

Leadership Development Programmes for MAT Leaders



*High quality professional learning and
leadership development delivered by
experienced MAT Leaders*

Academic Year 2022/23



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"It's great to know that these programmes are based in the region and will focus on developing leaders in my MAT team. This is exactly what I have been looking for." MAT CEO

Welcome



Dear CEOs and Trust Leaders,

Thank you for taking the time to read this brochure outlining a new programme of support for leaders within your Multi Academy Trust. Inspiring Leaders has been delivering teacher and leadership training since 2012 and in this ten-year period we have had the privilege of working with over 4000 teachers and leaders in the region. We are passionate about professional learning and recognise the value that it brings in enabling staff to perform at their best. It is this passion and our experience of leading MATs which has inspired this series of professional development opportunities for the leaders in your Trust, and especially those in executive leadership roles.

We know how challenging and rewarding it can be to work in an academy trust and know that for some of your colleagues in central trust roles there is not always a natural professional development pathway available to them. Additionally, colleagues in MATs can sometime feel a sense of isolation in certain roles, due the specificity of their skill set. Our teachers are very fortunate that their professional journey is rich with learning opportunities from the day they enter the profession, but this is not always the case for MAT executive leaders, especially for those in roles focussed on the business functions of the organisation. ***When was the last time your colleagues invested time in their own leadership development or engaged in peer challenge conversations with colleagues from other MATs?***

To remedy this, Inspiring Leaders is proud to launch a new range of Professional Learning and Leadership Communities (PLLC). Regional networks for colleagues to learn from and with each other, with a focus on developing individual leadership skills and thinking. Each of these communities is individually detailed in this brochure and more details about how each of them will run can found on the next page.

All our programmes are open to colleagues from MATs from the East Midlands and surrounding regions and there is no stipulation on the size of your MAT. We will manage our communities to ensure there is meaningful learning for all colleagues regardless of scale.

In addition to the programme for your colleagues, we will also be offering some events for CEOs too. We know it is vital that you can network together and learn from other industries, so we have lined up a range of twilight sessions for you to access.

We hope you find this new programme of support useful for your MAT and encourage you to share this with MATs who you feel may benefit from this. Please do contact us if you have any questions and we look forward to having you join us in the near future.

Kind regards,

James Brown

Strategy Director at Inspiring Leaders

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Our Programmes



What programmes are on offer:

Networks:

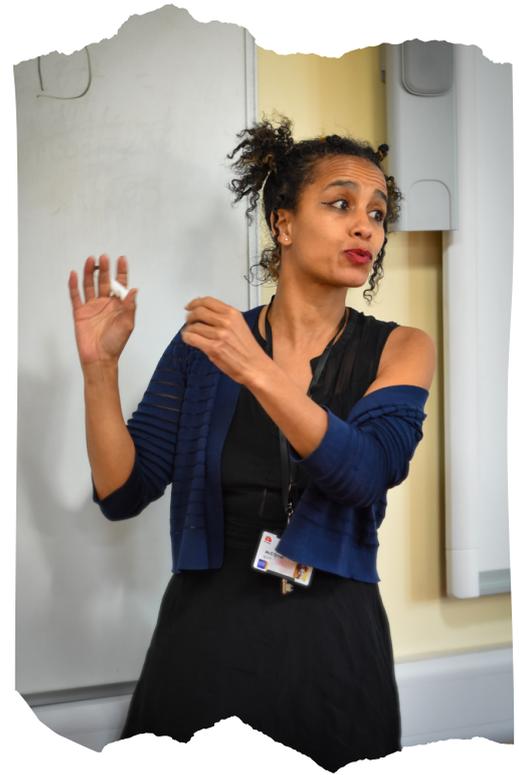
- MAT CEO

Professional Leadership and Learning Communities (PLLC):

- Education and School Improvement Leader
- Trust English Leader (For Primary and Secondary)
- Trust Maths Leader (For Primary and Secondary)
- Trust EYFS Leader
- Trust SENCo Leader (Cross Phase)
- Trust Lead Finance Officer (or equivalent)
- Trust Lead HR Officer (or equivalent)

Networks

- Trust ICT Directors
- Trust Estates Directors
- Trust Health, Safety and Compliance Leaders



High quality professional learning and leadership development delivered by experienced MAT Leaders

What our programmes offer attendees and their MATs:

We know that being in a leadership role in a MAT is rewarding, dynamic and challenging and we believe that colleagues in these roles benefit from the challenge and support of those who are in comparable roles in other MATS. Our experience tells us that colleagues can sometimes feel isolated in their roles and that peer networking and learning together can help improve motivation and sense of professional belonging.

