

DEEP LEADERSHIP

Putting wellbeing at the heart of leadership in your organisation

WHAT IS IT?

A leadership development course (either face-to-face, online or blended) delivered using a combination of group/one-to-one coaching and reflective practice.

HOW LONG DOES IT TAKE?

Ideal delivery is 10-12 hours over 3-4 months – this type of professional development cannot be delivered through two-hour PowerPoint presentations!

GUIDE PRICE

For individual or small group (up to 10) commission £3,500+VAT + travel/subs (if required). This is a guide price, dependent on a negotiated customer pathway. Please enquire at education@microlinkpc.com

OUTCOMES

- Leaders who are informed about the latest thinking in terms of wellbeing in business, the social and emotional aspects of effective leadership, and the power of positive psychology, emotion coaching and workplace climate and culture to lead and manage more effectively
- Leaders who are more acutely aware of their strengths and needs when placed under pressure, and more resourceful with their own personal assets
- Individuals who understand the neurobiology of stress as it applies to the workplace environment, and are well-placed to support wellbeing, *and* team resilience



An anxious, frightened or angry mind cannot learn
An anxious, frightened or angry mind cannot teach
An anxious, frightened or angry mind cannot lead

This programme is specifically and exclusively written for leaders with strategic responsibilities.

Executive Teams, Children's Services Leaders and Managers, School Leadership Groups, will all find considerable benefit from participating in this programme.

It is unique in that it explores the social and emotional aspects of leadership in extreme circumstances: supporting not only the growth of individual leaders in terms of personal resilience and stress-management, **but also helping leaders to put wellbeing at the very heart of their teams, their organisations and their professional networks and communities.**

We are faced with the pressures and challenges of fully reopening our school communities in the knowledge that local lockdowns could be triggered at any moment, from a "bubble" of staff and students to a complete region.

We will help you to put wellbeing at the heart of leadership.

MODULES

Before any training is delivered, a Needs Analysis/Audit of individual or team skills and knowledge is conducted during a detailed planning meeting (**not included** in the specified delivery hours; we aim to maximise learning time wherever possible). A learning pathway is then co-constructed, and reviewed regularly en route, so that coaching and training is focussed to have maximum impact.

The material is drawn from 10 Modules of Learning. Each delegate will have a detailed Workbook to support reflective practice. The pathway through the ten modules will be illuminated by the planning session.

Module 1 Introduction to Deep Leadership

“...Place the oxygen mask on yourself first before helping small children or others who may need your assistance.”



- Setting the scene – why this module is vitally important for the wellbeing and health of leaders
- How are **you** feeling? Your leadership journey during a sustained and intense crisis
- When simply *managing* a crisis is not enough (the pressures of leadership)
- Reflections on why it is important for a leader to put on their oxygen mask first
- Validating your emotions and feelings
- The importance of self-soothing
- How your attitudes to emotions may affect your leadership character
- Needs Analysis and prioritising leadership conversations and coaching

Module 2 Leadership in extreme circumstances

- What can we learn from leadership in the most extreme circumstances, reflecting on Dr Joe MacInnis' 12 leadership traits and how they can be applied to public service leadership
- Linking leadership traits to developing leadership character

Module 3 Learning from the latest neuroscientific research

- Neuroception and Empathy
- Understanding the amygdala hijack
- Different types of stress and how the body copes
- Validating emotions
- Vagal tone and the power of self-soothing
- Application to self – staff – children and young people

Module 4 Learning from business

- An Understanding of how businesses are having to adapt to the “new normal”
- Learning from expert business strategists about the challenges of the present and near-future...and applying this learning to the “business” of education and public service.

Module 5 Trauma-informed practice¹

- ACEs and the re-traumatisation of children and young people through Covid lockdown
- Re-traumatisation by behaviour policy – the end of zero tolerance?
- Therapeutic schools- policy and practice

Module 6 Learning from Emotion Coaching

- An understanding of the power and reach of emotion coaching in practice
- The impact of emotion coaching on adults you practice it

Module 7 Building resilience

- Maslow’s hierarchy and self-esteem
- Creating a climate that grows self-belief, self-efficacy and social and emotional resilience
- Building and creating a sense of belonging

Module 8 Relating to other agencies²

- The core principles underlying 2014 SEND Reforms
- Complexity of relationships and impact of different organisational cultures
- Navigating relationships with the child at the heart of activity and outcomes

¹ This Module is education-centric. It can be adapted or omitted dependent on delegate needs

² This module is tailored to suit the key business-to-business relationships at the heart of your organisation

Module 9 Climate and culture³

- Establishing / revisiting the shared values and beliefs of the organisation or learning community
- Creating a sense of belonging
- From trauma-aware to trauma-informed
- Lessons in resilience
- Anti-bullying and unconscious bias
- Leader as Coach

Module 10 How do you feel now?

- Where are you on the “jelly tree?”
- Personal goals and reaching them
- Organisational goals and exceeding them

³ Again, this Module is tailored specifically to the target audience