

DAVID LIVSEY & LEADERSHIP INSIGHTS

Ackton Pastures and Half Acres Federated schools Wakefield West Yorkshire

I was fortunate enough that a good colleague passed on the contact details for David Livsey just before our two schools were federated. I knew nothing of the Leadership Insights programme but the recommendation it received from my colleague prompted me to contact David and arrange a meeting.

I wanted a bespoke programme that would help to support and develop the two newly appointed Heads of School. As this role was fairly unique, with few precedents in our local area, it was important to find a CPD package that suited their individual needs as well as recognising and responding to their new roles as school leaders.

Through working with David, both Sue and Sonia have learnt so much about themselves as professionals and their leadership styles. By gaining this 'insight' it has helped them both to plan and manage a number of projects in school, deal with staffing situations and understand their own style, emotions and impact on others as they are leading and managing.

The 'insight' gained through the motivational map is only the start of the work. David has continued to offer coaching and mentoring as the Heads of School have settled into their roles. Both Sue and Sonia say that the work with David has been a significant factor that has helped them settle into and assume the leadership role that was 'thrust' upon them.

We were so impressed with the impact of the Leadership Insights programme that we asked David to work with our Assistant Headteachers following their appointments in September 2012. The feedback from both Tricia and Rachael is also very positive – neither of them could believe how accurate the report from the motivational map was – one comment was 'Who needs Derren Brown!'.

I will certainly continue to work with David and the Leadership Insights programme. One of our key priorities as a Federation is to develop a strong leadership team so that we are building capacity for the future. The bespoke programme that David offers will be a key element in this school improvement priority.

Further developments >2013-14

All Subject Leaders have been part of the Coaching for Success programme. An innovative format across the federated schools. Each 'pair' meet once per half term in alternate settings and work on agreed targets and Leadership Walks are conducted to measure the impact of subject inputs across both schools.

One Head of School commented:

I have been working with David for the past three year as part of my induction into the role of Head of School. Following the Leadership Insights programme he has totally transformed my self perception and, through skilful coaching, has played a central part in the development of a wide range of my own leadership skills. Through regular meetings he has challenged me professionally and personally and has given valuable and relevant feedback. Work he has undertaken with other members of my staff -from the Assistant Head to teaching assistants - has also had a significant impact upon whole school development (both through the work he has done to develop them and the potential gains and difficulties I may encounter due to their motivations). Follow up coaching sessions have centred around on-going projects and have proved to be fantastic 'on the job' training, allowing me to maximise the impact of new initiatives.