

## Introduction



The Mowbray Education Trust is a high performing group of six schools based in and around the market town of Melton Mowbray, Leicestershire. It comprises of one secondary school, three large town primary schools and two small village primary schools.

This programme of strengths development was initiated by the Executive Headteacher in conjunction with the CEO who both wished to invest in the headteacher team. They wished to raise the levels of self-awareness, engagement and collaboration at senior leader level to support sustained and rapid school improvement. By working more effectively together the team can then access the many benefits and efficiencies of working together in a Trust.

This initiative involved all six headteachers in the trust and the CEO. This is a team with a wide range of experience and the programme took place during the Covid 19 period.

*"This experience has surpassed what I had hoped to achieve for both myself and my team. I am delighted that I chose to undertake the programme.. because it has set the tone for how we will work together as we move forwards."*

*Executive Headteacher,  
Gayle Bacon*

## Goals for the project

Our key goals were:

- to visibly invest in the team and establish a culture where team members regularly have open conversations in order to share best practice and the load of senior leadership.
- to build morale, trust and support wellbeing across the headteacher team during Covid and beyond.
- to strengthen relationships with a view to improving collaboration within the team.

## Process

	Mid-Aug	24-Aug	31-Aug	07-Sep	14-Sep	21-Sep	28-Sep	05-Oct	12-Oct	
		Week 0	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	
Leader alignment session (60 mins)			Leader coaching session (60 min)	30 min	Leader coaching session (60 min)	30 min		Leader coaching session (60 min)		
For the leader										
		Set up activities	Online nudges, reflection activities and insights						Review activities	
For the team			Team session 1 (90 min)				Team session 2 (90 min)			
		Set up activities	Online nudges, reflection activities and insights						Review activities	

*"I'm extremely pleased to have come across this at a turning point for our organisation and for me, personally."*

*CEO, Christine Stansfield*

## Impact

Employee survey results demonstrated the following results:

- 12 out of 13 engagement aspects showed engagement had risen during this period.
- 9 out of 13 engagement indicators rose by 10%+
- 100% of the team felt that the strengths initiative had developed the team and made significant impact on their goals.
- 100% of the team felt that this was a great investment of time for them and for their organisation in terms of their professional development and impact.
- 90% of the team felt that the insights gained, and progress achieved would be sustainable over time.
- 100% of the team would recommend this process to a colleague.

*"The impact of understanding our individual strengths has been extremely positive and is now enabling us to have far more meaningful conversations."*

*Executive Headteacher,  
Gayle Bacon*

*"My most significant goal was to create a much more trusting, open and transparent relationship within the members of my team. The impact of understanding our individual strengths has been extremely positive and is now enabling us to have far more meaningful conversations."*

*Gayle Bacon, Executive  
Headteacher*

The Executive Headteacher identified how the programme had helped progress in all three key goals:

- Regular strengths-based conversations to share the leadership load
- The team felt the programme was positive, supportive, and highly developmental
- Greater collaboration is beginning to develop across the team

*"You have made me far more reflective about my approaches to leadership, and I especially valued the way you supported me in looking at my strengths and using them as a basis for improvement."*

*Headteacher, Steve Nash*

The team identified that strengths development had helped them with the following areas:

- All responses were positive and focused on how this approach could drive forward the success of their team
- Many identified greater levels of trust and understanding across the team due to these deeper conversations

## Conclusion

The structure of the programme focused on building sustainable habits that build trust and allow the whole team to use their strengths toward greater collaboration and raise performance across the Trust. The team and team leader were unequivocally positive with the impact that this programme had on their own personal development and the development of the Headteacher team. They intend to continue to use the language and knowledge that the programme has given them to drive forward their most important goals.

## Next steps

“It has helped me to understand the motivations and drivers behind my most significant goals, and to articulate these to others.”

*MET Headteacher*

The MET Headteacher team have successfully explored the discovery stage of strengths development. They now will embed the benefits, language and behaviour to get maximum and sustained impact on raised performance, expectations and engagement. They also plan to develop strengths with their wider team so that deep understanding and shared goals become the norm across the wider 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)