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Why we need Next Practice in System Leadership

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“Longing for that mythical period of calm and stability is to misunderstand the nature of the world and of leadership.”

*Pricewaterhouse Coopers Report on School Leadership
2007*

Our 4 corporate goals are:

- Develop excellent school leadership to transform children's achievement and well-being
- Develop leadership within and beyond the school (system leadership)
- Identify and grow tomorrow's leaders (succession planning)
- Create a fit-for-purpose, national college

Why do we need to challenge our
previous assumptions about
leadership?

“Leadership in a modern organisation is highly complex and it is increasingly difficult – sometimes impossible – to find the traits in a single person...in the future we will see leadership in groups rather than individual leaders”

Crainger, S & Dearlove, D (2005)
The future of leadership

System leadership in action. What does leadership look like?

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Leadership characteristics

- strong and principled moral purpose
- motivated by the challenge of providing the best educational experience
- thoughtful and systematic
- earn the trust they receive
- build confidence, capability and self-esteem in others
- inordinately high expectations, great optimism and believe in success
- decisive and prepared to take unpalatable decisions
- find innovative and often unorthodox solutions to problems

“System leadership involves a shift in mindset for school leaders, emphasising what they share with others over how they differ. Where they can, system leaders eschew ‘us and them’ relationships – with their community, with other schools and with the DfES – and model a commitment to the learning of every child.”

Tom Bentley and John Craig, DEMOS, 2005