



AYLESBURY
GRAMMAR SCHOOL

Founded 1598

EMOTIONALLY INTELLIGENT LEADERSHIP DEVELOPMENT THROUGH COLLABORATION

AUCKLAND, JULY 2023

- WELCOME
- WHO WE ARE
- DEVELOPMENT NEED
- COLLABORATIVE HUB
- LEADERSHIP DEVELOPMENT
- IMPACT & PROGRESSION

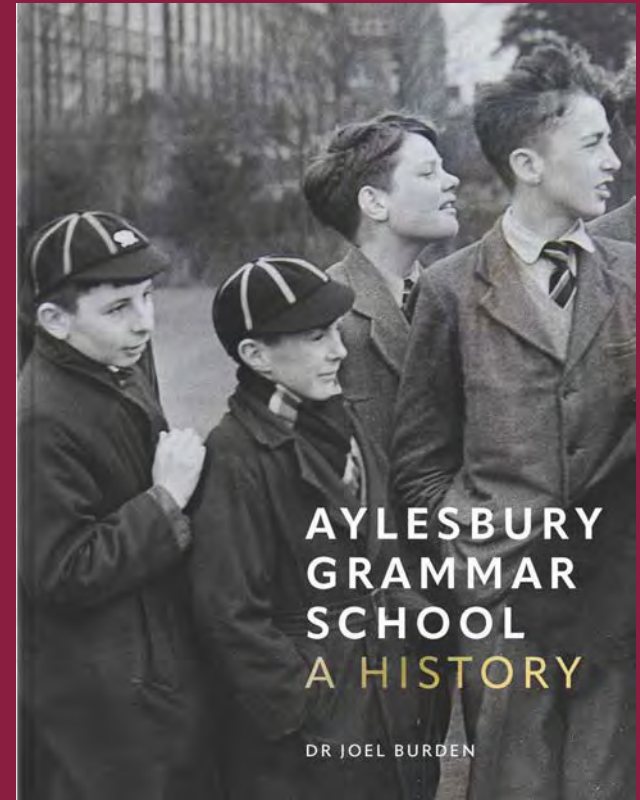


WELCOME

Mark Sturgeon²⁸, Headmaster
Aylesbury Grammar School

Nurturing Character since 1598

Celebrating 425 years





"If I have seen further (than others), it is by standing upon the shoulders of giants."

Sir Isaac Newton

OUR PURPOSE

To inspire and enable
all our students to
flourish throughout
their lives



OUR ASPIRATION

- Flourish in all we do
- Lead with humility
- Pioneering expertise



“Train people well enough so they can leave. Treat them well enough so they do not want to”

Sir Richard Branson

HUB DEVELOPMENT

Challenge Partners
National Network
Local Hub of Schools - cross
phase

Aylesbury Vale Hub led by
Aylesbury Grammar School -
14 member schools



WHY COLLABORATION?

People connect with People

Highly effective teachers are more likely to seek advice and information from colleagues (Spillane et al, 2018a)

Teachers become more effective when they work alongside highly effective colleagues (Jackson and Bruegmann, 2009)

Interactions with peers can change teachers' beliefs and instructional practices (Spillane et al, 2018b)

Involving sufficient challenge in collaborative, school-based professional learning can be difficult (Coe et al, 2014)



WHY EI LEADERSHIP?

- Inspired by....
- National Programmes - NPQs, NPQH
- 5 types of Headteacher - Accountant, Soldier, Philosopher, Surgeon, Architect
- Leadership / Management
- Emotional and Relational Connection



WHY EI LEADERSHIP?



“Leaders hold a position of power and authority, but those who lead inspire us.” Simon Sinek

EMOTIONALLY INTELLIGENT LEADERSHIP

- Simon Winman - M2M2 - Leadership Coach and Chair of Rugby Growth and Member of the Community Game Board at the Rugby Football Union
- What is leadership and what it means to be a leader - leadership and management
- Middle / Senior Leadership - effectiveness, priorities, values



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EMOTIONALLY INTELLIGENT LEADERSHIP

- Self-Awareness
- Empathy
- Self-Regulation
- Motivation
- Social Skills



EMOTIONALLY INTELLIGENT LEADERSHIP

- Personal Brand - Who am I as a leader?

My passion

My superpowers

My values

My purpose

What makes me different?

How do people see me?

How do I see myself?



