Lead the future
with head and heart
We offer **Leadership Development**

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### For Teams

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Preparing for Leadership: Before Your First Role

Preparing for Leadership is designed to establish the foundations of leadership practice and develop the knowledge, skills and confidence to lead self and others. These tools will support you to intentionally influence practice, within and beyond your team.

You will explore concepts such as:

- Leadership theory and practice
- Understanding self
- Leading with purpose
- Leadership and authority
- Thinking and acting strategically
- Communication for influence
- Leading and managing up
- Career progression

Target audience
This program is for teachers aspiring to their first middle leadership role or seeking to increase their circle of influence in their current role.

Face-to-face
Duration: 2 days
Program 1:
13 March and 10 May
Program 2:
11 Sept and 19 October

Price:
AIS Member School: $960
Systemic Catholic Partner School: $960
AIS Non-Member School: $1250

Addressed Standard Descriptors
6.3.4

Hours: 12.00

This professional learning meets the criteria for Elective PD. Teachers wishing to use this PD towards their maintenance of accreditation will need to log it themselves as Elective PD in eTAMS.

“This was an excellent program which gave me in depth insight into leadership”

Participant, 2022
The Middle Leaders Program develops the personal qualities, and the leadership knowledge and skills required to navigate the complex role of middle leadership and more effectively influence your team to positively improve outcomes for students.

You will explore concepts such as:

- Leadership theory and practice
- Understanding self and others
- Leading others
- Leading with purpose
- Values-centred leadership
- Hard conversations
- Leading improvement, understanding change

**Target audience**
This program is for those who currently hold middle leadership positions in schools. This includes primary and secondary stage coordinators, heads of department, heads of year, house coordinators and others who liaise and work between senior executives and teaching staff.

**Face-to-face**
Duration: 3 days
- Program 1: 14, 15 March and 3 May
- Program 2: 22, 23 May and 20 June
- Program 3: 26, 27 July and 18 August

**Online**
Duration: 4 days
Time and Dates: 9.00am - 1.00pm
- 12, 13 October and 14, 15 November

**Price**
- AIS Member School
  - Face-to-face: $1440
  - Online: $1180
- Systemic Catholic Partner School
  - Face-to-face: $1440
  - Online: $1180
- AIS Non-Member School
  - Face-to-face: $1870
  - Online: $1530

**Addressed Standard Descriptors**
6.3.4

**Hours:**
- Face-to-face: 18.00
- Online: 14.00

This professional learning meets the criteria for Elective PD. Teachers wishing to use this PD towards their maintenance of accreditation will need to log it themselves as Elective PD in eTAMS.

**Back to Contents**
Advanced Middle Leaders Program

**Target audience**
The prerequisite for this program is the Middle Leaders Program or Leading from the Middle.

**Face-to-face**
Duration: 2 days
Dates: 7 June and 23 August

**Price**
AIS Member School: $960
Systemic Catholic Partner School: $960
AIS Non-Member School: $1250

**Addressed Standard Descriptors**
6.3.4

**Hours:** 12.00

This professional learning meets the criteria for Elective PD. Teachers wishing to use this PD towards their maintenance of accreditation will need to log it themselves as Elective PD in eTAMS.

The Advanced Middle Leaders Program builds on learnings and experiences from the Middle Leaders Program and/or Leading from the Middle.

The Advanced Middle Leaders Program strengthens the link between the senior executive and the teachers in the classroom to drive strategy whilst meeting the day-to-day operational demands of leading the school.

You will explore concepts such as:

- Leadership theory and practice
- Systems leadership
- Leading strategy from the middle
- Leading improvement and change

“Leadership is a function of knowing yourself, having a vision that is well communicated, building trust among colleagues, and taking effective action to realize your own leadership potential.”

Warren Bennis,
Scholar and pioneer of leadership studies
Target audience
This program is designed for senior leaders in formal leadership roles wishing to enhance their knowledge and skills for effective leadership of schools. It will also suit experienced middle leaders aspiring to senior leadership.

