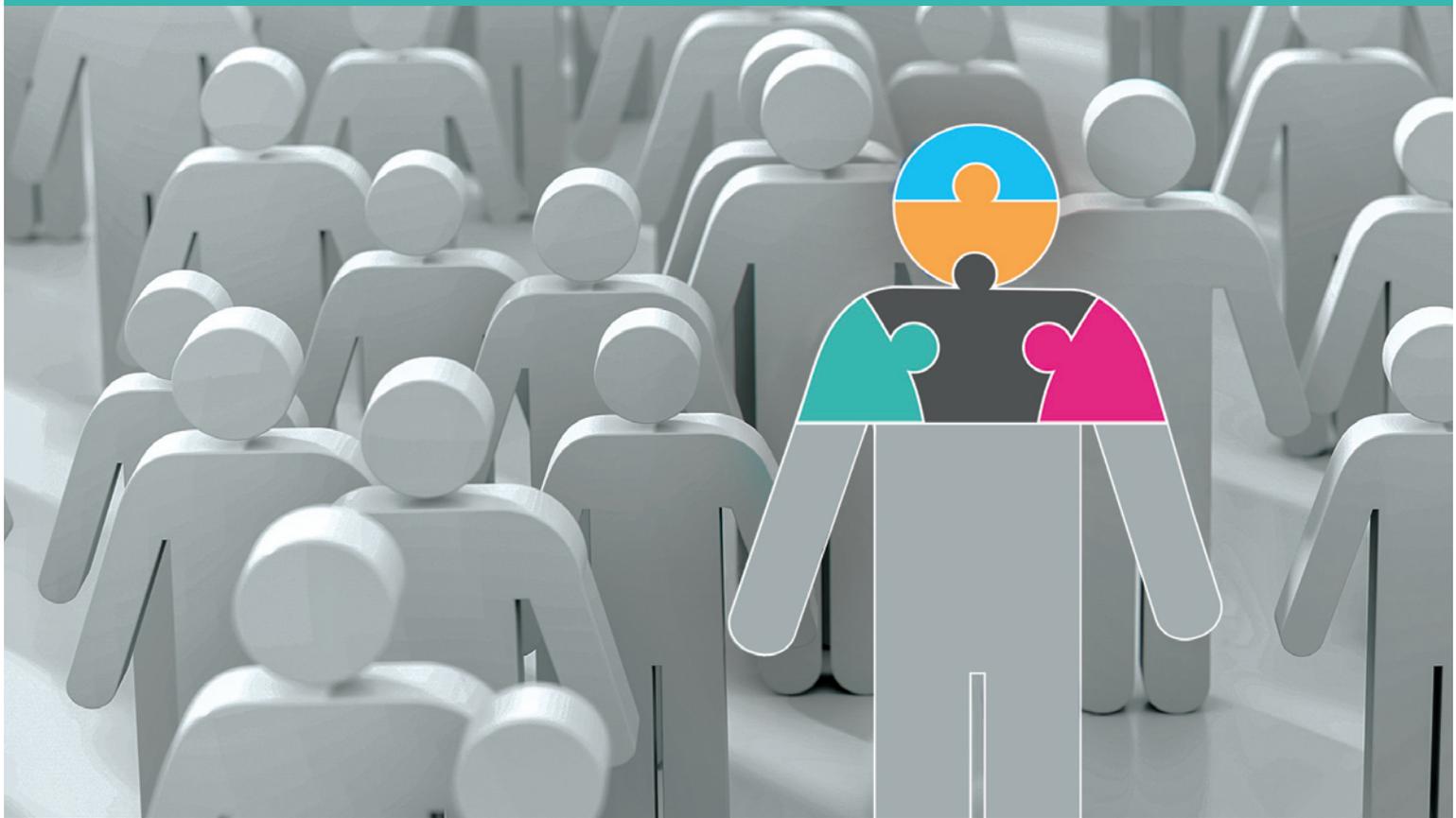


# leading by example

2 Day Leadership Development Intensive  
Exclusively for Middle and Senior Leaders



Ready to take your leadership to the next level?  
Secure your place today – hurry limited spaces!