We know there are some networks available to colleagues in Executive leadership roles already, but Inspiring Leaders believes our professional communities offer a more personalised leadership development opportunity and deeper opportunities for collaborative learning due to the regional location of our programme and the emphasis on face-to-face learning.

“We have the most fantastic Chief Finance Officer in our MAT, but I worry that we are not investing in their development as much as we do for the teachers in our MAT. This could lead to us losing them, which would be a huge risk for our MAT.”

MAT, CEO



Our Programmes



Our Professional Learning and Leadership Communities (PLLC) sessions detailed below are designed to support Trust Executive Leaders to:

- Develop their role specific knowledge by learning from colleagues in other MATs and from external sector experts
- Engage in meaningful peer support and challenge partnerships, in order to be reflective about their practice and that of others
- Creating strategy, empowering and enabling others, creating alignment, personal leadership behaviours, creating vision, leading with courage and empathy, and wider leadership development.
- Working with colleagues in other MATs to develop practice and policy together, learning and benefiting from those around them.
- Help colleagues to understand how to be more impactful in their roles.

In all our programmes there will be an opportunity for learners to influence the content so that we are tailoring our approach to their needs. This will be balanced with some fixed features of the programme to ensure a consistency in experiences for colleagues in your MAT. Inspiring Leaders is passionate about the power of research and how this should inform practice and will underpin all our learning with relevant academia.

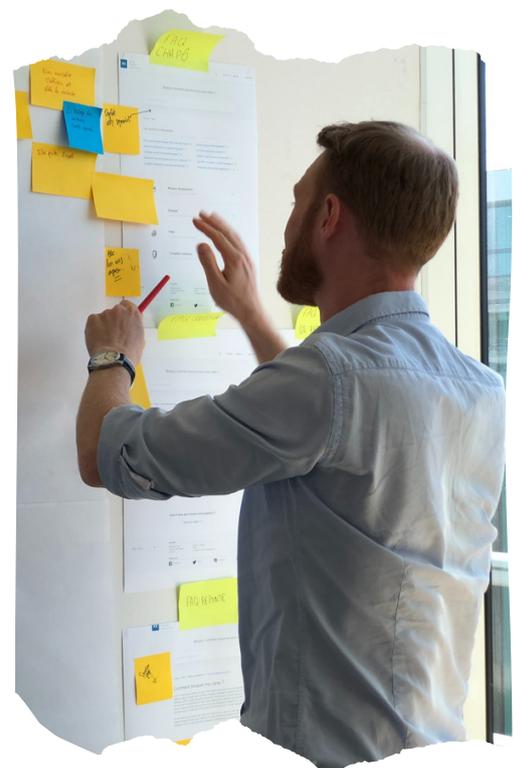
Our carefully planned programme will take place over four half day sessions per year and will be facilitated by colleagues at Inspiring Leaders. Learners will be required to engage in some light touch pre and post session activities to fully engage in the learning experience. Where possible all sessions will take place face to face in order to maximise the opportunity for learners to work closely with other colleagues.

Programme Facilitators

Our programmes are facilitated by experienced school and MAT leaders who have a passion for developing leaders.

Each of our communities will have a lead facilitator who will oversee the learning experience and activities of the group. In addition, we will call upon external experts and leaders from within the group to showcase expertise and examples of practice.

The learning experience of each group will be tailored to its needs. There will be an expectation that leaders attending our sessions are active participants and have an openness to learning and collaborating.



Our Partners



We will also work alongside colleagues from our leading MATs and wider partners to support the delivery of our programmes.



Paul Stone



Liz Anderson



Andrew Burns OBE



Chris Wheatley OBE

Beyond the partnership

We have a wide range of expert contributors from within and beyond the education sector who will share their experiences with learners to help enhance your experience. Our contributors include:



Department
for Education

Ofsted
raising standards
improving lives



Derby
Derbyshire
Nottingham
Nottinghamshire



Institute of
Leadership &
Management



England



Nottingham Trent
University

propelo

THE ROYAL INSTITUTE
of PHILOSOPHY

A JOHN CATT PUBLICATION
**TALENT
ARCHITECTS**

THE CAREERS &
ENTERPRISE
COMPANY

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Our CEO Network

Our CEO network events are designed to support CEOs to be inspired from those working beyond the education sector and to enable greater collaboration between likeminded colleagues.

