



Introducing Strength based leadership into the Middle Leaders Programme

Together
an Active
Future



To bring about change we often need a different approach; Building on what is strong, not is what is wrong. Schools often focus on a deficit approach, performance objectives often set on trying to improve what is wrong, focusing on weaknesses of staff.

This story is important to showcase the shift to a positive culture by investing in the middle leaders (future senior leaders/head teachers) and how it can support teacher retention by helping schools to realise the impacts of a strength-based approach.

Impacts of Clifton Strengths

Strategic thinking and influencing themes were low within our team, therefore utilising a local leadership consultant helped us to fill a gap and position the middle leaders programme so we would get greater buy in from head teachers.

This cemented the value of a strength-based approach and by adding it into our middle leaders programme it represents further investment into the personal and professional development of middle leaders. Supporting them to have the confidence to lead change within their own setting and as away to drip feed a strength-based leadership approach into school settings.

Middle Leaders were introduced to the Clifton Strengths during a training session in Spring time. This session was focused around building a positive culture across school and by drawing on the discussions and context of how head teacher Chris Willan had shifted the culture at Crawshawbooth Primary School, it provided a good platform to land a strength-based approach.

Using the experience and strengths of the TaAf leadership team at a later session in June, we spent some time exploring the unique strengths of the middle leaders. Through this session we focused on where they could see or had used their strengths to lead change or to deal with a challenging situation.

Ripples

Opened doors with Romero Catholic trust – 7 schools

Existing Middle leaders are vocal on how the programme and investment has helped them to become a more effective leader and becomes a natural champion of the middle leaders programme.

Watch video here.

Leadership academy opportunities for senior leaders and having Middle Leaders champion this programme with school leaders from across the trust.



Key Learnings

If introducing strengths into a setting it is important to add context and showcase how individuals' strengths can be applied practically to a specific environment or situation so the impact of a strength based approached to creating a positive culture can be shown.

Understand the scope and any limitations of rolling out Clifton Strengths, how easy it will be and what resource is needed to further roll this out across the school settings. Get buy-in from key people so they understand the benefit and impact it can have within teams and organisations. Be able to draw on specific and relatable examples of how a strength-based approach can change behaviours.



Stubbins Primary
case study



Barden Primary
case study



Broadway Primary
case study