

Multi Academy Trust Transition Consultancy

About the project:

Mike Tonge, the Exec Headteacher of Prestolee MAT recognised that for The Trust to grow they needed to lead the change process together. The Trust were growing from two to four schools, with more expected to join soon after.

The Challenges:

The senior leaders at Prestolee were good at leading one 'Outstanding School', Teaching School Alliance and Initial Teacher Training. The challenge was how to grow capacity whilst maintaining the quality. How do you develop leaders beyond their very local and well known environment to make a positive impact across The Trust?

What we did:

In collaboration with Maxine Roberts from M&P Associates we developed a bespoke MAT leadership transition programme. The senior leadership team participate in a series of workshops focused on their professional journey, transitions and leadership of change. The bespoke nature of the programme enables us to adapt the workshops and content as understanding and issues emerge. One-to-one coaching within the programme provides support for staff to work individually on change and reflect on progress and impact.

As facilitators of this process our role:

'...requires listening to and validating many voices, synthesizing diverse ideas on the spot and being sensitive to group dynamics. It is the responsibility of the facilitator to push the group to think longer term, surface blind spots and consider broad range of uncertainties...'

Fulton and Searce (2004)

Outcome so far:

On completion of the programme the initial benchmarking process was revisited. The team reported:

- Increased awareness and understanding of transitions including the emotional and political processes
- Increased confidence to lead teams
- Improved understanding of how their behaviours impact on those around them.

The importance of the interaction and relationship building is recognised by all.