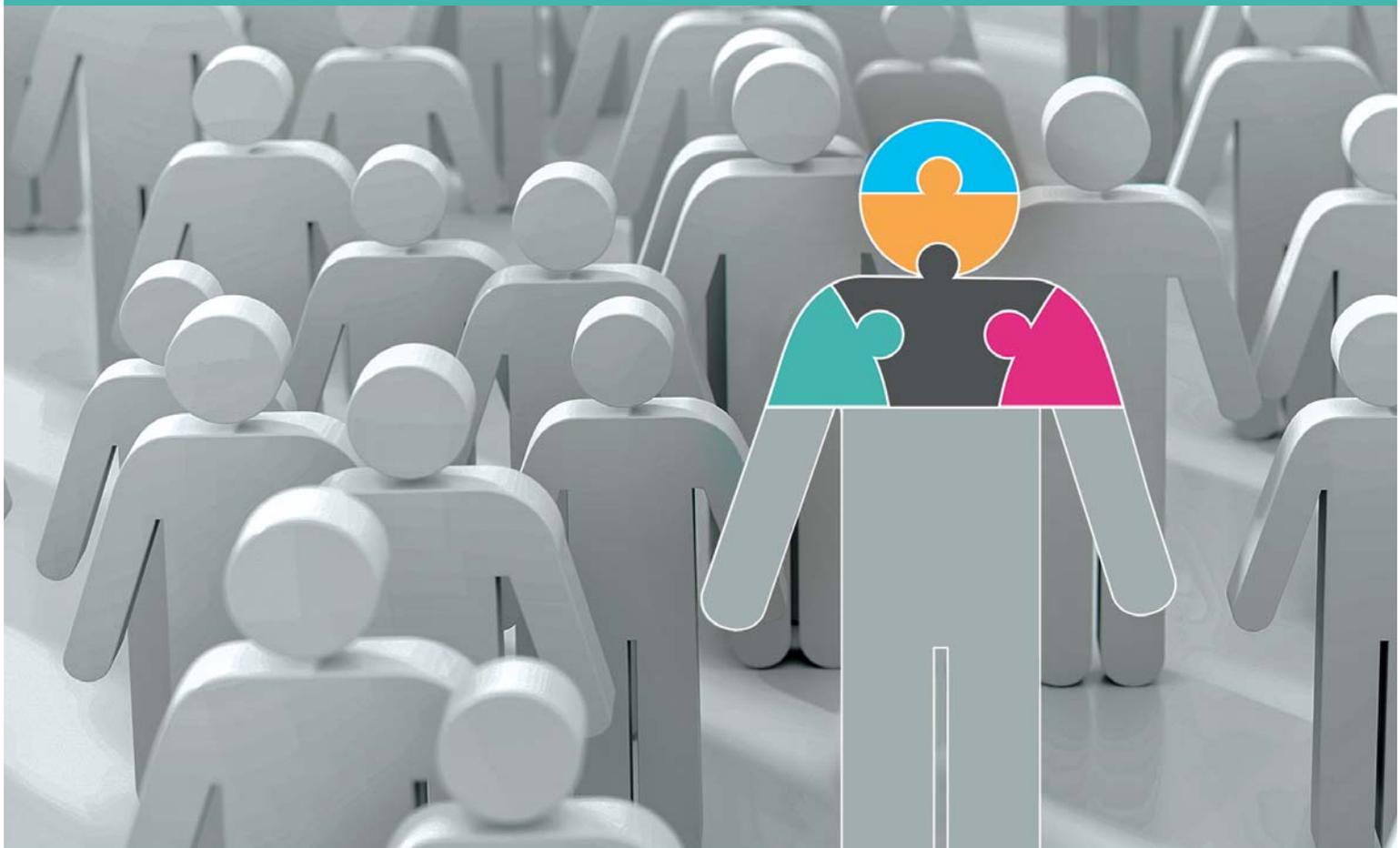


leading by example

2½ Day Intensive

Leadership Development Program for Educators



Venue

Ibis Melbourne,
297 Springvale Rd, Glen Waverley VIC

Term 2

29th April - 1st May,
2020

Term 3

2nd-4th September,
2020

coaching focus

coachingfocus.com.au/leadingbyexample

leading by example

- developing the role model leader

2½ Day Intensive Leadership Development Program for Educators



1. Do you know the impact you have on others and is it the impact you want?
2. Are you communicating effectively, using language that positively influences rather than controls?
3. Do you think as the leader you need to have all the answers so you can advise others what to do?
4. Have you mapped what you want from yourself and from your team, so you lead with a vision and leave a legacy?

