



Stepping Up to Senior Leadership (SUSL)

The Stepping Up to Senior Leadership (SUSL) programme equips new and aspiring senior leaders to successfully make the step up into senior leadership roles

Moving from middle to senior leadership requires a mindset shift to whole school thinking. The SUSL programme develops the understanding, skills and attributes to make the transition and supports leaders positively impact the teams they lead now.

There are five Stepping Up to Senior Leadership modules. Each module is two-hours and supported by intersessional activities and resources. Module 1 begins by reflecting on your personal and professional journey, considering how your experiences have prepared you for senior leadership. This involves evaluating our strengths and areas for development, as well as any concerns or limiting beliefs. Modules 2-4 then explore key leadership attributes – vision, leading change, influencing and motivating others. In module 5 participants tackle areas that can be new and potentially daunting – school budgets, finance and HR – to build confidence and awareness.

Programme aims:

- ▶ Greater self-awareness in areas of strength and those for development.
- ▶ Development of key skills, knowledge and attributes to be a successful senior leader.
- ▶ Increased leadership effectiveness and impact.
- ▶ Retention and development of aspiring and current senior leaders.

Ideal for: Middle leaders aspiring to senior leadership, and those new to senior leader roles.

Delivery partner training and resources:

Using SSAT's nationally recognised materials, two leaders from your school will attend an online facilitator training.

They can then adapt and deliver the programme to a cohort of staff in your school or across your networks, with the potential to generate income.

Facilitator training: Online training for two or more facilitators is delivered at a time to suit you. Facilitator training is approximately three hours.

Group sizes: Deliver training to groups of up to 20 participants. Need more? Speak to us about running multiple cohorts.

Stepping Up to Senior Leadership modules

As an SSAT delivery partner for the SUSL programme you receive five fully resourced modules and tutor notes to enable in-house delivery. Each module is designed as a two-hour session. Delivery Partners are required to deliver all five modules.

Module 1 Personal and professional readiness

Module aims

- ▶ Reflect on what may be different about senior leadership roles.
- ▶ Discuss concerns and potential challenges.
- ▶ Reflect on your professional journey and how experiences have prepared you for senior leadership.
- ▶ Evaluate your own strengths and areas for development.
- ▶ Become more self-aware, more emotionally intelligent.
- ▶ Engage in reflective leadership coaching.

Module 2 Developing a vision for yourself as a senior leader

Module aims

- ▶ Develop your own leadership vision, moral purpose and values.
- ▶ Consider the importance of vision alignment.
- ▶ Reflect on how culture contributes to high performance.
- ▶ Understand the differences between strategic leadership and management.
- ▶ Explore leadership approaches and styles and their application.
- ▶ Consider the characteristics of strong schools.

Module 3 Leading change and managing complexity

Module aims

- ▶ Explore the implications for leading in a time of constant change.
- ▶ Understand theories and models to support effective change management.
- ▶ Reflect on how we can lead change and manage complexity.
- ▶ Consider the difference between 'wicked' and 'tame' problems.
- ▶ Apply learning to your contexts.

Module 4 Leading, motivating and influencing

Module aims

- ▶ Explore the three circles model of leadership.
- ▶ Consider theories of motivation and how we can motivate others.
- ▶ Understand the power of influence, how we can influence others and how others influence the work we do.
- ▶ Develop strategic leadership for school improvement.

Module 5 School budgets, finance and HR management

Module aims

- ▶ Consider some key principles related to financial management in schools.
- ▶ Explore how schools are funded and how finance is managed.
- ▶ Reflect on how schools can save money and generate income.
- ▶ Understand the role a senior leader plays in HR issues and the skills they need to do this.
- ▶ Build on and apply the learning.