



# **TALENT MANAGEMENT PROGRAMME**



**A PROFESSIONAL  
DEVELOPMENT PROGRAMME  
FOR LEADERSHIP**

**February 2017 Review**



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## THE TAVISTOCK “ASPIRATIONAL LEADER” PROGRAMME (TALP) AND “NEW TO LEADERSHIP” PROGRAMME (N2L)

### WHO IS THIS FOR?

The programme is intended to be most relevant to teachers in their **second or third year** of teaching. and to **newly appointed middle leaders/subject leaders** in their first year of appointment.

### HOW DO I APPLY?

Please apply using the pro forma at the rear of this pack.

### DEADLINE(S) FOR APPLICATIONS

Friday 3<sup>rd</sup> February 2017.

### SELECTION PROCESS

In addition to an application form and reference, applicants must submit a proposal for a small scale action research “Plan Do Study Act” project school improvement project with their application. This could be related to your CIT work.

### OTHER REQUIREMENTS

Applicants will normally need to have obtained a reference from their Head of Faculty or direct line manager. Participation in the programme is voluntary and as such falls outside the scope of directed time and teacher’s pay and conditions.

### COST

There is no financial charge to colleagues employed by the college. However, a time commitment is pre-requisite.

### THE PROGRAMME

**4 x 60 minute** facilitated workshop type sessions **plus the completion and presentation of an impact evaluated action research based school improvement project.** Successful participants will be awarded the **Tavistock “Aspirational Leader and New to Leadership” Certificate (TALP/N2L)** and may be eligible to progress on to either the “*Coaching for Improvement*” programme, the “*Leading Teaching*” programme or the “*Senior Leadership Development*” programme.

### COURSE START/END DATE

An induction meeting will be held in the innovation centre at 3.20pm on Wednesday 8<sup>th</sup> February 2017. This course starts in February 2017 and ends July 2017. A project presentation will be held in the Autumn Term 2017/18.

### FACILITATED WORKSHOP THEMES

1. The Art of Cooperative Leadership & Succeeding in Middle Leadership (i) – Led by Tristan Forster and Brad Turner
2. Leadership Styles & Succeeding in Middle Leadership (ii) – Led by Mark Roberts and Tristan Forster
3. Moral Leadership, Systems and Processes (i) – Led by Barbara Manning and Phil Ruse
4. Influencing Others, Systems and Processes (ii) – Led by Gareth Smith and Phil Ruse

## THE TAVISTOCK “LEADING TEACHING & LEARNING” PROGRAMME (LTL)

### WHO IS THIS FOR?

The programme is intended to be most relevant to teachers in their **second or third year** of teaching.

### HOW DO I APPLY?

Please apply using the pro forma at the rear of this pack.

### DEADLINE(S) FOR APPLICATIONS

Friday 3<sup>rd</sup> February 2017.

### SELECTION PROCESS

In addition to an application form and reference, applicants must submit a proposal for a small scale action research “Plan Do Study Act” project school improvement project with their application.

### OTHER REQUIREMENTS

Applicants will normally need to have obtained a reference from their Head of Faculty or direct line manager. Participation in the programme is voluntary and as such falls outside the scope of directed time and teacher’s pay and conditions.

### COST

There is no financial charge to colleagues employed by the college. However, a time commitment is pre-requisite.

### THE PROGRAMME

**4 x 60 minute** facilitated workshop type sessions over two terms **plus the completion and presentation of an impact evaluated action research based school improvement project**. Successful participants will be awarded the **Tavistock “Leading Teaching & Learning ” Certificate (LTL)** and may be eligible to progress on to the *Coaching for Improvement* programme.

### COURSE START/END DATE

An induction meeting will be held in the innovation centre at 3.20pm on Wednesday 8<sup>th</sup> February 2017. This course starts in February 2017 and ends July 2017. A project presentation will be held in the Autumn Term 2017/18.

### FACILITATED WORKSHOP THEMES

1. Pedagogy & Practice. – Led by Sarah Jones
2. Risk Taking in the Classroom – Led by Mark Roberts
3. Using New and Emerging Technologies to Invigorate Learning Led by Barry Palmer .
4. Diminishing the Difference Led by Barry Palmer and Mark Roberts

## THE TAVISTOCK “SENIOR LEADERSHIP DEVELOPMENT” PROGRAMME (SeLDA)

### WHO IS THIS FOR?

The programme is intended to be most relevant to **middle leaders with at least two years’ successful middle leadership experience and/or newly appointed senior leaders** at the college.

### HOW DO I APPLY?

Please apply using the pro forma at the rear of this pack.

### DEADLINE(S) FOR APPLICATIONS

Friday 3<sup>rd</sup> February 2017.

### SELECTION PROCESS

In addition to an application form and reference, middle leader applicants must submit a proposal for a small scale action research “Plan Do Study Act” closing the gap school improvement project with their application.

### OTHER REQUIREMENTS

Applicants will normally need to have obtained a reference from their direct line manager or be referred into the programme by the Principal. Participation in the programme is voluntary for middle leaders and as such falls outside the scope of directed time and teacher’s pay and conditions.

