.



Boosting Staff Morale as a Leader

Poor morale in schools is an issue that has a negative impact on student achievement. Good communication, clear decision making processes, recognition, clear purpose, difficult conversations and good old fashioned people skills are the keys to building staff morale. We'll learn and apply 6 strategies and the associated behaviours.



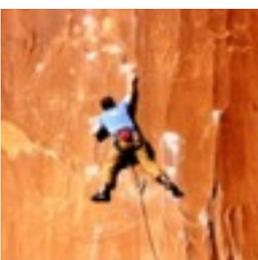
Time Management for Leaders in Schools

Working in schools is complex and challenging. In 2015 even more will be expected of you but there are still only 24 hours in a day! This practical workshop has been especially developed for school leaders and applies the best ‘time management’ practices. This workshop will help you be more efficient and increase your sense of achievement. You will leave with skills, knowledge and tools to be more effective.



Improving YOUR Work-Life Balance

Working in schools can be challenging. At times we work with difficult people, doing challenging work, in a high stakes environment and with increased levels of accountability. School leaders are always being asked to do MORE, with LESS. This session will help school leaders unpack the key strategies for improving their work-life balance in the important work they do. Achieving WORK-LIFE balance may be challenging but avoiding burn out is essential!



Squeezed – Leading From the Middle

Being a middle leader is challenging! Often middle leaders are squeezed from above as well as from below. Having onLeading from the middle requires a fine balance of skills – influencing up as well as leading others. Understanding the needs and wants of both sides is the key to avoid being squeezed. In this session we examine the required repertoire of skills.

Quality professional development, specifically for school leaders by Steve Francis CSP

Steve understands the challenges and demands of working in schools. Steve led a number of Australian public schools (from a one teacher school through to a large metropolitan school), as well as an international school in Hong Kong.

Steve presents at education conferences across Australia and internationally and was recently a guest education expert on the *Today Show*. He is passionate about helping optimise schools, keeping things simple, achieving work – life *satisfaction* and supporting school leaders to reach their potential.

Steve is the author of four books, "**First Semester CAN MAKE OR BREAK YOU!**", "**A Gr8 Life...Live it Now!**", "**Time Management For Teachers**" and his latest book, co-authored with Bruce Sullivan, "**Attitude is Everything**". Steve is also the creator of the **Happy School** program designed to boost staff morale and reduce teacher stress. Over 600 schools across Australia and internationally subscribe to receive Steve's weekly articles.

Steve is a *Certified Speaking Professional* (CSP), the highest internationally recognised designation of professional speaker.

Recent Testimonials

Steve Francis's session was engaging, challenging and inspiring. An outstanding presenter!
Art Costa International Guru on Thinking and Author of "16 Habits of Mind"

Conference evaluation sheets rate Steve Francis as a highly effective, outstanding presenter!
Norm Hart National President - Australian Primary Principals' Association

Your practical credibility of being at the "chalkface" is always a great connector. People go away feeling empowered to make a difference. We would be delighted to work with you again in the future.
Faye Hauwai CEO, Learning Network NZ

Steve Francis's engaging energy, clarity of expression and charming sincerity makes him an excellent speaker.
Judith Anne Seery Chair – Australian Primary Principals' Association Conference

All delegates left our Conference enthused and re-energised after listening to and participating with Steve in his presentations. Steve's energy filled style is infectious as he delivered real life, meaningful issues and challenged delegates to action.
Andrew Pierpoint President - Queensland Secondary Principals' Association

An energetic, engaging and motivating presentation. By far one of the most practical sessions I have seen for some time. Awesome – turbo charged!
Shyam Barr Director of Students, Middle School, Melbourne Girls' Grammar

Steve Francis is a dynamic and engaging presenter with an important message for all those involved in the education industry. Extremely well received!
David Keating OAM President, ACHPER QLD

This professional development was highly beneficial. Steve knows his stuff!
Paul Zernike Principal - Milton State School

Steve presented to our staff, of over 70, and was our inspiration to 'kick start' the school year. Steve has an energetic presentation style that kept everyone engaged all day in a hot school hall! Thanks Steve! Great info for all to hear. Just at our level and very thought provoking. Very motivational and practical.
Hilary Backus Qld Assoc State School Principals Past President

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