

# HabsInstitute

for Professional Learning

## **Haberdashers' Accelerated Leadership Development Programme**

**June 2024 - June 2026**

For High Potential Middle and Senior Leaders



**Haberdashers'**  
Academies Trust  
South

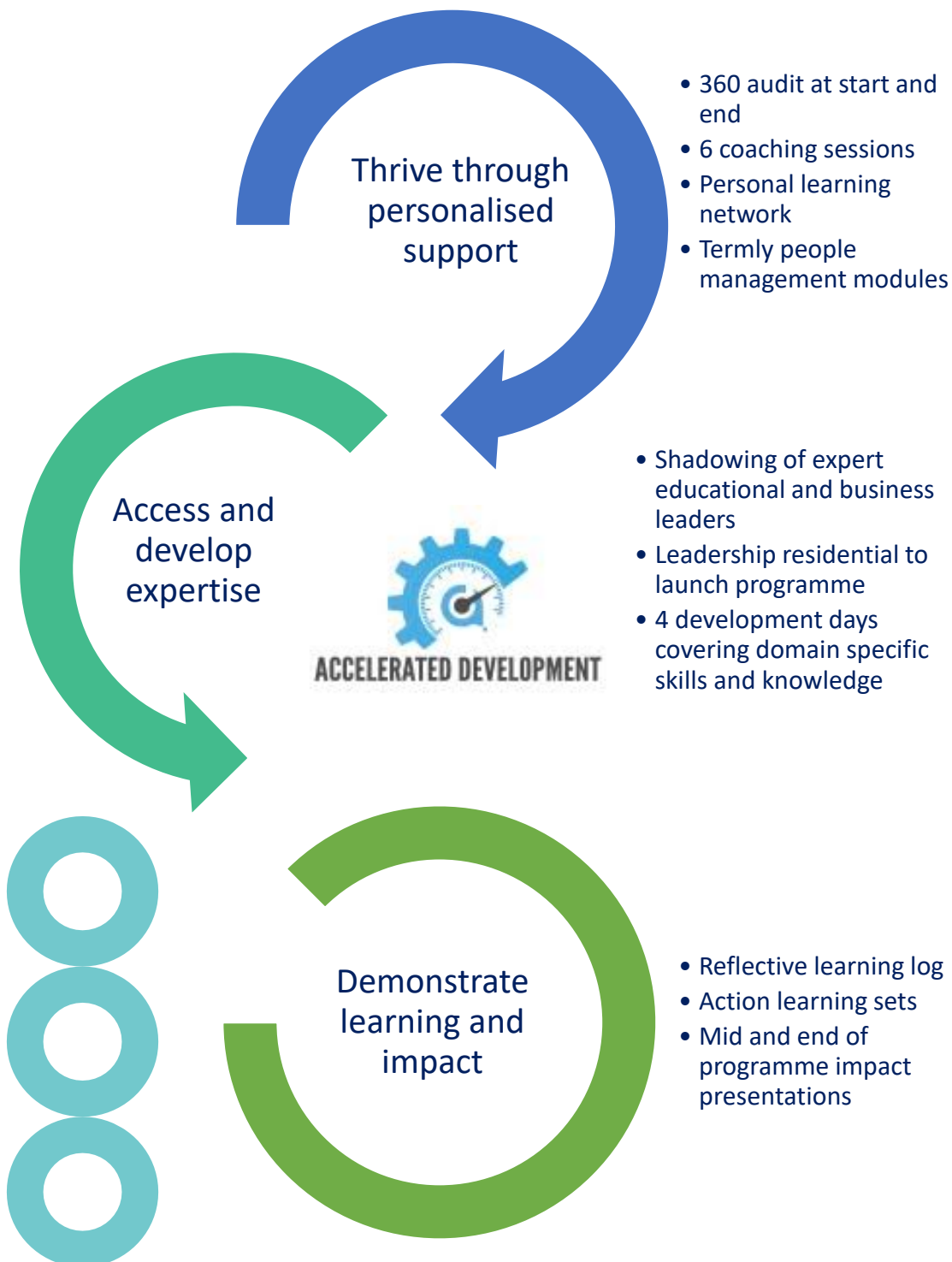
# Contents

• Programme Aims and Overview	Page 3
• Participant Profile	Page 4
• Learning Journey	Page 5
• Leadership Residential	Page 7
• Application and selection	Page 8
• About Haberdashers' Academies Trust South	Page 9
• About The Haberdashers Company	Page 10
• Recent Feedback	Page 11
• Contact Details	Page 12



# Programme Aims and Overview

This programme provides high potential middle and senior leaders with the knowledge, skills and confidence they need to deliver excellence now and