### COST

There is no financial charge to colleagues employed by the college. However, a time commitment is pre-requisite.

### THE PROGRAMME

**6 x 60 minute** facilitated workshop type sessions over four terms plus, for middle leaders the completion and presentation of an impact evaluated action research based school improvement project. Successful participants will be awarded the **Tavistock “Senior Leadership Development” Award (SeLDA)**

### COURSE START/END DATE

An induction meeting will be held in the innovation centre at 3.20pm on Wednesday 8<sup>th</sup> February 2017. This course starts in April 2017 and ends December 2018. A project presentation will be held in the Spring Term 2018/19.

### FACILITATED WORKSHOP THEMES

1. Stepping Up – Resilient Leadership – led by Sarah Jones
2. Vision & Values – led by Sarah Jones
3. Succeeding in Senior Leadership i – led by Barbara Manning
4. Succeeding in Senior Leadership ii – led by Barbara Manning
5. Leading Schools in Times of Austerity – led by Sarah Jones
6. Sustainable School Leadership – led by Sarah Jones & Barbara Manning.

## FACILITATED WORKSHOP THEMES/LEADERS/DATES/VENUE OVERVIEW

*Each session will last approximately 1 hour and commence at 3.20pm.*

### **THE TAVISTOCK “ASPIRATIONAL LEADER” PROGRAMME (TALP) & “NEW TO LEADERSHIP” PROGRAMME (N2L)**

No.	Theme	Led by	Date	Venue
1	The Art of Cooperative Leadership & Succeeding in Middle Leadership (i)	TFO/BTU	21/2/17	IC
2	Leadership Styles & Succeeding in Middle Leadership (ii)	TFO/MRO	23/3/17	IC
3	Moral Leadership, Systems and Processes (i)	BMA/PRU	27/4/17	IC
4	Influencing Others, Systems and Processes (ii)	GSM/PRU	22/6/17	IC

### **THE TAVISTOCK “LEADING TEACHING & LEARNING” PROGRAMME (LTL)**

No.	Theme	Led by	Date	Venue
1	Pedagogy & Practice	SJO	23/2/17	IC
2	Risk Taking in the Classroom	MRO	14/3/17	IC
3	Using New and Emerging Technologies to Invigorate Learning	BPA	16/5/17	IC
4	Diminishing the Difference	BPA/MRO	13/7/17	IC

### **THE TAVISTOCK “SENIOR LEADERSHIP DEVELOPMENT” PROGRAMME (SeLDA)**

No.	Theme	Led by	Date	Venue
1	Stepping Up – Resilient Leadership	SJO	20/4/17	Conf Rm
2	Vision & Values	SJO	15/6/17	Conf Rm
3	Succeeding in Senior Leadership i	BMA	Aut 17 TBA	TBA
4	Succeeding in Senior Leadership ii	BMA	Spr 18 TBA	TBA
5	Leading Schools in Times of Austerity	BMA	Sum 18 TBA	TBA
6	Sustainable School Leadership	SJO/BMA	Aut 18 TBA	TBA

*IC = Innovation Centre  
Conf Rm = Conference Room*

## TALENT MANAGEMENT PLANNER – COURSE DATE/LEADER OVERVIEW

PROGRAMME	COURSE START	COURSE END	SESSION 1	SESSION 2	SESSION 3	SESSION 4	SESSION 5	SESSION 6	PROJECT PRESENTATION
<b>TALP/ N2L</b>	Feb 2017	July 2017	<b>21/2/17</b> <i>(TFO/BTU)</i> Innovation Centre	<b>23/3/17</b> <i>(MRO &amp; TFO)</i> Innovation Centre	<b>27/4/17</b> <i>(BMA &amp; PRU)</i> Innovation Centre	<b>22/6/17</b> <i>(GSM &amp; PRU)</i> Innovation Centre			<b>Date TBA – Autumn 2017/18</b>
<b>LTL</b>	Feb 2017	July 2017	<b>23/2/17</b> <i>(SJO)</i> Innovation Centre	<b>14/3/17</b> <i>(MRO)</i> Innovation Centre	<b>16/5/17</b> <i>(BPA)</i> Innovation Centre	<b>13/7/17</b> <i>(BPA &amp; MRO)</i> Innovation Centre			<b>Date TBA Autumn 2017/18</b>
<b>SeLDA</b>	April 2017	Dec 2018	<b>20/4/17</b> <i>(SJO)</i> Conference Room	<b>15/6/17</b> <i>(SJO)</i> Conference Room	<b>Autumn 17 - TBA</b> <i>(BMA)</i>	<b>Spring 18 - TBA</b> <i>(BMA)</i>	<b>Summer 18 - TBA</b> <i>(SJO)</i>	<b>Autumn 18 - TBA</b> <i>(SJO &amp; BMA)</i>	<b>Date TBA – Spring 2018/19</b>

*Each session will last approximately 1 hour and commence at 3.20pm*



