SSAT Stepping Up to Senior Leadership *(SUSL)*

In partnership with Weavers Academy

Extend your leadership influence

Moving from middle leadership to senior leadership requires a mind-set shift to whole school thinking, the skills to manage complex teams and competing priorities whilst maintaining focus on keeping students/children at the centre of all you do.

SSAT's Stepping Up to Senior Leadership (SUSL) programme will equip current and aspiring senior leaders with the knowledge, skills and attributes needed to positively influence and impact the school.

Accreditation: The programme is accredited by SSAT and participants will receive a certificate for modules completed.

Programme*:* The Stepping Up to Senior Leadership programme (SUSL) consists of five modules.

Location:

	Module title	Dates and times
1	**Personal and professional readiness**	
2	**Developing a vision for yourself as a senior leader**	
3	**Leading, motivating and influencing**	
4	**Leading change and managing complexity**	
5	**School budgets, finance and HR management**	

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Module 1	Personal and professional readiness

Aims for the session: To develop personal and professional readiness for senior leadership through:

- Reflecting on what may be different about Senior leadership roles.
- Discussing concerns and potential challenges.
- Reflecting on your professional journey and how experiences have prepared you for senior leadership.
- Evaluating our own strengths and areas for development.
- Becoming more self-aware, more emotionally intelligent.
- Reflective leadership coaching.

Module 2	Developing a vision for yourself as a senior leader

Aims for the session: To develop our personal and professional readiness for senior leadership through exploring:

- Your own leadership vision, moral purpose and values.
- The importance of vision alignment.
- How culture contributes to high performance.
- Differences between strategic leadership and management.
- Leadership approaches and styles and their application.
- Characteristics of strong schools.

Module 3	Leading, motivating and influencing

Aims for the session: To develop our theoretical and practical understanding of leadership, motivation and influence through exploring:

- The three circles model of leadership.
- Theories of motivation and how we can motivate others.
- The power of influence, how we can influence others and how others influence the work we do.
- Strategic leadership for school improvement.

Module 4	Leading change and managing complexity

Aims for the session: To develop understanding of leading change and complexity through exploring:

- Implications for leading in a time of constant change.
- Theories and models to support effective change management.
- How we can lead change and manage complexity.
- The difference between 'wicked' and 'tame' problems.
- How learning can be applied in your contexts.

Module 5	School budgets, finance and HR management

Aims for this session: To develop understanding of school budgets, finance and human resource issues thought exploring:

- Some key principles related to financial management in schools.
- How schools are funded and how finance is managed.
- How schools can save money and generate income.
- The role a senior leader plays in HR issues and the skills they need to do this.
- How they can build on and apply the learning in their contexts.

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