grow into Principals of the future. The programme aims to develop, support and retain talented leaders in education, recognising their contributions, enabling them to fulfil their ambitions with us.





# Participant Profile

## Who should apply?

### Leaders who care

Leaders who show passion and a relentless drive to do the best by the children and young people in our schools



High potential, high performing middle and senior leaders



Potential to be a Principal within 5 years



Willing to commit to full programme participation



Programme participation supported by Principal



# Learning Journey – Year 1



**1** Leadership Residential

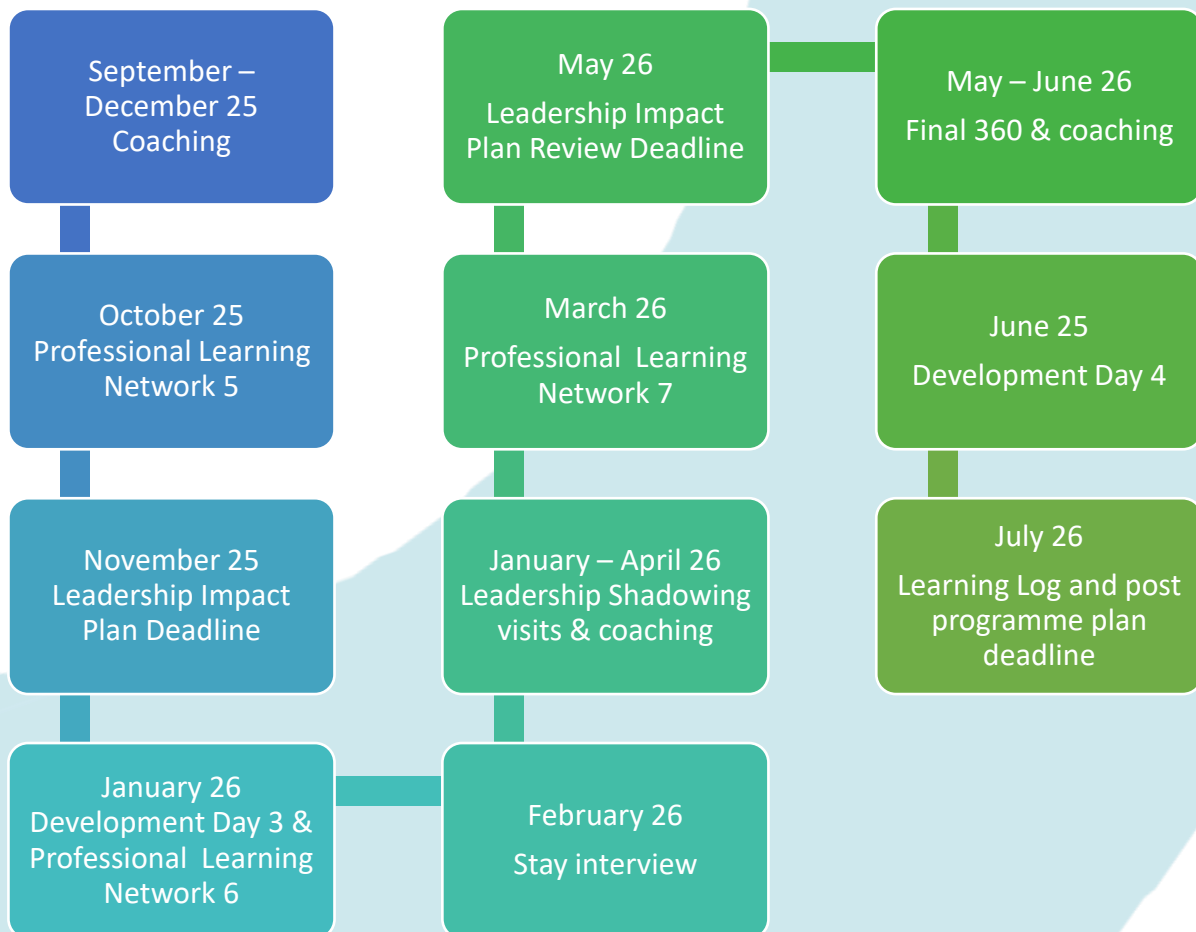
**2** Development Days Covering Domain Specific Knowledge and Skills

