



How to lead when you're not in charge: Leadership for SEND professionals

This programme will support SEND professionals to develop the skills and behaviours needed to become a more effective and authentic leader.

If you are a SEND professional who also has leadership responsibilities inside or outside your organisation, this programme is for you.

This programme will develop your core skills in systems leadership, in the context of leading and managing SEND provision in further education.

Expert facilitators from the Leadership Centre and Natspec will deliver an engaging programme, developing leadership skills in the context of the SEND reforms, multi-agency working, and delivering quality education with limited resources.

Core skills you will develop on the programme:

- identify what it is to be an authentic leader in your system and the confidence to act accordingly
- the ability to identify different types of problems and adapt your leadership response accordingly
- the intentional use of narrative to effectively frame debates and motivate others to join you
- the ability to influence your senior leaders, LA commissioners, health and social care, and other system leaders
- the capacity to mobilise diverse coalitions based on shared values
- the discipline to maintain your learning through sustained reflection-in and reflection-on action

System Leadership – “leadership across organisational and geopolitical boundaries, beyond individual professional disciplines, within a range of organisational and stakeholder cultures, often without direct managerial control”

Access all your leadership support via the ETF's leadership portal: www.elmag.org.uk
Visit Natspec Transform for SEND training & development: <https://natspec.org.uk/about-us/services/transform/>



London

Day 1 – 12 Feb 2018 / Day 2 – 19 March 2018 [BOOK HERE](#)

Manchester

Day 1 – 14 Feb 2018 / Day 2 – 21 March 2018 [BOOK HERE](#)

Day 1: LEADING IN SYSTEMS

Day 1 will focus on what it means to lead in complex systems, facing different types of problems; and how to approach leadership where you have no formal authority. In the afternoon we will introduce the use of narrative as a leadership practice and explore, in relation the challenges of SEND provision within FE, how to work more effectively with the multiple perspectives in play. We will explore challenges such as negotiating top-up funding, influencing internal stakeholders to change curriculum provision or invest in infrastructure, working with health and social care, influencing parents and employers, creating new partnerships, getting the most out of your delivery teams and leading when you are not in charge.

Day 2: TAKING CHANGE ACTION IN SYSTEMS

Day 2 will develop key leadership skills in diagnosing and deepening understanding of the dynamics at play in their own system; and practicing tools and methods for intervening more effectively in relation to their particular leadership challenges. We will build on the narrative work we began on Day 1 to mobilise people to join us in taking action.

Participants in this programme will be asked to share their reasons for attending (a short questionnaire) and to complete some pre-programme preparation of around 30 mins.

Between days 1 and 2, participants will be asked to apply their learning to real work-based challenges, and reflect on their leadership practice.

Facilitator Team: Di Neale, the Leadership Centre and Helen Bramley, Natspec Associate

Leadership Events

London: Day 1 – 12 Feb 2018 / Day 2 – 19 March 2018 – [Book here](#)

Venue: Seminar Room 6, Resource for London, 356 Holloway Road, London, N7 6PA

Manchester: Day 1 – 14 Feb 2018 / Day 2 – 21 March 2018 - [Book here](#)

Venue: The Bridgewater Suite, Jurys Inn, 56 Great Bridgewater Street, Manchester, M1 5LE



**Developing the skills to work in
partnership, influence change and
deal with complex challenges**