

# Sustaining Healthy and Effective Leadership

There is increasing interest in and concern about sustainability in leadership and support for leaders, especially in current times.  
How do leaders keep going? How can they get the support they need?

The **Sustaining Healthy and Effective Leadership Programme** (SHEL for short) provides an opportunity for Headteachers and Trust Senior Leaders to continue to develop your leadership knowledge, skills and effectiveness to make your school the best learning environment possible for children and staff alike. The programme is designed to support your own well-being and resilience in challenging times. We will consider those aspects of leadership that are about personal and organisational effectiveness.



You will sustain and develop leading-edge leadership skills along with practical suggestions for maintaining personal and professional well-being and a reasonable work-life balance. What you gain from this programme will be of use not only to yourself but to your senior leadership team, giving you transferrable skills and qualities needed to navigate through the dynamic and turbulent times we are living in with schools continuing to experience ever-increasing challenges with - just to name a few - special needs, behaviour, mental health and well-being, and staffing.

Our programme has been running for more than 15 years in Cambridgeshire, Luton, and Bedfordshire, with heads joining also from Hertfordshire, Leicestershire, Suffolk and other counties.

The SHEL programme content and approach is under ongoing review. The online/hybrid programme minimises travel time, allows for a good mix of participants from different locations, and is flexible for whatever circumstances schools find themselves in.

The programme is designed to support the development of advanced communication and coaching skills, strategic change leadership, and conflict resolution, whilst enabling Headteachers and Trust Leaders to get to the bottom of real, practical issues – not just deal with theory.

You will have the opportunity to connect regularly with a supportive group of 'like-minded travellers' who are able to provide a mutual resource and support to each other through peer coaching. The group will include approximately six to nine people and is designed for both experienced and new heads. For experienced leaders it's a chance for a reset and, for very experienced heads, it can be beneficial as a lead into retirement. For newer senior leaders it creates a broad network of expertise to tap into for ideas and support.

It's also possible to attend the programme in the format of half-termly one-to-one coaching sessions.

## **Sustaining Healthy and Effective Leadership 2025-2026**

### **Aims:**

- To enable school leaders to reflect upon the factors which can secure effective leadership that is sustainable over time
- To understand what makes for effective leadership when managing complex and open-ended change
- To enable leaders to reflect upon key social and relational aspects of leadership with their peers in a supportive and structured coaching environment
- To develop the skills, knowledge and understanding needed to create and maintain a healthy organisation and a culture of wellbeing, and to manage difficult situations and conflict
- To offer leaders feedback on their styles using the well-known Myers-Briggs Type Indicator which has many educational applications
- To ensure that leaders feel supported and well-equipped to address challenges

**Dates:** TBA    **Cost:** £460 for annual group programme including six half-termly group sessions and one one-to-one coaching meeting; People can join at any stage during the year and the cost reflects joining time

### **Facilitator:**

Karin Horowitz has designed and facilitates the programme. Karin works with schools across the Eastern Region, the Southeast, and Midlands, also running Senior Leader and Aspiring Heads Development programmes; and providing coaching and supervision for school leaders and staff.