

Leading Business & Operations Teams: *Excellence in Practice*



Leadership roles within the business operations of schools and Multi Academy Trusts are multifaceted and complex. Leading teams, often across multiple sites, building and maintaining effective relationships with school leaders, stakeholders and suppliers whilst delivering strategic priorities require key leadership skills. The **'Leading Business & Operations Teams - Excellence in Practice'**, designed in conjunction with sector specialists is for business leaders who are responsible for leading teams and policy across a number of schools. Working in the 'business of education' across multiple sites, requires an increased level of influence, ethical and values based leadership. Although the central/business leadership functions vary, there are consistent key themes, competencies and capabilities needed to deliver excellence in specific or multi disciplinary areas of expert responsibility.

Are You...

- School or central team based with responsibility for leading and managing other people and policy in school/MAT operations or business support?
- Keen to explore strategies to build relationships, effectively lead others and communicate with impact to get the outcomes you want?
- Eager to access tried and tested techniques and strategies to lead people and systems which you can use in your role and team tomorrow?
- Wanting to learn how to implement and evaluate effective change management processes using evidence informed approaches?
- Wishing to engage in a network and gain exposure to sector expert leaders, practicing facilitators and guest speakers?

If so, this new opportunity could be for you!

Intended Participants: The experience is suitable for those responsible for leading a team/teams of people including heads and directors of Business & Finance, Estates, Governance, HR, Communications and Marketing, Commercial (Procurement) IT, Administration, Data Management, HR & Operations

Duration/Delivery: 2 terms delivered through a blend of learning including face to face sessions, live webinars, elective MAT/school visits. VIVA assessment plus reflection and reading. Full attendance and engagement with all sessions throughout the experience is required.

Cost: £450 per delegate or fully funded for participants from schools/MATS subscribing to Learners First.

Apply: Please complete this [booking form](#) (which can also be accessed on the Learners First website)

Learning Experience

The ‘**Leading Business and Operations- Excellence in Practice**’ experience has been designed, in conjunction with education business and trust leaders to be both practical and pragmatic with high quality facilitation and opportunities for participants to network with and access peer support and challenge. The experience will engage colleagues who provide strategic business and operations function to a school or trust in an exploration of leadership, including:

- **The Leadership Mindset**
Creating the Conditions for Improvement (self and organisation). Being in the ‘Business of Education’
- **Leading Strategy for Improvement and Impact**
Change management, Communication and Decision Making
- **Leading Highly Effective Teams**
Enabling Excellence, Developing Talent, Courageous Conversations & Conflict Resolution
- **Leading & Managing Resources and Risk**
Resource management, Organisational Risk and Mitigation
- **Leading Innovation and Change in a VUCA world**
Embracing Partnerships, Agility, Collaboration and Innovation for the Future

Assessment and Accreditation

This is an innovative, practical leadership experience for busy serving business and operations leaders. Therefore, participants will focus on their own leadership learning through problems in practice (linked to their own area development plan). Participants are not required to complete a lengthy written submission or external assessment but to add professional challenge and validity, throughout the learning experience, participants will work towards a short VIVA presentation. The VIVA is designed to provide an opportunity for participants to outline how they have used the experience and their learning from it to develop their leadership mind-set and how they have strategically applied this to impact positively on their area of responsibility and ultimately young people.

Dates, Times & Learning Method

Facilitated sessions, supported by sector experts including CIPS accredited representatives who will encourage and support participants to consider a range of pertinent areas, drawing on local, national and international best practice and make sense of the wealth of evidence based research out there. This will include: an initial self-assessment (competencies & areas of development), inter-sessional research and activities to put learning into practice, elective facilitated MAT/School visits, webinars and face to face networking events, peer support, signposted reading and opportunities for reflection.

The experience will be shaped around the following schedule:

1. Webinar Induction: September 26th 2024 (1-2.30 p.m.)

2. Face to Face Sessions:

- Friday 18th October 2024: 8.45-3.30 p.m.
- Monday 2nd December 2024: 8.45-3.30 p.m.
- Thursday 27th February 2025: 8.45-3.30 p.m.

Venue: Nexus MAT HQ, Enterprise Works, 300 Meadowhall Way, Sheffield S91EA

3. Live Webinar sessions:

- Wednesday November 13th 2024 9-11 a.m.
- Tuesday March 25th 2025 2-4 p.m.
- Friday April 4th 2024 9.30-11.00 a.m (potential face to face)

4. Learning Reflection Webinar:

- Wednesday 22nd January 2025: 2.30-3.30 pm

Elective MAT/School Visit

Central to the ‘Leading Business & Operations Teams -Excellence in Practice’ experience is the opportunity to visit another MAT/School, similar or different in context to participants’ own setting. This will be arranged in conjunction with Learners First and will enable participants to consider their leadership learning and area priorities in action, with agreed protocols for attendance and follow up.

How Do I Apply or Find Out More?

To access more information and to find out if this experience is for you, please call the team on 01709 267021 or email info@learnersfirst.org

To apply, please [click here](#) for the online booking form which can also be accessed from the Learners First website - www.learnersfirst.net)