

## Introduction

This report describes the feedback from Headteachers in Rutland, Leicestershire and Northamptonshire who have completed a strengths-based programme with Karen Muir of Rutland Coaching between Sept 2020 and Feb 2021. Most programmes were run on the award-winning strengths platform e2grow.

This mid-year survey was carried out to capture impact and next steps with particular reference to the impact of these programmes during the Covid 19 lockdown on engagement and performance.

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.

## Programmes

The seven programmes ran during this period - six Team Alignment Programme and one High Performing Team programme. All Headteachers and leaders involved contributed to the survey data. The programmes comprise of leader coaching sessions, online behavioural nudges, in team discussions and facilitated team sessions.

### Team Alignment Programme

	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8
For the leader	Alignment session pre programme (60 mins)		Leader coaching session (60 min)		Leader coaching session (60 min)		Leader coaching session (60 min)	
								Leader review session (60 mins)
	Online nudges, reflection activities and insights							Review activities
For the team		Team session 1 (90 min)					Team session 2 (90 min)	
	Online nudges, reflection activities and insights							Review activities
	Optional individual coaching sessions for team							

## Impact

### Leader feedback scores

Mid year review

Sept 2020 - Feb 2021



Leader feedback	Average Response Out of 5	% Response
I found the activities and reflections were engaging and useful to my professional development	4.8	96%
I have been able to apply many of these insights to my daily working life	4.8	96%
I have developed during this programme made significant impact on my goals / practice	4.7	94%
My team have developed during this programme and we have made significant impact on our goals	4.6	92%
I feel that I will be able to sustain this impact overtime	4.4	88%
I feel that as a team we will be able to sustain this impact overtime	4.0	80%
My team are demonstrating positive changes to behaviour and mindset as a result of strengths development	4.6	92%
I am consistently demonstrating positive changes to behaviour and mindset as a result of strengths development	4.7	94%
The time I spent on this programme was a good investment for me.	4.8	96%
The time we spent on this programme was a good investment for my team and organisation	4.6	92%
The insights gained have enhanced professional relationships and raised performance within the team	4.4	88%
I feel that we know each other better now and can discuss our views openly	4.4	88%
I would recommend this programme to a colleague.	4.8	96%

## Comments from Headteachers and leaders on their experiences

*"I would recommend this to all schools to bring their staff closer together. All of the staff at our school thought it had improved their well-being too."*

*Ailsa Jackson, Deputy Head, Brooke Hill Academy Trust*

*"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 at the beginning of the year because it has set the tone for how we will work together as we move forwards."*

*Gayle Bacon, Executive Headteacher, Mowbray Education Trust*

*"I'm extremely pleased to have come across it at a turning point for our organisation and for me, personally. It has helped me to understand the motivations and drivers behind my most significant goals, and to articulate these to others."*

*Christine Stansfield, CEO, Mowbray Education Trust*

*"Highly recommend it. The nudges and videos have been really insightful and caused us to really think about things and led to really engaging, professional discussion. We've been able to chat openly and honestly with Karen, it's been a safe and friendly environment in order to share thoughts without feeling vulnerable or that you'll be judged."*

*Senior Leader, Brooke Hill Academy,*

*It has supported our deputy and enabled her to build good relationships with staff and for them to see the value of and need for the whole team. I think staff have felt valued because of this investment in them.*

*Sharon Milner, Executive Headteacher, Brooke Hill Academy*

*"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, Mowbray Education Trust*

*"I have learnt so much during this process and have more confidence in myself to make decisions when necessary and work collaboratively with my colleagues."*

*Ailsa Jackson, Deputy Head, Brooke Hill Academy Trust*

*The programme delivered..."a much more positive approach to teamwork and a greater understanding of the strengths of the team."*

*Sharon Milner, CEO, Brooke Hill Academy Trust*

*"Karen has been incredibly encouraging and positive, and I have really enjoyed my coaching sessions as well as the activities we have undertaken throughout."*

*Gayle Bacon, Executive Headteacher, Mowbray Education Trust*

## Conclusion

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

Karen Muir PCC, Rutland Coaching [karen@rutlandcoaching.uk](mailto:karen@rutlandcoaching.uk)

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

