



## BEECHEN CLIFF

### Future Leader Award: Executive Summary

#### Aim

The Future Leadership Award (FLA) prepares boys for future leadership roles in school and society by developing their understanding of leadership and their leadership behaviours. It develops them as global citizens and good human beings who can thrive throughout their lives and make a positive contribution to society.

#### Summary

The FLA programme has been developed by synthesising academic research and practical leadership experience from business organisations and senior leaders from the armed forces, educational and sporting contexts. Designed to take place over an academic year, it comprises a combination of teaching, tailored to fit the age and experience of the participants, team-based exercises and mentoring from leadership experts. The result is an exciting and engaging course based on theory and practice that has proven to have a real impact on the participants.

#### Underpinning Principles & Philosophy

- Leaders are made, not born.
- Leadership is a set of behaviours, not a job title.
- Leaders bring about change through setting vision and goals.
- Leaders must have followers; building and maintain relationships are therefore critical.
- Leaders are emotionally self-aware and deeply mindful of their influence on others.
- Leaders have strong values at the heart of their being and work.
- Leaders are role models and should represent society.
- Leaders in the 21<sup>st</sup> Century need to be global citizens.
- There are particular reasons to teach boys about leadership.

#### Organisation

- **Preparation phase** (3 months): taught sessions combining in-depth discussion and analysis of leadership case studies and practical activities to generate dialogue about leadership. Participants reflect on themselves, set personal development targets and work within their teams to support and challenge one another.
- **Project phase** (3 months): participants undertake leadership projects with clearly defined goals for the project and their learning. They receive mentoring throughout from experienced leaders and reflect on their progress as individuals and a team.
- **Review phase** (1 month): participants reflect on their progress, present it to their peers and undergo an interview with a review board to discuss their learning. They graduate on the programme if they have fully participated and completed their learning log.

## Outcomes

- Participants are able to articulate an understanding of leadership principles and have a theoretical framework for leadership upon which they can draw during school, in higher education and in their careers.
- Participants have a positive impact on their peers and their school community through their behaviours and projects, inspiring and making a difference to others.
- Participants develop skills that make them more confident, self-aware, empathetic, better at communicating and more organised.
- Schools gain leadership capacity that can make a real difference to the institution. It also presents an opportunity to promote dialogue about leadership across the school.
- Society benefits from young people willing to lead change, consider those around them, stand up for their values and be good global citizens.

## Impact

The FLA has been run this year in two schools with significantly different demographic profiles. A disproportionate number of disadvantaged students were welcomed on to the programme in each setting. Feedback from participants, parents and teachers has been extremely positive:

“The programme has brought out my best values and helped me to recognise my ability to be a leader in everything I do” – *Participant Feedback*

“Matravers School is delighted to have been part of this programme. Our collaboration has enabled students to work alongside their peers and gain huge insights into themselves as leaders.” – *Headteacher Feedback*

“Thomas was not in a good place when the FLA programme started. He had for quite some time been feeling low and directionless. He is now much happier and more confident, and I think that the FLA programme played a significant role in helping him to reach this place. It is great to see him laughing again and wanting to try new things. He has just taken up Taekwondo and, perhaps the biggest surprise for someone who has always hated anything that involves performing or even speaking in front of others, he has joined the Bath Theatre School to have a go at acting.” – *Parent Feedback*

## The Future

The programme has been revised and enhanced for 2018-19 and will be run across multiple schools. Beechen Cliff is looking to establish a Leadership College arm from 2020. If you are interested in learning more about the FLA, please contact James Oldham via email or telephone:

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**“Leadership is using your knowledge about people, context and achieving goals to guide an idea with a group of people” – *What is leadership? Participant response***