Face-to-face
Duration: 4 days
Dates:
19, 20 July and
5, 6 Sept

Online
Duration: 6 days
Dates:
20, 21 March
26, 27 April
24, 25 May

Price
AIS Member School
Face-to-face: $1920
Online: $1770
Systemic Catholic Partner School
Face-to-face: $1920
Online: $1770
AIS Non-Member School
Face-to-face: $2500
Online: $2300

Addressed Standard Descriptors
6.3.4

Hours:
Face-to-face: 24.00
Online: 21.00

The Senior Leaders Program strengthens your ability to navigate leadership at the whole school level and courageously lead your teams into the future.

You will learn from experts in the field and explore concepts including:

• Leadership theory and practice
• Leading improvement, innovation and change
• Leading with purpose
• Brain-based coaching
• The current operating environment for schools
• Financial issues and risk
• Legal matters
• Critical incident management

REGISTER FACE-TO-FACE >
REGISTER ONLINE >

Aspiring Leaders
Middle Leaders
Executive Leaders
The National Flagship Program

This internationally acclaimed 11-month program is purposeful, immersive, and transformational leadership learning for experienced senior leaders and aspiring principals.

The 2023-2024 program includes both face-to-face and online days, principal shadowing, 360° profile, a professional companion, as well as presentations from experts in their fields.

The rigorous design of the program, which includes pre-readings and assignments prior to each of the face-to-face days, means that it is eligible for up to 50% credit with 16 universities around Australia for a Master of Educational Leadership and, in the case of WSU, an Educational MBA specifically designed for graduates of this program. Participants will also have the opportunity for school visits, shadowing an experienced school Principal and a corporate leader.

Key features of it include:

• The inner journey of leadership
• Theory to practice
• Academic rigour
• A cohort structure
• Multiple learning contexts
• Learning and support from experts in the field

If you are an experienced senior leader considering principalship or seeking to refine your senior executive role, The National Flagship Program commencing in December 2023 will open for application mid-year.

To learn more including how to apply go to www.aisnsw.edu.au/flagship

30%

OF GRADUATES SUCCESSFULLY MOVING INTO PRINCIPAL POSITIONS THROUGHOUT AUSTRALIA

250

AND MORE SENIOR SCHOOL LEADERS HAVE PARTICIPATED IN THIS UNIQUE AND TRANSFORMATIONAL LEARNING JOURNEY

“We invite you to embark on this learning journey now, to continue your growth as a leader, and in doing so, inspire leadership in others.”

Jenni-Lee Williams, Dean, AIS Leadership Centre
The Principal Induction Program seeks to build the professional skills and personal leadership capabilities of principals in their early years. The program has been designed to meet the most pressing challenges encountered in the role as well as to enable participants to envision and lead emerging futures for their school. It is a ten-day program (delivered both face to face and online) spaced across the school year.

You will learn from experts in the field and explore concepts including:

- Current and emerging issues for independent schools
- Building relationships with the chair and board
- Managing people
- Financial and risk management of schools
- Critical incident, media and reputation management
- Leading learning
- Leading with strengths
- Adaptive Leadership Framework

You will be supported to meet the significant opportunities and challenges encountered in your first three years while sustaining yourself in the role.

“...The Principal Induction Program was about the rich content and the journey with others in this new and often lonely role for the first time. Principals come with a range of professional backgrounds and experience. To be able to gain further knowledge and insight across such a diverse range of topics over the course of the year was invaluable in filling in some of those gaps, as well as sharing experiences with others.

The coaching was affirming and assisted me to work through the range of challenges which new principals face with the reassurance that we do have the capacity and expertise to lead our schools.”

Ian Hewitt, Principal at Trinity Christian School, ACT

Target audience
This program is for newly appointed school principals during their first three years in the role.

Blended
Duration: 10 days
Dates:
- 6, 7 March (Face-to-face)
- 29, 30 March (Online)
- 8, 9 May (Face-to-face)
- 30, 31 May (Online)
- 15, 16 June (Face-to-face)

Price
AIS Member School
$4800
Non-member schools
Please contact Jenni-Lee Williams, Dean of the AIS Leadership Centre at jwilliams@aisnsw.edu.au

Addressed Standard Descriptors
6.3.4
7.2.4

Hours: 50.00

This professional learning meets the criteria for Elective PD. Teachers wishing to use this PD towards their maintenance of accreditation will need to log it themselves as Elective PD in eTAMS.
Masterclasses

Targeted areas for leadership development that will make a difference to your knowledge and practice.