**Venue**

ONLINE

**Date**

11 - 12 November,  
2021

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[coachingfocus.com.au/leadingbyexample](https://coachingfocus.com.au/leadingbyexample)

# A great school leader is clear, confident, consistent and considered.

As an experienced middle or senior leader, you know the challenges of leading a team. You also know that ultimately your team's performance reflects the clarity of your vision, the quality of your communication, and your ability to bring the best out of your people.

**Mastering the art of leadership is an ongoing journey and this is your next step.**

In this 2-day intensive, you will focus on improving your performance and results in key leadership areas, plus you will receive accurate psychometric insights about your impact and effectiveness.

**This is your opportunity to truly examine how you are leading your team.**

Here is your chance to take time away from the day to day and examine the bigger picture and critically evaluate your leadership performance.

**If you are ready to lead by example and become the role model your school needs you to be, you are invited to participate in this advanced leadership program.**



## 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.

**Discover how leading by example maximises your impact, results, and performance.**

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## Understand You – Your Leadership DNA

Becoming a successful leader always begins with knowing yourself. Your journey begins by completing your personal DNA Profile online in the weeks prior to the program. We will then use the insights from your assessment in 25 leadership competencies to identify where your leadership and performance need more energy and attention, so you can be the leader you want to be.

## Find Your Inner Coach

To coach is to empower. It also increases awareness and accountability. These are vital leadership skills. Across the two days, you will become more proficient at coaching as you will coach and be coached. Not only will your thinking be explored to find your solutions and next steps; you will also become more adept at using coaching as part of your daily style, moving your approach towards solution-facilitation rather than solution-finding and bringing out the best in your team.

## Creating Consistent Impact

Great leaders understand consistency is central to building trust across their team and the 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 and find where you need to improve, so you can be more consistent every day, every week and with every decision you make.

**Be prepared to  
explore deeply, to coach  
and be coached.**



## Re-engineer Team Culture

Are you getting the best out of your team? Using key bench marks, we will unpack your team's culture to determine how you can bring your team together, to work more effectively.

## The Strategic Approach

Leadership is about balancing the needs of the team and the goals of the organisation. We'll explore the challenges of managing this juggle, and what you can do when you feel caught in the middle. With coaching, you will identify your key challenges and develop strategies to navigate your way forward.

## Lead with Vision and Influence

Every team leader needs to know where they want to take their team. If your team is uncertain about the destination, you are unlikely to reach your target. We will explore how effective you are at leading with vision and influence, and help you clarify your vision, so you can design a plan that invites your team to join you on the 'journey'.

*In an industry saturated with professional learning programs, Janine offers something incredibly valuable to school leaders. Highly recommended.*