**2** Leadership Shadowing Visits

**3** One to One Coaching Sessions

**3** Personal Learning Network Groups

# Learning Journey Year 2



**1** Leadership Impact Plan

**2** Development Days Covering Domain Specific Knowledge and Skills

**2** Leadership Shadowing Visits

**3** One to One Coaching Sessions

**3** Personal Learning Network Groups

# Leadership Residential



## Content Overview

The programme is rooted in research by Hay McBer – one of the world's leading consultancies on strategy and performance – and is focused on leadership behaviours and their impact on others.

You will discover your own effectiveness as a leader from the results of a 360-degree Leadership Competency Survey based on feedback from your colleagues. You will learn about your own Motive Profile and how it impacts on your leadership behaviour and practice your leadership skills using simulation exercises. The residential will also give you an opportunity to share your thoughts, feelings and insights with colleagues in a secure, supportive environment.

### **Learn how to:**

- Manage self and others better
- Employ purposeful and appropriate leadership styles
- Motivate others to work more effectively
- Improve the quality of provision in your school/academy

### **Methodology:**

- Group Work
- Lecture
- Motivational Analysis
- Individual Action Planning
- Film
- Simulation Exercises
- Individual 360 Degree Feedback from colleagues
- One to one coaching session with the facilitator

Habs Institute's Leadership Residential launches the Accelerated Leadership Development Programme. It runs over two evenings and two days and is led by senior leaders within the Trust. It supports delegates to enhance their leadership capability in preparation for next steps.

### Key details

**Date and time:** from 7.00pm Tuesday 18<sup>th</sup> June 2024 to 4pm on Thursday 20<sup>th</sup> June 2024

It is important that all participants are able to attend from the evening of June 18<sup>th</sup> as this evening forms part of the programme. If this is a barrier to participation, please contact Kafilat Agboola.

**Venue:** Haberdashers' Hall, 18 W Smithfield, London EC1A 9HX

**Cost:** There is no cost to schools

*Meals are included - travel costs are not included.*





There are 12 programme places for High Potential Middle and Senior Leaders from Primary and Secondary Schools

### Step 1 – Applications open 26 April

Programme information shared

Headteachers/ Principals/ Executive Leaders invite applications



### Step 2 – Apply by 3pm 15 May

Submit application form to Principal/ Headteacher

Principal/ Headteacher adds statement of support



### Step 3 – Selection by 21 May

Selection panel uses participant profile to review applications

Feedback to applicants by email



### Step 4 – Programme starts 23 May

Online launch 23 May

360 survey 23 May - 6 June





# About Haberdashers' Academies Trust South



**We are a multi-academy trust consisting of four secondary schools and five primary schools and have been educating children and young people since 1876.**

Our moral imperative at that time was to ensure that every child in our care received the best possible education in order to make the best start in life. That moral imperative remains today, underpinned by ethos of working together and our values of being ambitious, always growing and contributing to the world as global citizens.