Courageously Navigating Hard Conversations

Target audience
This masterclass is for middle and senior leaders.

Face-to-face
Date: 7 November

Online
Program 1: 1 June and 19 June
Program 2: 8 September and 16 October

Price
AIS Member School
Face-to-face: $480
Online: $590
Systemic Catholic Partner School
Face-to-face: $480
Online: $590
AIS Non-Member School
Face-to-face: $625
Online: $765

Addressed Standard Descriptors
6.3.4

Hours
Face-to-face: 6.00
Online: 7.00

This masterclass develops your skills to courageously navigate the tough conversations required to progress the work, whilst maintaining and building trusting relationships. Established on a framework of values and behaviours this program leverages the skills and ways of being of coaching to enrich the dialogue and improve outcomes.

REGISTER FACE-TO-FACE >
REGISTER ONLINE >
The Adaptive Leadership Framework

Target audience
This masterclass is for those in leadership roles at all levels, P-12.

Face-to-face
Date: 6 June

Price
AIS Member School: $480
Systemic Catholic Partner School: $480
AIS Non-Member School: $625

Addressed Standard Descriptors
6.3.4

Hours: 6.00

The Adaptive Leadership Framework: The Balcony and the Dance Floor explores a set of ideas that help organise the social processes of change and the role that you can have in taking beneficial action. During this one-day mastery program with Adaptive Leadership Master Practitioner and teaching partner of Professor Ronald Heifetz from Harvard Kennedy School of Government, Penny Brown, you will learn how to think contextually and systematically about the nature of change and the personal work that accompanies this.

REGISTER>

The Neuroscience of Leadership

Target audience
This masterclass is for those in leadership roles at all levels, P-12.

Face-to-face
Date: 1 August

Price
AIS Member School: $480
Systemic Catholic Partner School: $480
AIS Non-Member School: $625

Addressed Standard Descriptors
6.3.4

Hours: 6.00

This masterclass will take you through the neuroscience that underpins how you show up as a leader based on your patterns and habits and the organising principles of the brain. During this masterclass with Jenni-Lee Williams, Dean of the Leadership Centre, you will learn how your patterns and habits develop and how you can change them by deploying your superpower, the other AI: attentional intelligence. The day will conclude with how to use your understanding of your brain to thrive as a leader.

REGISTER>
Early Learning Leaders

For Early Learning professionals, effective leadership and management is essential to improving the learning and growth of the children in their care. This two-day program will allow participants to immerse themselves in learning how to lead and manage in the increasingly complex learning environment of Early Learning education. In addition, participants will have the opportunity to learn the skills for leading and managing challenging conversations with colleagues and parents. There will be opportunities to practise and rehearse these skills and reflect and refine performance based on feedback provided.

You will explore concepts such as:

• Leadership theory and practice
• Understanding self and others
• Leading others
• Values-centred leadership
• Hard conversations
• Leading improvement and change

Target audience
Early Learning professionals currently holding or aspiring to a leadership role.

Face-to-face
Duration: 2 days
Dates: 9 June and 7 August

Price
AIS Member School
Face-to-face: $960
Systemic Catholic Partner School
Face-to-face: $960
AIS Non-Member School
Face-to-face: $1250

Addressed Standard Descriptors
6.3.4

Hours: 12.00

This professional learning meets the criteria for Elective PD. Teachers wishing to use this PD towards their maintenance of accreditation will need to log it themselves as Elective PD in eTAMS.

Women in Leadership

This three-day program is an opportunity for women in education to ask questions, explore the issues and discover pragmatic steps towards growing their own leadership practice. How do women in schools experience leadership and what do we need to think about as we chart a future that is both equitable and transformative?

You will explore concepts such as:

• The inner journey of leadership
• Navigating the system
• Conquering imposter syndrome

Target audience
This masterclass is for women in leadership roles in schools.

Face-to-face
Duration: 3 days
Dates: 13, 14 September and 23 October

Price
AIS Member School
Face-to-face: $1440
Systemic Catholic Partner School
Face-to-face: $1440
AIS Non-Member School
Face-to-face: $1870

Addressed Standard Descriptors
6.3.4

Hours: 18.00

This professional learning meets the criteria for Elective PD. Teachers wishing to use this PD towards their maintenance of accreditation will need to log it themselves as Elective PD in eTAMS.