CEO Network



To support CEOs to develop their own practice we have set up 3 network sessions during the year for CEOs to attend. All of our CEO Network session will be face to face events, held at venues across the region.

Each of our sessions will include a guest input from a successful leader who will share their insight and experiences of leadership to help challenge and support the development of CEOs.

Sessions will also include an opportunity for networking and reflection, as well as updates on key developments in the system.

Session 1 – Guest Speaker - **John Williams** - CEO of the Institute of Leadership and Management - John has worked in many leadership roles across the world and enjoys supporting other leaders to achieve their best. John did his MBA at Northumbria University and spends most of his spare time running (slowly), reading, writing, and collecting antique Chinese Government bonds. This session will take place at King Power Stadium, Leicester

Session 2 – Guest Speaker - **Dr James Garvey** is Managing Director of the Royal Institute of Philosophy. He is editor of The Philosophers' Magazine and author or editor of several books and articles, including The Persuaders: The Hidden Industry That Wants To Change Your Mind, The Ethics of Climate Change, the Think Now Series on social and political philosophy, The Story of Philosophy, The Twenty Greatest Philosophy Books and The Bloomsbury Companion to the Philosophy of Mind.

Session 3 – Session speaker to be confirmed.

All CEOs are invited to attend these sessions as part of their partnership with Inspiring Leaders.

CEO MAT Network

Session 1: 28th September 2022

Session 2: 26th January 2023

Session 3: 25th May 2023

All sessions to take place at 5:00pm - 7:00pm





Our Professional Leadership and Learning Communities

Regional networks for colleagues to learn from and with each other, with a focus on developing individuals leadership skills and thinking.

Education & School Improvement Leader



This PLLC is designed for those who have the most senior education role in their MAT except for the CEO.

In this PLLC we will bring together colleagues responsible for educational outcomes for pupils in their MAT to explore a range of key strategic areas of responsibility which will include:

- School Improvement
- Curriculum Planning and delivery
- Teaching & Learning
- Ofsted Inspection Framework
- Recovery Curriculum and Remote Learning
- Pupil performance and assessment
- Safeguarding

Our PLLC will invite expert speakers to present on some of the topics listed above and in addition we will facilitate group working to create closer peer to peer relationships. Where appropriate we will hear from DFE funded hub leaders who can add subject specific expertise to the learning experience.

Participants will:

- Hear from expert speakers in similar roles
- Gain a deeper understanding of wider examples of MAT School Improvement Strategy
- Develop close working partnership with MATs in the region
- Engage in peer challenge activities
- Work with others to develop policy and practice
- Visit other MATs to explore practice in more detail
- Develop their leadership capabilities

Leadership Focus

The leadership focus for the group will be centred around creating and delivering strategy, empowering others and holding leaders to account.

Education & School Improvement Leader

Session 1: 15th September 2022

Session 2: 7th December 2022

Session 3: 8th February 2023

Session 4: 10th May 2023

All sessions to take place at 9:00am - 12:00pm

Expert
speakers
to be
confirmed



Trust Subject Leads

Leadership Focus



These PLLC sessions are designed for:

- Trust Primary Maths Leader
- Trust Primary English Leader
- Trust Secondary Maths Leader
- Trust Secondary English Leader
- Trust EYFS Leader
- Trust SEND Leader

The leadership focus for this group will be centred around distribution of leadership, leading through others and creating alignment.

The PLLCs will enable learners to consider how they operate best in their roles and hear from others about their experiences of leading in their MATs. We will create opportunities for cross MAT learning where colleagues can:

- Share examples of practice from their MAT and hear from others
- Compare operational and leadership models between MATS
- Engage in peer coaching around a current challenge in your MAT, relating to your role
- Work on joint practice together
- Visits other MAT and school settings learn from new approaches
- Hear from subject/phase experts as well as professional bodies
- Focus on improving outcomes for children

Each PLLC will take place over 3 subject group sessions with a final whole group session taking place at the end of the year, where Trust Subject Leads will come together for a larger conference event to look at common learning goal.

	Session 1	Session 2	Session 3	Conference
Primary Maths	01/11/2022	10/01/2023	25/04/2023	23/06/2023
Primary English	03/11/2022	12/01/2023	27/04/2023	23/06/2023
Early Years	14/11/2022	17/01/2023	02/05/2023	23/06/2023
Secondary Maths	16/11/2022	19/01/2023	04/05/2023	23/06/2023
Secondary English	11/10/2022	24/01/2023	09/05/2023	23/06/2023
SENCo	13/10/2023	26/01/2023	11/05/2023	23/06/2023

All sessions to take place at 9:00am - 12:00pm
The conference for all leaders will be an all day session.

