



Brooke Weston Trust
Leadership
Academy



This Leadership programme will develop your leadership skills to enable you to become a successful future leader of the Brooke Weston Trust.

The Brooke Weston Trust Leadership Academy programme is a unique opportunity only available to BWT staff and is the first of its kind in the country.

The Leadership Academy is all about us *believing* in you, *investing* in you and *supporting* you to become an excellent leader.

In return we expect a commitment to BWT, an open mind and a willingness to be challenged to develop your thinking, embrace new experiences and work with others outside your current context.



Welcome

“

Leadership roles in a multi-academy Trust take many forms and are not just limited to the traditional deputy and headship routes of the past. This programme will familiarise participants with the excellent opportunities and experiences open to them as high calibre BWT employees; encourage them to explore and gain a deeper understanding about how BWT works, the values that drive us as an organisation and how they can play a full part in its future success.

The programme will also help participants to refine their approach to planning a successful career within the rapidly developing multi-academy Trust systems and structures of today and the emerging structures which will exist in the next ten years.

”

Dr Andrew Campbell
CEO, Brooke Weston Trust

• Believing • Investing • Supporting



SOCIAL INTELLIGENCE

- An influencer
- Culturally aware
- Has integrity and resilience



DRIVE

- Passion for results and excellence
- Persistent
- Willing to take a lead



PERSONAL ALIGNMENT

- Strong ego
- Thinks about the 'whats' and the 'hows'
- Receptive to feedback
- Balances autonomy and collaboration



COURAGE

- Confronts issues and problems
- Shows initiative
- Challenges respectfully
- Takes and promotes accountability

FIT

TO LEAD?



JUDGEMENT

- Analytical rigour
- Balances decisiveness and reflection
- Adjusts and adapts to new information



PERSPECTIVE

- Sees the big picture
- Brings the 'outside' in
- Navigates ambiguity
- Eagerness to acquire and use new knowledge, experience and insight

Who should apply?

For September 2019 we are looking to recruit a cohort of up to 20 colleagues from across BWT who:

- Have leadership responsibility below the level of Vice Principal
- Have demonstrated in their career to date that they have the professional potential, personality and commitment to grow into our next generation of leaders
- Have the full support of their Principal in applying

We are looking for people to whom we can entrust the future of BWT in years to come.

What's involved?

The Leadership Academy complements but does not replace or repeat the content of the National Professional Qualifications. We would expect all participants to continue pursuing these as part of their professional development.

External components of the Leadership Academy programme provided by Pentir Talent Management:

- Psychometric profiling to help you understand your own leadership style, strengths and weaknesses
- Personalised career planning advice informed by a nationally respected recruitment agency operating across the MAT sector
- Mock interview for a job role of your choosing

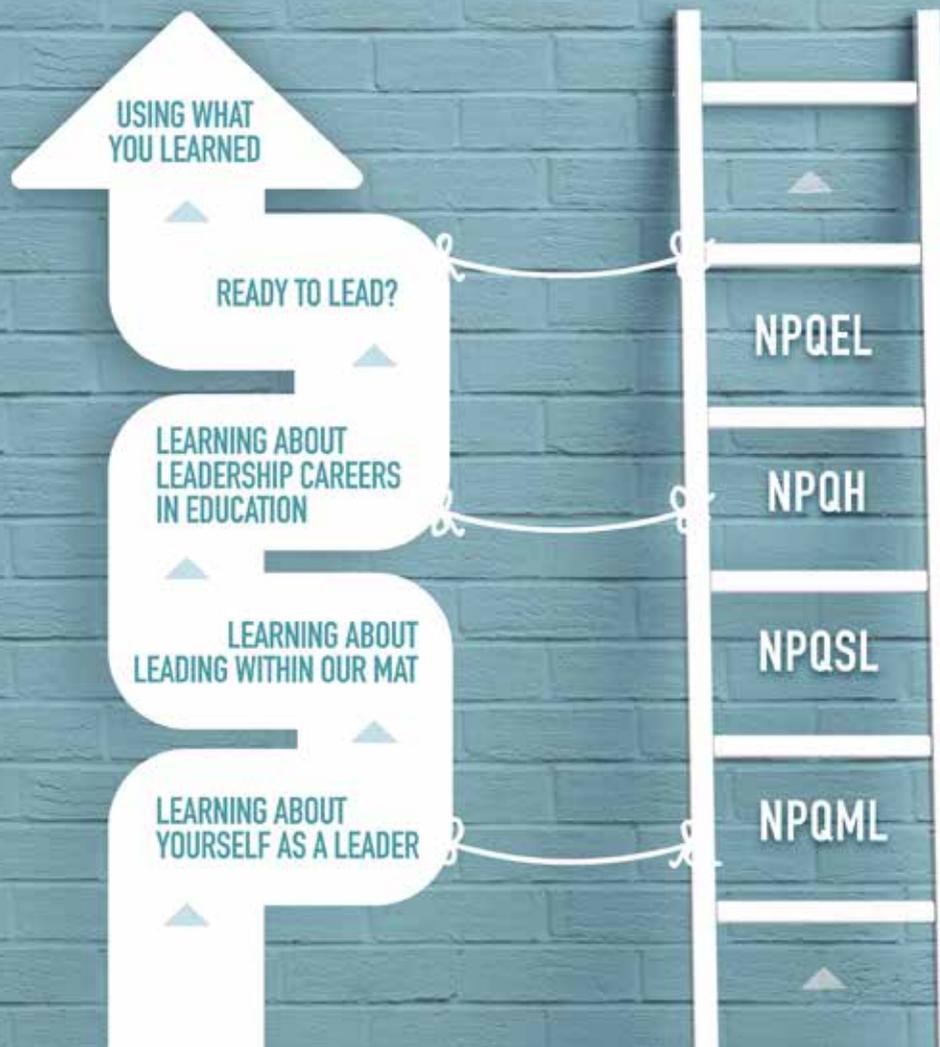
Internal components provided by BWT:

