



# Executive & Headteacher Impact Case Study

## The Client

**Lincolnshire Wolds Federation** consists of 2 special schools that cater for young people from 2-19 years, as well as offering a home visiting service from birth, outreach services and a post 19 provision.

The Federation has around 150 employees and a reputation for delivering excellent education. As a values driven organisation, with a strong focus on personal strengths, there is an established, and strong ethos, of training and development for all.



## Their Need

### A challenging climate

Within the current climate of education, it is becoming abundantly clear that there are pressures and strains involved in Headship with unprecedented levels of scrutiny and accountability.

Many schools and governing bodies are experiencing difficulties in recruitment to leadership within schools, with predictions of a shortage of 19,000 Headteachers and senior leaders by 2022, as well as high levels of staff absences, all of which are adding to the financial, physical and emotional strain.

“ English schools may face shortage of 19,000 heads by 2022. ”

Source: Future Leaders Trust, Teaching Leaders and TeachFirst Report 2016

### A need to develop confident, resilient leaders

As a relatively new Headteacher, who had acquired a second school that was causing concern, our client was looking to develop the following:

- A more confident and expansive style of leadership
- Increased levels of resilience
- Coping strategies to deal with this challenging and constantly changing environment

## The Solution

Our approach was a series of six, one-to-one, Executive Coaching Sessions, designed around the client, their organisational objectives and the context within which they were operating.



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## The Results

### A 12 month learning journey

The high support / high challenge coaching sessions were designed to create a powerful thinking environment for the client to discover their own, confident style of leadership.

The sessions were a blend of psychological profiling, 360 degree emotional intelligence feedback from 50 of their stakeholders and self-awareness values and strengths experiences.

### In the words of our client...

**50% growth in Self Awareness**

**66% growth in Self Acceptance**

**80% growth in Personal Confidence**

**43% growth in Leadership Confidence**

"I can clearly measure the impact of the coaching programme, through **the recognition of strong and inspirational leadership in the Ofsted judgements** on all schools, and in the **recognition of outstanding leadership in the last 2 annual residential inspections**, along with **a reputation of highly effective leadership both within the Local Authority and National College**. This has also supported our accreditation as a National Leader of Education.

The impact of coaching on my own development and confidence, in recognising my strengths and utilising these to drive further forward, has **resulted in further personal qualifications in coaching and securing the ethos within the Federation and now the Trust of which I am now CEO**.

From a wider perspective, the experiences I had personally are now **supporting a coaching culture across the schools** and has impacted on the **quality of staff engagement with personal development** from apprenticeships to teacher training to leadership development, as well as **Governor leadership, performance management processes and ultimately how we work with our students. We are now truly a self developing organisation**.

As Headteachers / Executive Headteachers, there is the culture that we put our staff team and our students first, which is only right, however, I have learnt that to be able to do that most effectively I had to do that personally first and foremost. I had to look after myself or burn out. Other programmes I entered into around moving into headship, did not give me the skills or knowledge on a personal level to **build my own resilience** in such a role – the coaching journey has fulfilled that role and continues to.

Bringing this ethos and learning into the Trust and Federation, **continues to impact on the delivery of outstanding teaching and learning and an environment built firmly on equal challenge and support.**"

“ My ability to recognise my responses to stress, deal with them effectively, maintain my personal resilience and work with my strengths, and leadership styles, is a gift I had not experienced from anywhere else or any other programme. ”

Lea Mason, Executive Headteacher, Lincolnshire Wolds Federation, CEO of Lincolnshire Wolds Community Trust.

## Further Information

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