Expert speakers to be confirmed

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Trust Lead Finance Officer



The PLLC is for those who are the most senior finance officers in their MAT.

The PLLC is designed to support learners to understand examples of effective financial leadership in both MATs and from wider sectors. In this PLLC will enable learners to:

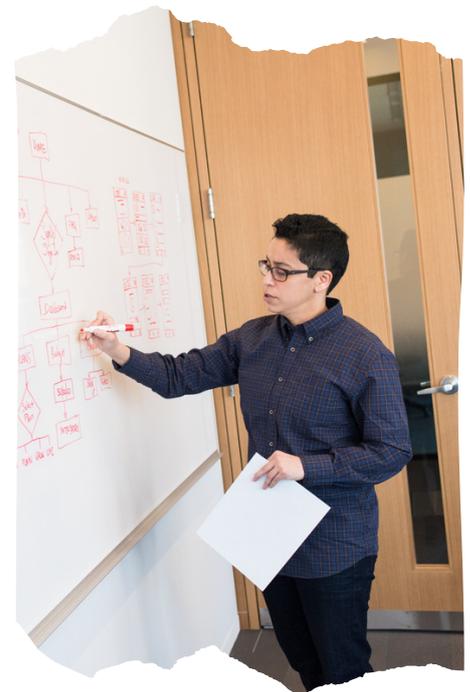
- Meet with colleagues who undertake the same role in the region
- Engage in meaningful discussions about challenges of their roles and seek solutions through the programme
- Learn from other MATs discussing how they operate and where they are in their journey
- Think about the key leadership challenges they face and engage in peer coaching around a current issue
- Hear from expert finance directors from wider sectors
- Work closely with peers to develop new practice
- Development of leadership qualities and accountability

Strategic topics in focus for these networks will be:

- Centralisation of finance systems
- GAG pooling
- Balance strategic and operational elements of the role
- MAT Growth and scaling up
- Working with your CEO

Leadership Focus

The leadership focus for this PLLC will be centred around creating and delivering strategy, growing effective teams, personal leadership.



Lead Finance Officer

Session 1: 8th November 2022

Session 2: 13th December 2022

Session 3: 31st January 2023

Session 4: 16th May 2023

Expert
speakers
to be
confirmed

All sessions to take place at 9:00am - 12:00pm



Trust Lead HR officer



The PLLC is those who lead HR in their MAT, this could be an operations director or similar.

The PLLC is designed to support learners to understand examples of HR Strategy in both MATs and from wider sectors. In this PLLC will enable learners to:

- Meet with colleagues who undertake the same role in the region
- Engage in meaningful discussions about challenges of their roles and seek solutions through the programme
- Learn from other MATs discussing how they operate and where they are in their journey
- Think about the key leadership challenges they face and engage in peer coaching around a current issue
- Hear from expert HR directors from wider sectors
- Work closely with peers to develop new practice

Leadership Focus

The leadership focus for this PLLC will be centred around creating and delivering strategy, growing effective teams, Innovation and personal leadership.

Challenged to think beyond conventional thinking, being exposed to thinking beyond the setting. Strategic topics in focus for this programme will include:

- Centralising School/MAT HR functions
- HR Policy development and implementation
- Staff development strategy
- Trust wide communications
- Talent Management and Recruitment
- Building capacity of you and your team
- Balance strategic and operational elements of the role
- Working with your CEO



Lead HR Officer

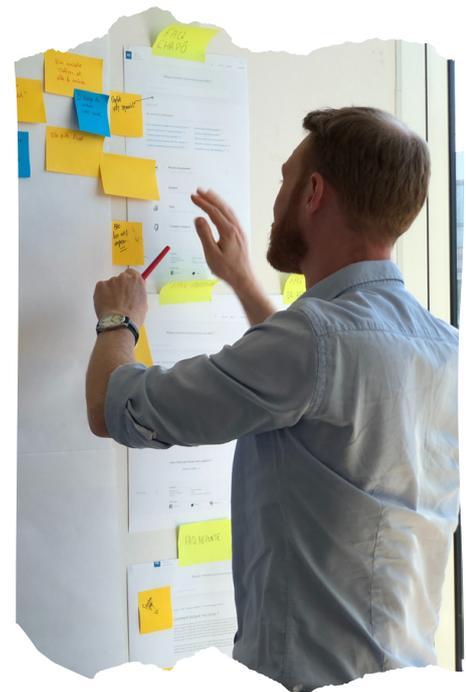
Session 1: 10th November 2022, with **Mandy Coalter** author of Talent Architects

Session 2: 15th December 2022, with **Emma Turner**, speaking about flexible working strategies

Session 3: 2nd February 2023

Session 4: 18th May 2023

All sessions to take place at 9:00am - 12:00pm





Our Trust Operations Leaders Networks

Structured networking sessions which create a balance between expert inputs and collaboration.