In a complex world, we need our children and young people to be as well equipped for their future as possible so that they can flourish. We will support them to become compelling individuals so that by the time they leave us they will have experienced a range of opportunities that not only build their mind but also build their character.

We are proud to be a diverse community and take seriously the need to ensure that every child, young person and adult connected with our schools feels included, welcomed and listened to. This is an important part of who we are and our commitment to equality and fairness. This commitment remains at the forefront of our work.

We believe that schools can't become the best places for students to learn and grow unless we make them the best places for staff to work and grow. Our People Strategy and School Improvement Framework prioritises the development of 'Leaders who care' and 'Great People'.

To find out more about Haberdashers' Academies Trust South, please visit: [www.habstrustsouth.org.uk](http://www.habstrustsouth.org.uk)

## VISION 2026 Every School an Excellent School

It is the Trust's vision for all of our schools to be excellent schools. Our mission is to ensure that every one of our children and young people flourishes at school so that they can be successful in their lives.

**Our three main objectives are:**

- Excellent outcomes for all children and young people so that they can be successful in their next steps and future lives;
- To be regarded as a great employer, attracting, retaining and developing the best staff;
- To be the Trust of choice and a welcome presence in our communities.

To find out more about our Vision and Strategy, please visit our website.

**The Haberdashers Company play a huge part of the culture within our schools. The links with the Haberdashers are a unique and special part of what our schools experience. Through the support of the Haberdashers' Company residential places are offered at no cost to schools and delegates will be connected with leaders and mentors from business enabling powerful and innovative cross- sector insights and reflections on excellent leadership.**



## **The Worshipful Company of Haberdashers**

Our main sponsor is the Worshipful Company of Haberdashers, one of the Great Twelve Livery Companies of the City of London. Education is of prime importance to the Haberdashers' Company and today there are more than 12,000 children and young people in the Haberdashers' family of schools that benefit from the relationship.

Our Haberdashers' roots go back as far as the 1680s when our founder, Robert Aske, left a sum of money to build a school for 20 underprivileged children. Despite his philanthropic work, Aske's life and work is not without some controversy, particularly his investment in the Royal African Company, a slave trade company, in 1672. Aske's involvement in the slave trade is not in doubt, but having recently carefully considered and widely consulted on these past events and what they mean for us today, we believe his legacy has made such a significant contribution to our schools and the education of young people in our community, however we will no longer use the name 'Aske' in the common name of our Trust and our schools.

The Company takes great interest in its schools. The Haberdashers' Advantage programme provides a range of initiatives for students in the areas of cultural enrichment, character education and careers as well as professional collaboration for school leaders. A Deputation from the Company (a group of representatives, drawn from the Master and Wardens, Liverymen, Freemen and Company Staff) visits the schools each year.

Find out more: [www.haberdashers.co.uk](http://www.haberdashers.co.uk)



# Feedback from cohort 1

"Having space to reflect in an open and honest space and having time to delve into the different leadership styles felt empowering and something that I wish I had knowledge of many years ago. Also, I enjoyed having extended time to speak with colleagues across the Haberdashers' family (rather than snatched chats) to explore our settings. The balance of activities and sequencing felt well thought through and every activity felt purposeful."

"The programme was led exceptionally and was really well-informed."

"This has been invaluable. I was recently shortlisted for a Headship and the learning from the HALD programme had a significant impact on my performance at interview. I felt that I was able to talk confidently about coaching, about dealing with difficult situations, and most importantly about leadership styles. I am now feeling a lot more confident in my understanding and abilities to do the job in the future as the HALD programme has taught and prepared me for future Headship."

"Thank you for this course. I have left feeling excited and motivated for the next academic year!"





# HabsInstitute

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Thank you for your interest in this programme.

For any questions or an informal discussion, please contact:

Kafilat Agboola  
Director of Professional Learning

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