These are the challenges for many leaders who have not defined the way they want to lead, often too busy in the day-to-day to step back and map out their plan, their leadership style and their priorities. Here is the program that will help you do that, in 2.5 days of intensive leadership development, self-exploration and coaching to become a role model leader.

role model leaders are clear, confident, consistent and considered

Clear

Role Model Leaders know how they behave and communicate, how they are perceived and how they need to work with others for the best working relationships and results.

Confident

Role Model Leaders are both resilient and assertive in challenging conversations and know what they are working towards.



Consistent

Role Model Leaders appreciate others for both their strengths and growth opportunities. They use a coaching style in every conversation with a focus on working together to find the solution.

Considered

Role Model Leaders have identified what they want from, and for, themselves and those around them and understand the value of moving forward together.

leading by example



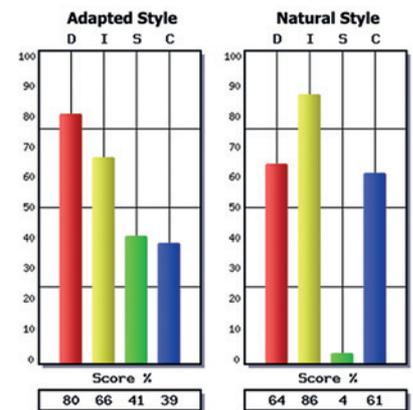
This program is designed for any staff member in any school or educational setting.

It is ideal for the middle leader.

program threads

Using the DISC to know who you are and how we know:

DISC is the world's most popular behavioural assessment tool that maps the 4 core behavioural tendencies and communication styles in their natural style, and in the work environment (adapted style). You will receive a 40-page report that highlights your strengths, challenges, driving forces, time wasters and areas for improvement, among other things. It is accurate, clearly explained and provides a wealth of information about you as a leader.



Exploring thinking through Coaching:

A role model leader believes in the potential of those around them and empowers through support and great questions. Throughout the program, we will use coaching techniques to explore thinking, to help you find your answers and help others to find theirs. Your understanding and skills of coaching will be strengthened, bringing greater consistency to your leadership style.



Be prepared to explore deeply,
to coach and be coached

leading by example - program schedule

Day 1 - The Evening Masterclass

5:00pm Registration and coffee/tea

5:20pm **Unpacking the DISC model and revealing your DISC Profile**

To improve the way we work together, we need to understand what makes people behave the way they do. The DISC model will provide that insight. We will unpack the DISC model to explore 4 core behavioural tendencies and you will receive your own DISC profile report.

6:50pm Dinner and networking

7:30pm **Improving team dynamics**

The key to relationships is healthy communication. The DISC is a powerful profiling tool, revealing your behavioural style. Once you understand behavioural tendencies, you can begin to identify them in others and use this insight to improve the way you interact. We will use our new knowledge to look for clues about the behavioural preferences of those around us with the aim of improving team effectiveness and dynamics.

9:00pm **End of evening program**

Day 2 - Full Day

8:30am Registration, reconnect and coffee/tea

9:00am **What makes a role model leader?**

We have all seen many leaders and felt their impact: there are those we aspire to be more like, and those we can learn a great deal about what not to do. We will explore what makes a role model leader and start to map out what you want for your leadership legacy.

10:30am Morning Tea

11:00am **It all starts with relationships**

We know that relationships are built through conversations. Using the insights from your DISC profile and the DISC model, we will explore key relationships and how you can make them stronger, healthier and more productive.

12:00pm **Adopting the coaching mindset**

Throughout the program, we will explore leadership challenges using coaching. Coaching is a learned skill and some participants will be more familiar with it than others. We will first ensure that there is a common understanding of coaching across the group, appreciate the mindset needed, and refresh or introduce, some essential coaching skills, so we can begin coaching each other.

1:00pm Lunch

1:40pm **Managing, leading, vision and influence**

Any leader has the responsibility of leading their team, aligning themselves with their leadership peers and supporting the direction, decisions and expectations of the person/s to whom they report. We will explore the juggle and issues that brings, give you an opportunity to identify your strengths, challenges and gaps, and through coaching give you the thinking space to work through what you uncover.

leading by example - program schedule

3:30pm Afternoon tea

3:45pm **Team Culture**

The result of good leadership is when you can see every individual flourish. What team culture are you creating to ensure you are assisting each team member to do their job well and helping them develop?