- Opportunity to hear from and question senior leaders from other sectors outside education
- Training sessions covering key aspects of what multi academy trusts do, how they are held to account and how BWT, in particular, operates
- Exposure to different education contexts beyond your own academy
- Undertaking a task relevant to your future career goals which will enhance your CV
- Networking events with other participants
- Year 2 leadership development opportunity in a different context

• Believing • Investing • Supporting

**YOUR PROFESSIONAL
DEVELOPMENT JOURNEY WITH
BWT LEADERSHIP ACADEMY**

**NATIONAL
QUALIFICATIONS
FRAMEWORK**



How to apply

Go to the BWT Leadership Academy section of the Brooke Weston Trust website:

<https://www.brookewestontrust.org/leadershipacademy>

You will find:

- Information for applicants
- Leadership Academy prospectus
- Person specification
- Application form

Please forward completed application forms to the Trust Administrator, Molly Hill (mhill@brookewestontrust.org) by **Monday 3rd June 2019** at 5pm.

If you require any further information about the application process or the programme as a whole, please contact Jane MacDonald. Interviews will take place week commencing **1st July 2019**.

Chair of the Leadership Academy Board:

Jane MacDonald

Tel: 01536 770366

Email: jmacdonald@grettonprimary.org

Admin: Molly Hill

Tel: 01536 684289

Email: mhill@brookewestontrust.org

Brooke Weston Trust

Coomb Road, Great Oakley, Northants NN18 8LA

Tel: 01536 684270



Leadership Academy Charter



Promoting and living the values and expectations of BWT in all aspects of my professional life



Giving of my best at all times during the programme for the benefit of myself and others



Welcoming challenges to my thinking, retaining an open mind and being prepared to embrace new experiences outside my comfort zone



Staying at BWT for at least two years from the start of my time on the Leadership Academy programme

Meet the team



The Leadership Academy Board, which is responsible for planning and reviewing the programme, consists of professionals from across the Trust, with specialisms in both primary and secondary age ranges and a variety of subject knowledge and training experience. They have combined their skills to craft a dynamic and flexible programme to excite, challenge and upskill our leaders of the future.

Here's a few examples of what the course may include:

Leadership Academy dinner and programme launch:

An opportunity to meet and network with colleagues from across the Trust structure and schools

Motivational talk about leadership characteristics:

The BWT 'fit' model and developing strong relationships

Developing people within an organisation:

How lessons learned in industry can feed into the classroom

Examining external accountability:

Guest speakers may include the Regional Schools Commissioner and Ofsted representatives

MAT structure - how does Brooke Weston Trust actually work?

This covers key details of our operation including our governance, finance and core services

Successful leadership in challenging contexts:

An opportunity to hear first hand from some of the most inspiring school leaders

Leadership skills, implementing changes and developing teams:

Integrating the theory of leadership into effective practise



Photographs and feedback



Above: Dr Campbell and Jane MacDonald with Emma Ing, Ofsted's Regional Director.
Below: With RSC Martin Post.



Inaugural dinner giving an opportunity to meet colleagues from across the Trust.



Paul Murphy, CEO of Jordans Dorset Ryvita Co, delivering a talk.



BWT CEO Dr Andrew Campbell introducing a guest speaker.



Mike Phillips, Tom Atkins and Dame Kathy August from Pentir.



The first cohort with motivational guest speaker Martin Carter.