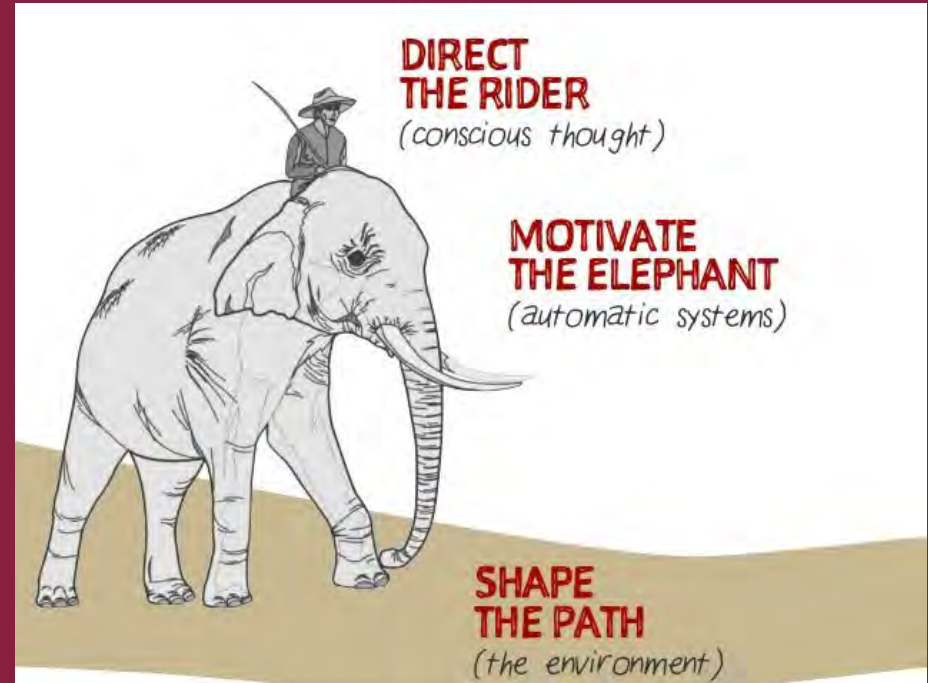
EMOTIONALLY INTELLIGENT LEADERSHIP

- Other concepts covered
 - Organisational values
 - Functions of leadership
 - Leadership styles
 - Collegiate Leadership
 - Challenge and Support
 - Courageous Leadership



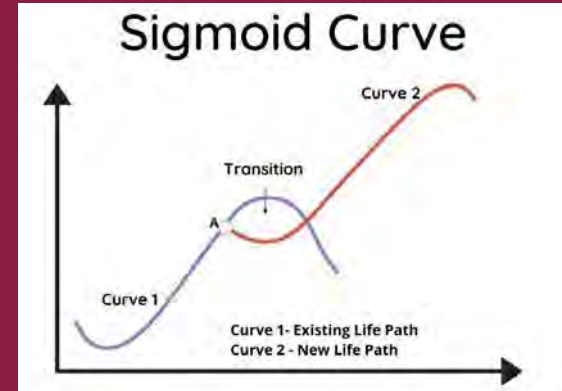
EMOTIONALLY INTELLIGENT LEADERSHIP

- Change - imposed, created, planned, emergent
- Strategy for change leadership
- Influence - Elephants and Riders - Limbic, Neocortex



IMPACT AND PROGRESSION

- Initialised - programmes for middle and senior leaders
- Growth - extended programmes and coaching
- Maturity - embedded leadership opportunities
- Transition - Leadership Residency Programme



IMPACT

- Climate and Culture Performance Review
- Transactional - the 'what'
- Transformational - the 'why and how'
- Senior Leadership Team - Aylesbury Grammar School - June 2023

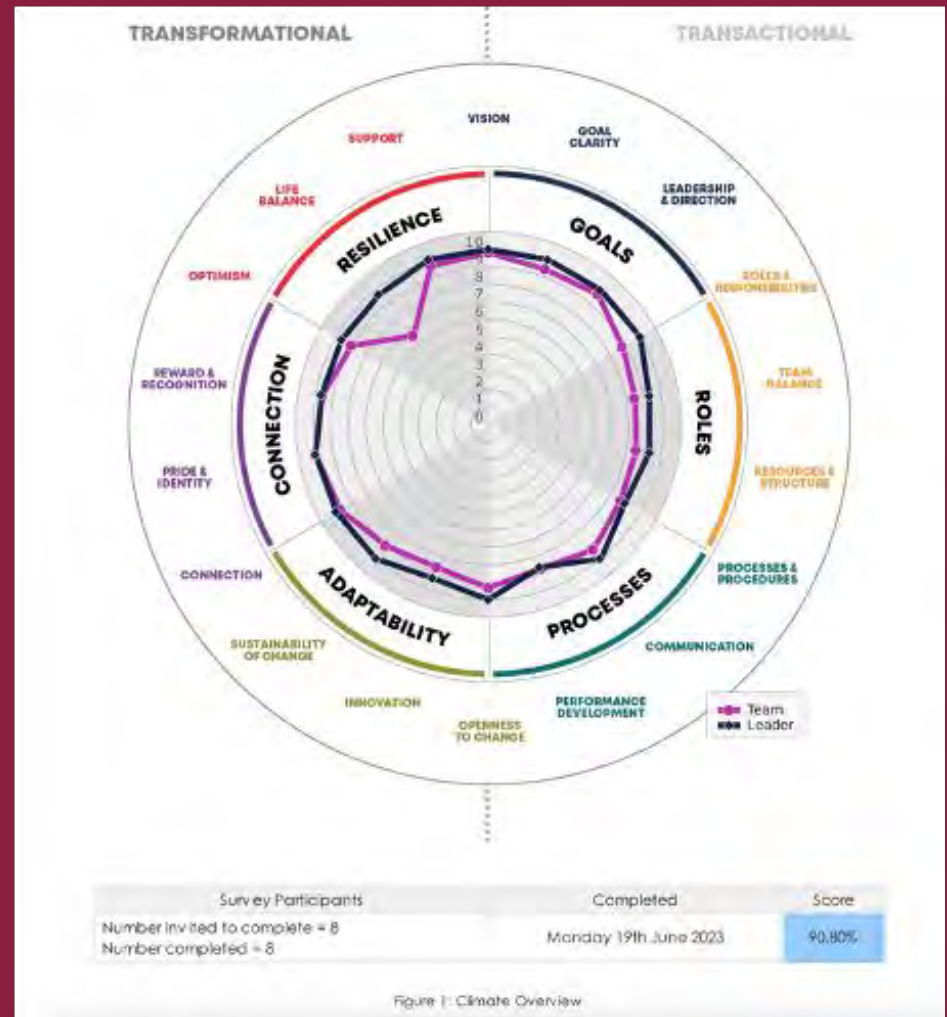


Figure 1: Climate Overview

TO END....

“Leadership is not about being appreciated, it’s about responsibility. It doesn’t matter that the burden is heavy. It matters that you carry it”.

"Don't walk behind me; I may not lead. Don't walk in front of me; I may not follow. Just walk beside me (and be my friend)"

“While others search for what they can take, a true leader searches for what they can give”

