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Transforming Staff Wellbeing

Increasing motivation & engagement - Keeping your staff and keeping them well!

Course Aim

This full day workshop has been specifically designed to look seriously at the staff wellbeing crisis developing in our country and how leaders can develop a sustainable way of enabling staff to thrive rather than just survive. This course is especially for Senior Leaders or those aspiring to Senior Leadership who want to be part of shaping a new and exciting future for their school or business.

Key Learning objectives include:

- Investigating common mistakes made by leadership and how to avoid them
- The truth about employee engagement & motivation
- How to embed wellbeing into your culture
- Creating a dynamic culture that staff want to be part of
- Mobilising your middle leaders to transform your staff team
- Workable strategies and tips for building a happier working environment
- Exploring the number one thing that your staff need most!

Course Presenter

Peter Radford

Peter is an experienced public speaker, teacher, trainer and coach with a wealth of experience of leadership, management, personal development and education. He now works with businesses, organisations & schools to help develop the strategies and momentum to meet the challenge of change and achieve their goals.

Peter has worked in education for over 20 years and as a school leader has particular experience in effecting change at a whole school level through addressing systems and mindsets that stifle progress. Peter has overseen Ethos & Aspiration in two large secondary schools and led both to achieve the Unicef Rights Respecting School Award. He now speaks to students and staff around the country inspiring change.

The training takes place in a welcoming and supportive environment. Colleagues will be able to participate and ask questions.

Programme

9.30 – 10.00	Welcome and refreshments
10.00 – 10.45	Session 1: Exploring the problem <ul style="list-style-type: none"> • Exploring the crisis and what has brought us to this place • The current situation in our schools/ workplaces • The 'measuring' conundrum • Coping mechanisms and the 'busy' culture
10.45 – 11.35	Session 2: Emotional Literacy <ul style="list-style-type: none"> • What 'balance' means and how to model it • The ABC of stress • The 'chimp' and how to manage it • Unpacking the components of staff engagement • Getting out of the box – avoiding dysfunctional work relationships
11.35 – 11.55	Refreshment break
11.55 – 12.45	Session 3: Brave Leadership <ul style="list-style-type: none"> • Re-thinking motivation and how to engage your staff • How to build teams that work • What your staff want most • How to develop leaders not just managers • Empowering and enabling vs micro-managing and disabling • Re-thinking data analysis – making data meaningful
12.45 – 1.45	Lunch
1.45 – 2.50	Session 4: Culture Change: embedding wellbeing into school life <ul style="list-style-type: none"> • Cave thinking – the inhibitors and pitfalls that exacerbate the problem • Re-thinking policies and procedures • Developing a positive Rights Respecting Culture • Doing things differently: creative and practical possibilities for change • Taking Ethos & Values seriously – how to move forward together
2.50 – 3.00	Comfort break (grab a tea/coffee, take back in session)
3.00 – 3.30	Session 5: Re-discovering your purpose <ul style="list-style-type: none"> • How to find your WHY • How to go about leading your school to re-think its purpose • Creating a vision that permeates everything you do • Enabling your staff to keep loving what they do

Please note that this course is available for in-house training.

For more details or to make an enquiry, please feel free to get in touch via our website, email or telephone.