Our Operations Leaders Networks



Inspiring Leaders also offers two sessions per year for Operations colleagues to connect. At these lighter touch network sessions leaders we will invite specialist colleagues to come and engage in structured networking sessions creating a balance between expert inputs and facilitated discussions.

Our sessions will be available for the following leaders:

Expert
speakers
to be
confirmed



ICT Directors/Leaders

This is for Trust ICT Leaders, not ICT technicians.

Session 1: 29th November 2022

Session 2: 15th June 2023

All sessions to take place at 9:00am - 12:00pm



Health and Safety & Compliance Leaders

This is for those employed to undertake this role specifically, and who may report into an Operations Director or similar.

Session 1: 6th December 2022

Session 2: 20th June 2023

All sessions to take place at 9:00am - 12:00pm



Estates Directors

This network is for those who lead on estates strategy and management across your Trust.

Session 1: 14th December 2022

Session 2: 22nd June 2023

All sessions to take place at 9:00am - 12:00pm

"I am really looking forward to getting to know more about how other MATs lead their estates. I think I have the right idea with our MAT approach but it will be good to hear about how other MATs approach things." MAT Estates Director

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Become a Partner of Inspiring Leaders

How to join the Inspiring Leaders partnership

Becoming a Partner



Inspiring Leaders are inviting MATs to become partners of Inspiring Leaders by subscribing to the whole programme of support detailed for a fee of £4,500+VAT per year. This includes:

- 3 CEO Network sessions
- 36 Professional Leadership and Learning Community Sessions
- 6 Network sessions for Operation Leaders
- 6 TOP5 policy newsletters
- Access to the Inspiring Leaders Residential Leadership Conference – only open to subscribing MATs*
- Access to all Inspiring Leaders wider CPDL opportunities with 10% discount

**this is an additional charge per delegates – see details at the back of the brochure for details.*

Board Representative Opportunity

We will be offering an opportunity for a CEO from partners MATs to be elected as the group representative. The group representative will sit a part of Inspiring Leaders Trustee Board Meetings and become an integral part of the future leadership programmes and design.



As detailed in the following pages we will be also be developing a wide range of new developments for MATs to engage with in the coming 12 months, in addition to some of the support we can already offer.

Resources and Policy updates

Resources from all of the PLLC programmes and network sessions will be stored on a central drive and be available to be accessed at any stage by subscribing MATs.

We know there is significant policy development taking place all the time with the ESFA and DFE and so to make life more manageable for CEOs and Executive Leaders we will share a half termly TOP5 policy newsletter which points to the key policies in that term and poses some questions for leaders to consider. This will be accessible to all PLLC members, and colleagues from subscribing MATs.

Finding out more

We are passionate about the benefits that can be achieved through MATs working and learning together and would be happy to talk to you and senior leadership teams about our programme in more detail if this would be helpful.

If you would like to ask questions about any part of the subscription please get in touch James Brown – Strategy Director on 07766332167 for a discussion.



To join our partnership please visit –

<http://inspiringleaderstoday.com/trust-leader-development/>

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Becoming a Partner



Upon Subscription

All subscribers will receive an MOU at the point of subscription.

Invoices for MAT partners will be raised for payment in September each year.



Logos

Partner MATs will also be able to use our '**partners of Inspiring Leaders**' logo on their MAT letterheads, communications and website when they join the partnership. Further details will be shared in due course.

Our Venues

All our PLLC sessions will take place in the venues detailed above and will be face to face unless it is not safe to meet together.

We have selected high quality learning environments that are accessible to colleagues in the region. Here is some more information about our selected venues:

- Forever Green - Ransom Wood Business Park, Southwell Rd W, Rainworth, Mansfield NG21 0HJ
- King Power Stadium - Filbert Way, Leicester LE2 7FL
- Trent Vinyard - Unit 1, Easter Park Lenton Lane, Lenton, Nottingham NG7 2PX
- Carriage Hall - Station Rd, Plumtree, Nottingham NG12 5NA
- Flying High Trust HQ - Vickery Way, Chilwell, NG9 6RY
- Redhill Trust Training Centre - Redhill Rd, Arnold, Nottingham NG5 8GX
- NSPCC Leicester - 3 Gilmour Close, Leicester LE4 1EZ
- Djanogly Learning Trust - Sherwood Rise, New Basford, Nottingham NG7 7AR





Emerging Developments for MATs

A range of current and developing opportunities that partner MAT might be interested in knowing more about.

