

# CATALYST - leadership programme

## For experienced Deputy Headteachers

This programme provides a **FACILITATED THINKING ENVIRONMENT** to promote the **study of leadership**, encourage **personal reflection** and provide **strategies for utilising theory**. The days provide a safe space for professional dialogue, nourishment for the mind, a chance to pause and redirect professional energy, engage with different types of thinking activity and connect with other DHTs.



**Discussion:** Ask questions and discuss issues with other deputy headteachers.



**Collaborate:** Practical activities allowing participants to analyse key issues and explore leadership theory.



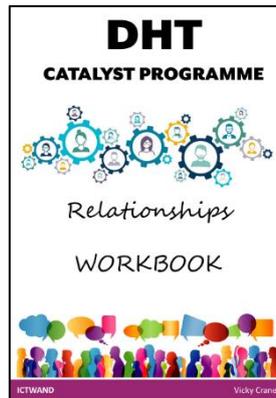
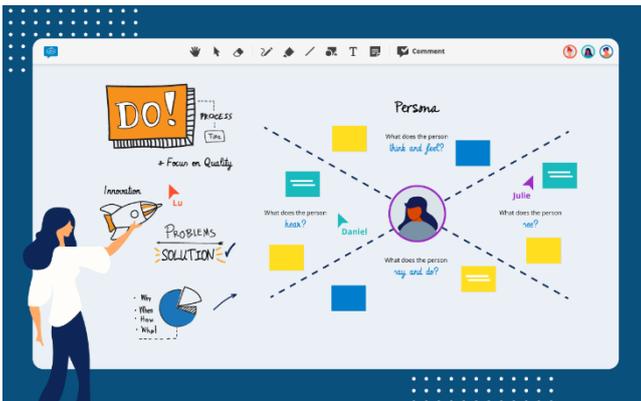
**Well-being:** support for mental resilience, an opportunity to pause and refocus, share challenges, peer support.



**Discovery:** Generate and develop ideas together, take away useful resources, expand leadership knowledge.



**Reflection:** Activities designed to support leadership reflection and improve personal effectiveness.



*Evaluations from previous courses:*

“Excellent ideas and suggestions, especially when dealing with tricky issues.”

“Vicky created a safe environment to discuss some challenging issues openly and in a reflective manner.”

“Every session has been immensely useful.”

“Vicky is a fantastic trainer – very inspirational and knowledgeable.”

“Very thought provoking and useful.”

“Time to think strategically and to discuss with contemporaries. Each session is having a positive impact.”

- Whilst working together online Conceptboard software allows participants to engage with a range of different thinking tools that support active reflection, forward planning and collaboration. The diagrams, results of collaboration, online notes can be saved and printed for use after the sessions.
- Workbooks are provided to support colleagues during sessions and between sessions: think pieces, practical advice, proformas, thinking tools. Many of these are ideal for use with colleagues back in school.
- A mix of online and offline activities ensure colleagues energy and engagement levels remain high.
- A mix of whole group and small group sessions ensure everyone has the opportunity to fully participate.
- Theory mixed with practical application and thinking time - ensuring colleagues enhance their leadership skills and knowledge.



The programme is six full days spread across the academic year. In addition, colleagues are provided with two 1:1 coaching / professional dialogue sessions 90 minutes in duration. Cohorts are small in order to personalise the course. £1650+VAT

This course is aimed at experienced DHTs who recognise that developing as a leader never stops. People who want to hone their skills, be challenged, be inspired, add to their existing skillset, and want to dig deep into leadership should apply.

Each day on the CATALYST PROGRAMME has a different LEADERSHIP THEORY CENTRE PIECE around which DHTs consider their own practice.



The programme provides an opportunity for participants to consider the leadership skills, leadership thinking and leadership behaviours they are drawing on today, sometimes, every day and those they wish to draw on in the future. There is a focus on 9 areas of leadership that are specific to the ICTWAND CATALYST programme.



Vicky Crane  
Consultant & trainer

“The DHT role is rewarding, exciting, and complex, and whilst it has common elements, each leader faces their own unique challenges. Leadership is a continuous journey - leaders can always learn more, increase their personal effectiveness, be better at channelling their energies. This programme is exciting because it is a blend: theory, practical, mental well-being, personal reflection, and peer support. It provides a ‘pause’ in the business of day-to-day school life so that leaders can engage in essential thinking, reflection and dialogue. Time out for this type of thinking increases personal effectiveness, increases efficiency, boosts productivity and provides much needed mental nourishment. It is designed to both feed the soul and enable participants to leave the session with tools they can utilise in their quest to be an excellent, effective leader. My aim is to add value, encourage, challenge, inspire, support and help DHTs to thrive and love being a leader.”

Example structure:

9.00am-	9.25am	Welcome & initial discussion activity
9.25am-	10.30am	Leadership centre piece
10.30am-	11.00am	Coffee break & personal reflection activity
11.00am-	11.45am	Catalyst task
11.45am-	12.30pm	Group session & practical activity
12.30pm-	1.15pm	Lunch & personal reflection activity
1.15pm-	2.30pm	Group session & discussion catalyst
2.30pm-	3.00pm	Small group structured discussions
3.00pm-	3.30pm	Questions, round up and thinking

*Sessions are delivered remotely via Zoom and Conceptboard. Participants may find it useful to print some resources prior to each session. An online platform provides access to electronic resources.*

**LOCAL OFFER:** *Some schools have put their own spin on this course by having the DHTs meet in a different school each session with a 30 minute presentation from the headteacher, a 30 minute school showcase and a short tour of the school. If you have 8 DHTs in a geographical area, get in touch to discuss how you can design your own local offer.*