

HeadteacherChat's Overview of Leadership Edge

Read the full review below...

How does Leadership Edge describe their product?

Leadership Edge offer a 3-tier 'non-directive coaching' package to improve a school's culture, ways of working and staff well-being. This style involves participants being supported to use their own expertise and find their own solutions rather than being directed from above within a hierarchical structure. Leadership Edge believe that to be successful, coaches supporting others within school need to have experienced the coaching process before they can begin to support colleagues effectively, hence a tiered approach.

Catherine Hulme (CEO) describes Leadership Edge saying "We know from personal experience that coaching is a deeply empowering pedagogy, which benefits school leaders, staff and students alike, providing a significant shift away from a top down, command and control direction, which is long overdue. We empower schools to build a coaching culture through a cascade training programme which creates competent, confident coaches over time, with ongoing support, so that quality conversations become the cornerstone of 'the way we are' at your school.

Instead of the 'quick-fix' offered by twilight training sessions or training days, we become your ongoing partner on this journey. We support you, as the leader, to create a culture of trust, motivation and wellbeing, one conversation at a time. Our team of associates all have a background in school leadership but we do not give advice. Instead, we encourage you, and your staff, to listen to yourselves and talk to each other. This results in people bringing their best self to school, being happy, high performers who care about each other and their shared vision for your school."

What does it enable you to do?

This coaching programme allows a school to train, grow and support staff through non-directive coaching, developing a common understanding and allowing staff to feel empowered to bring their best self to school.

Catherine Hulme (CEO) stresses the importance they place on establishing a genuine relationship with each school so that she and her colleagues can provide a service that brings about long-term change to a school's ethos and work practice.

There are many 'coaching models but Leadership Edge believe their 3-tiered approach (Foundation, Practitioner and Master) is both sustainable and a structure for real cultural change. This is due to the programme being accredited, built on the team's own real-life experience and positive outcomes, and cascaded through an organisation at a realistic pace that allows each of the 3 phases to be fully embedded.

After completing the Foundation stage (over one term), the initial coachee continues their own learning but starts to coach and support 2 colleagues at the Foundation level. Successful completion allows the original coachee to move onto the Master level and their two coachees to begin the Practitioner stage and therefore coaching others, thus continuing the cascade. This third (Master) stage includes a significant theoretical element, with topics such as neuro-science and coaching styles explored in greater depth, creating an academic 'spokesperson' within school.

Staff are well supported and supervised throughout, before having an accredited conversation with another assessor at each stage. Through these conversations and a short written reflection, assessors will check that coaches have understood the process and are able to successfully coach others.

What are the benefits of using Leadership Edge?

- Champion your school culture by embedding expectations of how people feel, talk and behave with each other
- Encourage staff to proactively manage their professional development, working relationships and personal wellbeing
- Support yourself by giving headspace to your strategic vision, leadership style and personal energy
- Tangible results seen by our schools to date include:
- From Special Measures to Outstanding within 3 years
- High staff absenteeism to zero supply costs
- From high staff turnover to easy recruitment with high-quality candidates
- Poor performers with low morale becoming 'unrecognisable' with new drive and effectiveness

- Accelerated professional progression such as TAs moving into teaching and leadership
- Overworked pastoral and safeguarding professionals feeling valued and supported

Testimonials:

I often feel my coaching sessions are my sanity check! I can't see a time in the future when I won't need to have them, they make me think with greater clarity and explore the issues that are holding me back.

- Primary Headteacher, West Midlands

<https://youtu.be/GkZDhR5tTss>

<https://youtu.be/4AKXhMs1HEU>

Links to videos

60sec Introduction: <https://youtu.be/PNuxLBj4fWY>

In summary, HeadteacherChat recommends Leadership Edge because:

- It helps promote your school's culture by establishing expectations for how individuals should feel, communicate, and act toward one another.
- It inspires staff to take charge of their personal welfare, professional development, and working relationships.
- It gives your strategic vision, leadership style, and personal energy by giving you some headspace to support yourself.

'This coaching programme allows a school to train, grow and support staff through non-directive coaching, developing a common understanding and allowing staff to feel empowered to bring their best self to school. Leadership Edge's programmes are well thought through and has proven results in helping staff to grow and develop. If you're looking for coaching programmes to help develop staff, then we recommend that you contact Leadership Edge.' – Jonathan Coy, CEO, HeadteacherChat. September 2022.

