

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 CEO after the successful completion of this programme with the Trusts Headteacher team. The aim was to raise the levels of self-awareness, engagement and collaboration at executive 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 executive team members 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.

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

CEO, Christine Stansfield

Goals for the project

Our key goals were:

- To ensure the right people were in the right place and all understood their role at a strategic level
- To understand each other's skills and talents more deeply
- To build open discussion across the team and explore how the team dynamic could be even more effective
- To give each person the opportunity to bring their passion and skill to work together across the team

Process

Team Alignment Programme Mowbray Education Trust, Executive Team

05-Oct	12-Oct	19-Oct	26-Oct	02-Nov	09-Nov	16-Nov	23-Nov	30-Nov	07-Dec	
Week 0		Half Term							Week 6	Week 7
Alignment session (60 mins)	For the leader		Leader coaching session (60 min)	30 min	Leader coaching session (60 min)	30 min		Leader coaching session (60 min)		
Set up activities			Online nudges, reflection activities and insights						Review activities	
	For the team		Team session 1 (120 min)				Team session 2 (120 min)			
	Set up activities		Online nudges, reflection activities and insights						Review activities	

Impact

Employee survey results demonstrated the following results:

- 4 out of 13 engagement aspects showed engagement had risen during this period.
- 90% of the team felt that they found the activities and reflections were engaging and useful to my professional development.
- 90% of the team felt that the team had developed during this programme and made significant impact on their goals
- 90% of the team felt that the insights gained, and progress achieved would be sustainable over time.
- 90% of the team felt that the team were demonstrating positive changes to behaviour and mindset as a result of strengths development
- 90% felt time spent on this programme was a good investment for the team and organisation
- 90% of the team would recommend this process to a colleague.

"It gave me..."
insight into how
some key people
in the teamwork,
enabling me to
mediate and
resolve issues as
they emerge."

CEO, Christine
Stansfield

The CEO identified how the programme had helped progress on key goals:

- Increased understanding of the team dynamic and potential for conflict and ways to resolve it.
- Creating time specifically for reflection and discussion in smaller groups about how we work was particularly impactful
- Increased understanding of each other's talents and their point of view

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. 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

The MET Executive 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.

"It was also really enjoyable. Karen is very skilled at facilitating discussion and prompting reflection."

CEO, Christine
Stansfield

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 and www.soar.com/KarenatRutlandCoaching