*Maria Haggett, Principal, Mater Christi College, VIC*

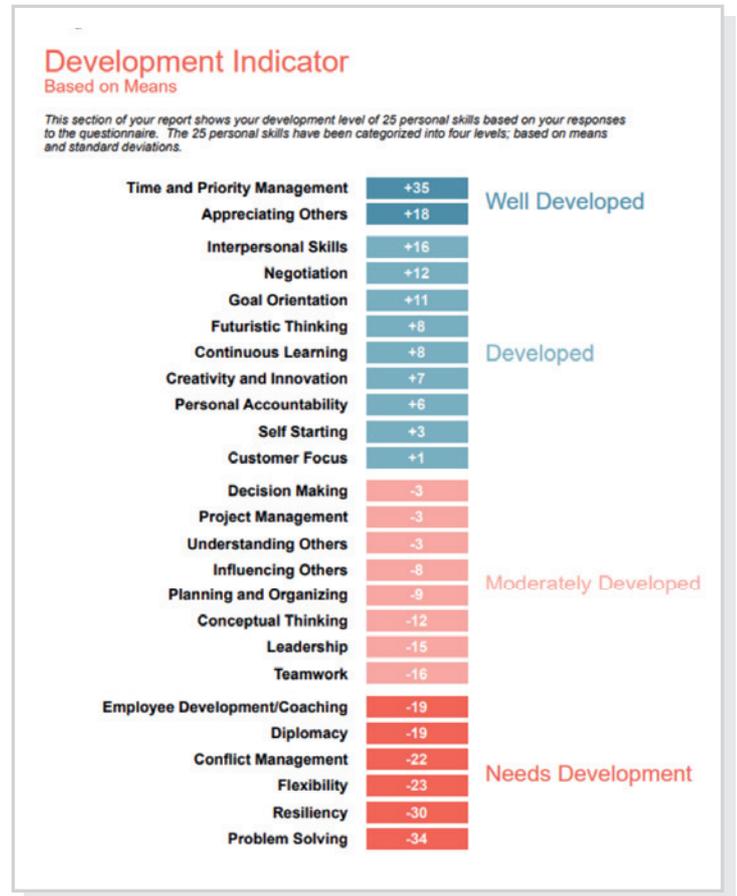
# the DNA 25 profile

Great leadership extends beyond technical competence to interpersonal skills, often termed ‘soft’ skills. The DNA 25 Profile measures an individual’s level of development in 25 leadership competencies, interpersonal skills that are foundational building blocks, the DNA of performance.

The DNA 25 report provides a platform to:

- Discuss what helps you achieve results in your personal and professional life
- Identify skills or abilities that lead to superior performance
- Understand that our competencies are not “fixed,” but with effort and support, they can be developed.
- Create tailored plans to develop the competencies that will have the most impact on performance.

The DNA 25 Profile is designed to assist you in managing and developing your leadership and career.



Based on your responses to the DNA 25 questionnaire, the report helps to highlight possible strength areas, as well as areas you may want to focus your time and development.

Your development of these personal skills are categorized into four levels:

- 1) Well Developed
- 2) Developed
- 3) Moderately Developed
- 4) Needs Development

*Having worked with Janine in her capacity as a Career Strategist and Coach Trainer, with her experience and background, I believe she really is the ‘go to person’ for schools looking to make a meaningful difference in the capacity of their staff.*

*Peter Edwards, Head of Faculty, Lauriston Girls’ School, VIC*

# dates & details

## Where

ONLINE

## When

Thursday 11 November and Friday 12 November 2021

Registrations close: Wednesday 3 November 2021

Program Price: \$1,250 (plus \$125 GST) AUD

## Includes:

- 12 hour program comprising two full days of interactive learning with one hour of preparation
- Program Workbook, Reflections Notebook and the amazingly popular Coaching Focus bent pen
- DNA 25 Assessment Profile: self-assessment of 25 leadership competencies
- Resources and Templates to put your learning into practise
- Completion Certificate for 12 hours of professional development, mapped against AISTL standards

## Also available:

### Private Accelerator Session: \$ 240 (plus \$24 GST) AUD

Take your leadership up a notch following the program, with a one hour private and confidential coaching session. Through coaching, you will develop an action plan and your next steps to accelerate your leadership success. The coaching session will take place over video conference or telephone.

# 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 across Australia and New Zealand.

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

*Fiona Harper, Yarra Valley Grammar, VIC*

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

*Marita Renkin, St Bede's College, VIC*

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

*Glenn Wilkins, Ballarat Grammar, VIC*

# payment details

Payment information and details can be found at [www.coachingfocus.com.au/leadingbyexample](http://www.coachingfocus.com.au/leadingbyexample)

Bookings are limited to the first 40 registrations.

### Refunds will only be provided if:

- A substitute participant is not available from your organisation
- The DNA 25 Profile questionnaire link has not been emailed to the participant
- Coaching Focus has been notified of the change, in writing, at least 3 weeks before the program begins.

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