New Developments for MATs



Inspiring Leaders intends to broaden its offer of support over the coming 12 months by developing some new areas of work which will be available to partners. These strands of work include:



MAT Reviews

From September 2022 we will be offering MATs the opportunity to take part in a MAT peer review programme. The details of the programme are currently in development, but we expect this process to support CEOs in the development of their MATs practice, along with supporting them to report back on their effectiveness to their Trustees. MAT reviews can be helpful to support a cycle of continuous improvement and help prepare for a future MAT Inspection.



MAT Improvement capacity

Within the Inspiring Leaders Partnership there is significant experience of building and improving MATs. Inspiring Leaders, along with partners will be offering an opportunity for MAT CEOs or Trust boards to commission bespoke support in the coming academic year.

Details of this are to follow in the new academic year.



Coaching Support

We currently offer a range of coaching support at Inspiring Leader to enable schools/teams and individuals the chance to access personalised support.

We can offer coaching for CEOs and executive leaders through this offer.

If you would like to find out more please visit: <http://inspiringleaderstoday.com/coaching-support/>



New CEO Support

Becoming a CEO of a MAT can be a difficult role to take on. We have a group of experienced CEOs and consultant partners who can support new CEOs in their roles through a combination of coaching, mentoring and critical friend support.

If this is something you are interested in please get in touch with jbrown@inspiringleaderstoday.com and we can set up a time to discuss the nature of support you require and set up a bespoke programme for you.

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New Developments for MATs



Apprenticeship provision

In the coming year Inspiring Leaders is seeking to provide apprenticeship programmes with courses ranging from level 3 qualifications through to post graduate levels programmes with our partners. We are also able to offer bespoke consultancy support for MAT leaders on how best to use their levy fund to support staff recruitment and development.

If your MAT is interested in working with us, please get in touch with Ben Jordan by emailing info@inspiringleaderstoday.com

Initial Teacher Training

As an Ofsted Outstanding provider of Primary and Secondary Initial Teacher training, we are committed to training and development of new teachers.

If your MAT is interested in discussing how you might engage in ITT with us, please get in touch with jbrown@inspiringleaderstoday.com and we can set up a time to discuss the feasibility of this.

Teaching School and Curriculum Hubs

Within the Inspiring Leaders partnership we have two national Teaching School Hubs based with Redhill Academy Trust and Flying High Trust respectively.

If you are not working with a Hub and want to know more about how this could benefit your MAT you can find details here:



**Flying High
Teaching
School Hub**

A PROFESSIONAL PATHWAY



**Behaviour
HUBS**



**REDHILL
TEACHING HUB**



**Flying High
English Hub**

SUPPORTING LOCAL SCHOOLS

**FLEXIBLE
WORKING
AMBASSADOR
SCHOOLS**



EDTECH
Demonstrator Programme

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Summary of Dates

Summary of Dates



	Session 1	Session 2	Session 3	Final Session
CEO Network	28/09/2022	26/01/2023	25/05/2023	
Director of Education	15/09/2022	07/12/2022	08/02/2023	10/05/2023
Primary Maths	01/11/2022	10/01/2023	25/04/2023	23/06/2023
Primary English	03/11/2022	12/01/2023	27/04/2023	23/06/2023
Early Years	14/11/2022	17/01/2023	02/05/2023	23/06/2023
Secondary Maths	16/11/2022	19/01/2023	04/05/2023	23/06/2023
Secondary English	11/10/2022	24/01/2023	09/05/2023	23/06/2023
SENCo	13/10/2022	26/01/2023	11/05/2023	23/06/2023
Lead Finance Officer	08/11/2022	13/12/2022	31/01/2023	16/05/2023
Lead HR Officer	10/11/2022	15/12/2022	02/02/2023	15/05/2023
Operations Leaders	22/11/2022	13/06/2023		
ICT Directors	29/11/2022	15/06/2023		
Health, Safety and Compliance Leaders	06/12/2022	20/06/2023		
Estates Directors	14/12/2022	22/06/2023		





 **inspiring|leaders**
tomorrow's leaders *inspired* by today's