

TOPIC: IMPROVING SCHOOLS WITH A FOCUS ON INNOVATION IN AUTHENTIC LEADERSHIP

DESCRIPTION

Authentic could mean to be 'real' or 'in action', and the most important of all, genuine. This means that in all dealings with staff, school leaders need to be cognisant of the influential responsibility they have in engaging with their teams. The formation of trustful relationships is key to this concept. The notion of being 'genuine' with someone creates a culture of trust and this expands into the wider community such as external partners with the school upon which the school relies for supplies etc.

Dysfunctional teams exist owing to the lack of trust of the staff of their colleagues and supervisors. This inevitably filters down to the stakeholders within the community including the students in their care. There is nothing more authentic than a vibrant and energetic community which goes about its business with enthusiasm and with a high level of motivation. The building of credibility of leaders is a crucial element in the effective leading of others.

Improving Schools Australia can assist school leadership teams gain the credibility they require in order for them to effectively lead their teams within the school environment with a high level of trust and genuine belief in their staff.

AREAS OF FOCUS

AUTHENTIC LEADERSHIP

It is often said that leaders should possess a 6th sense – that of knowing by intuition how their staff will react to a situation or create new ideas. The leaders should also know their own limitations and work on these limitations to develop themselves professionally and vice-versa also applies – staff should receive regular feedback from their supervisors as to how they are going and this builds the trust relationship. This is 'genuine transparency' and acknowledgment that learning is a life-long process.

PLANNING TO LEAD

All people have the innate desire to succeed at various levels in their lives. The workplace is no different and considering the amount of time that school staff spend at schools, it is no surprise that the school environment is rich with knowledge and skill bases upon which all members of that community can draw strength and energy. Often this is not executed well, and staff are burnt out and demotivated. A good school leader will acknowledge this aspect, but work towards genuine program of staff development which builds them up rather than wearing them out. Improved school efficiency is one area that Improving Schools Australia can assist schools towards school improvement.

OPTIONS

Improving Schools Australia offers support in this topic through:

- Staff leadership professional development days/sessions; Leadership team workshops; Individual and group mentoring;
- Provision of innovative and functional techniques to build trustful relationships within all levels of the school staff team.

FEE

Fees are determined based on preparation, travel, pre and post support involvement and resource provision. Detailed costs would be included in a Proposal specifically designed for your school.