

LEADING BUSINESS & OPERATIONS TEAMS

Excellence in Practice

Recruiting for Cohort 2 March 2025



Are you?

- School or central team based with responsibility for leading people and change in an area of business function in or across your organisation?
- Curious about what 'Operational Excellence' looks like in different school and MAT contexts?
- Keen to explore how the ISBL industry standards can be applied in practice?
- Interested in strategies to build relationships, effectively lead others and communicate with impact to get the outcomes you want?
- Wanting to learn how to implement and evaluate effective change management processes using evidence informed approaches?
- Looking for a network, headspace and gain exposure to sector expert leaders, and guest speakers?

If so, this opportunity could be for you!

The experience is suitable for those responsible for leading a team/s to deliver operational excellence in schools and Trusts such as Business & Finance, Estates, Governance, HR, Communications & Marketing, Commercial (Procurement), IT, Administration, Data Management and more!

Duration & Delivery

2 terms duration delivered through a blend of learning including face to face sessions, live webinars, elective MAT/school visits and a short VIVA assessment plus reflection and reading which will support your learning.

Apply & Cost

Cost: Fully funded for schools & MATs subscribing to Learners First or £400 per participant for non subscribing schools

Apply: Please complete the [Application Form here](#) or visit our website www.learnersfirst.net

Contact Us: info@learnersfirst.org

Tel: 01709 267021

X: @Learners First



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Learning Experience

The 'Leading Business and Operations- Excellence in Practice' experience has been designed, in conjunction with DfE CIPD approved experts 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 fulfil a strategic business and operations function in 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

Dates, times & Venue

Venue: Nexus HQ, Enterprise Works, 300 Meadowhall Way, Sheffield, S9 1EA (Junction 34 M1)

Workshop 1: Face to Face **Friday March 26th 8.45-3.30 pm**

Workshop 2: Webinar **Thursday April 24th 9-11 am**

Workshop 3: Face to Face **Monday May 19th 8.45-3.30 pm**

Workshop 4: Webinar **Thursday June 5th 2.30-3.30 pm**

Workshop 5: Face to Face **Monday June 16th 8.45-3.30 pm**

Workshop 6: Face to Face **Friday July 11th 8.45-12.30 pm**

Assessment & 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). They 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 on young people.

Learning Method

Facilitated sessions 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 visits, webinars and face to face networking events, peer support, signposted reading and opportunities for reflection.