4:30pm **End of Day 2**

Day 3 - Full Day

8:30am Reconnect & coffee/tea

9:00am Learning review & re-focus

9:20am **The Language of the role model leader**

You choose your words, just as you choose your attitude. The result of your choices will determine whether you are a leader by title, or by influence. We will explore language styles; aggressive, passive-aggressive and assertive, unpacking how they can be perceived and received with a focus on you being the type of leader that leads by positive influence, motivation and collaboration. Through coaching, you will explore how you want to shift your language style to lead by example.

10:30am Morning tea

10:50am **Consistency is key**

When you know what you are about to experience, you know how to prepare for it, and how you want to show up for it. The leader who presents a consistent demeanor reduces behavioural stress and uncertainty right across their community. We will explore the keys to consistency, including communication styles, approaches to decision making, navigating the expectations of others, as well as exploring your professional boundaries.

12:50pm Lunch

1:30pm **Time, tasks and problem solving**

We all have 24 hours in a day. How you use it, and what you prioritize, are what matters to your leadership. You will explore how you manage your responsibilities and identify what should be your priorities. Using a combination of the insights from your DISC profile, as well as learnings from the group, you will challenge yourself to start doing things differently.

2:45pm Afternoon tea

3:00pm **Pulling it all together**

We started the program exploring your leadership legacy. We finish the program by clearly defining the actions that need to happen to bring that legacy firmly into play. Through prioritizing, you will identify the areas that deserve immediate action and those that need a long term plan, so you can be the role model leader you want to be, and that your learning community needs you to be.

4:00pm **End of *Leading by Example* Program**

leading by example



Dates & Details

Venue

Ibis Melbourne,
297 Springvale Rd, Glen Waverley VIC

Term 2

29 April - 1 May, 2020

Day 1: Wednesday 29 April, 5.00pm - 9.00pm

Day 2: Thursday 30 April, 8.30am - 4.30pm

Day 3: Friday 1 May, 8.30am - 4.00pm

Early Bird ends: Friday 13 March

Registrations close: Monday 6 April

Term 3

2 - 4 September, 2020

Day 1: Wednesday 2 September, 5.00pm - 9.00pm

Day 2: Thursday 3 September, 8.30am - 4.30pm

Day 3: Friday 4 September, 8.30am - 4.00pm

Early Bird ends: Friday 17 July

Registrations close: Friday 14 August

Includes:

- 40-page DISC Profile Report
- Detailed Workbook
- Certificate for 15.5 hours of professional development, mapped against AISTL standards
- Finger food provided during Day 1 evening break
- Morning tea, lunch and afternoon tea provided throughout Days 2 and 3

Early Bird Price: \$1,300 (plus GST)

Full Price: \$1,540 (plus GST)

Payment Details:

Payment information and details can be found at www.coachingfocus.com.au/leadingbyexample

Bookings are limited to the first 30 registrations.

Refunds will only be provided if:

- A substitute participant is not available from your organisation
- The DISC questionnaire link has not been emailed to the delegate
- Coaching Focus has been notified of the change, in writing, at least 3 weeks before the program begins.

leading by example



elevating leadership program

If you prefer to explore your leadership style over time, the **Elevating Leadership Program** takes the four leadership challenges of clear, confident, consistent and considered and unpacks them across 5 workshop days.

You can find out about that program at coachingfocus.com.au/elevatingleadership

about the facilitator



Janine Stratford

Convenor & Facilitator

BSc. GDEd, GDAdHlth&Wlfar, MEd (Ed Management)



Janine Stratford is the owner and founder of Coaching Focus, the company developing leaders in schools to be role models for those around them. She has designed the Leading by Example program based on the leadership challenges that Principals have identified are missing in leadership development. A former Deputy Principal, Janine is an internationally qualified Leadership Coach, facilitator and coach-trainer. She is an Associate Certified Coach (ACC) with the International Coach Federation, Master Coach Practitioner and a Certified Professional Behavioural Analyst. Janine now delivers leadership development programs throughout Australia.

Janine is a highly skilled presenter. Her honesty and passion are evident.

Fiona Harper, Yarra Valley Grammar

Authentic presenter, education specific and relatable, aware of unique challenges of school environment.

Marita Renkin, St Bede's College

Great resources which will allow me to hit the ground running.

Glenn Wilkins, Ballarat Grammar

coaching focus

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