

## Introduction

This report describes the feedback from Headteachers in the Rutland Learning Trust on the impact of strengths development programmes carried out during 2019 - 2020 by Karen Muir of Rutland Coaching.

A survey was carried out to capture impact and next steps with particular reference to the impact of these programmes during the Covid 19 lockdown.

Each project was planned jointly with the Headteacher and Karen to focus on the most significant areas for development. These included

- Staff wellbeing
- Raising awareness of talent in the team to build trust and support collaboration
- Developing high leadership potential
- Supporting middle leaders as the scope of their role increased

Details of the individual impact in each school project is recorded in their individual case studies. Some projects were put on hold due to Covid lockdown and will be reassessed in September 2020.

## Impact

### RLT Headteacher feedback 2019 - 2020



Headteacher feedback	Average Response
Marks out of 5	
I value the individual strengths sessions for myself and my team	5.00
I value the team strengths sessions for myself and my team	5.00
Knowledge about my personal strengths during lockdown has been helpful to me.	4.66
Knowledge about my teams strengths has been helpful to me during lockdown	4.33
My coach understands the unique strengths and challenges of my team	5.00
Strengths coaching provides me with new insights on my staffs motivations and values	5.00
I have been able to use these insights to raise the engagement, performance or collaboration within my team.	4.75
My team have been able to apply insights from strengths coaching to improve their performance	4.25
The time I spent with my coach was a good investment for me.	5.00
The time I spent with my coach was a good investment for my team.	4.75
The insights gained from team sessions have enhanced my professional relationship with colleagues as I have a greater appreciation of what their	5.00
I would recommend my coach to a colleague.	5.00

## Comments from Headteachers on their experiences

"Coaching has given me the time and space, and permission, to think about leadership and how best to lead my team using my strengths and the strengths of others."

"The E2Grow programme provided a framework for the whole team to deepen their understanding of their own strengths and those across the team. This facilitated a shared language that supported more robust, open and honest discussions which in turn, supported more effective whole school development. The programme was well structured and staff engagement grew throughout the weeks, meaning that strengths work became about habit making and sustainable, long term change. The team have really taken strengths onboard and are really keen to embed it into everyday communication and discussion."

"During this challenging time, the Strengths sessions were a fantastic way to stop, reconnect with the team and use our strengths to support each other and the wider community. My session with Karen helped me to create a list of practical actions, which have already had a positive impact."

## Conclusion

As the year has progressed the need has shifted from individual professional development to whole team alignment. There is now a considerable amount of strengths knowledge across the Trust. Leaders are now beginning to explore how they can leverage this knowledge to align the team toward shared goals, using strengths language daily to raise the performance and engagement of their teams.

In particular, the e2grow programme has shown the power of using high performance habits such as intentional praise and coffee syncs to make deep, long term and sustainable change.

## Next steps

Suggestions from the Headteachers for next steps include

- Greater focus on whole team sessions.
- Follow up, review session focused on long term sustainable change - every 3 months/ 4 months
- ideas about how to sustain the dialogue around Strengths whilst you are not working with us.
- Termly whole team sessions to support and develop the interplay between our different strengths and how to best utilise these for improving the performance of the whole team.

If you would like to discuss how initiatives like these can support and develop your team then please get in touch.

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For further testimonials please see [www.rutlandcoaching.uk](http://www.rutlandcoaching.uk) and [www.soar.com/KarenatRutlandCoaching](http://www.soar.com/KarenatRutlandCoaching)