“It spoke to me in the ways I had been looking for, giving me a language and some ways to move forward in my role”

Participant, 2022
Executive Personal Assistants

Programs

Target audience
This program is for key support staff to the school leadership team K-12 and Executive Personal Assistants in the not-for-profit and corporate sectors.

Program 1 (Blended)
Duration: 2 days
23 February (Face-to-face)
23 March (9:00am - 1:00pm Online)

Program 2 (Blended)
Duration: 2 days
12 July (Face-to-face)
10 August (9:00am - 1:00pm Online)

Price
AIS Member School: $960
Systemic Catholic Partner School: $960
AIS Non-Member School: $1250

REGISTER >

This program deepens your understanding of the role and leaves you feeling equipped to support school leaders and manage effectively the complex demands of life in schools.

You will learn from experts in the field and explore concepts including:

- Clarifying the role of an Executive PA
- Leading with strengths
- Leading with influence
- Communications
- Sustaining self

“Inspiring and informative. It has been great hearing from others and their experience and perspective in things”

Participant, 2022

aisnsw.edu.au/leadership-centre
Services
Highly individualised leadership development

Professional
Companioning
Enhances and strengthens your personal and professional effectiveness in a highly personalised and holistic way. The focus of this ongoing partnership with an experienced principal and The Leadership Circle™ accredited practitioner is increasing your self awareness to lead yourself, others, the school and the school community more effectively and sustainably.

Leadership
Coaching
Deepens your learning of self, improves your leadership performance and enhances your professional wellbeing. For middle and senior leaders, the focus of this ongoing partnership with a coach, who is a Leadership Circle™ accredited practitioner and International Coaching Federation accredited coach, is increasing your self-awareness, uncovering your purpose and advancing your sense of personal responsibility, leading to fulfilling results in your professional life.
Leading from the Middle

**Target audience:** This program is designed to develop the middle leadership team.

Develops the confidence, capabilities and vision required for middle leaders to powerfully lead the learning and growth of students and staff in their area of responsibility. Over the 5 days of the program, middle leaders experience personal growth in the inner and outer journeys of leadership and with support, apply this learning to practice in their own contexts. Their leadership learning is realised through the development and progression of a specific target that is aligned to the strategic goals of the school. Through intentionally designed collaborative inquiry and reflection, middle leaders share responsibility and mutual accountability to the work and to each other.

"The program was very valuable for us as a team and on a personal professional level"

Participant of Leading from the Middle, 2021

Courageously Navigating Hard Conversations

**Target audience:** Can be tailored for any leadership team.

This mastery program can be delivered either online or face to face as a half day, full day or bespoke timing to suit your needs. Participants will develop their skills to courageously navigate the tough conversations required to progress the work, whilst maintaining and building trusting relationships. Using an established framework of values and behaviours, the program also leverages the skills and ways of being of coaching to enrich the dialogue and improve outcomes.
Designing Strategy

Target audience: The executive team

A highly interactive, collaborative process through which the executive team produces a robust strategy to evolve the school into ongoing future relevancy. In this sequence of interrelated workshops, you and your executive team members will be uplifted to see their unique and valuable contribution to the team and supported to cultivate the robust communication strategies required to operate as an agile, disciplined unit that lives its purpose fully. Drawing on design thinking methods, the team will collaboratively devise a theory of change to bring to fruition a strategic initiative of significance.

Next Level Leadership for Executive Teams (NExT)

Target audience: The executive team

Designed to enhance the effectiveness of the executive team to lead the school and deliver on strategic priorities. You and your executive team members will be uplifted to see their unique and valuable contribution to the team and supported to cultivate the robust communication strategies required to operate as an agile, disciplined unit that lives its purpose fully. Drawing on design thinking methods, the team will collaboratively devise a theory of change to bring to fruition a strategic initiative of significance.

Adaptive Leadership For Executive Teams

Target audience: The executive team

Dives deeply into both the ‘outside-in’ and the ‘inside-out’ frameworks of Adaptive Leadership. Penny Brown, Adaptive Leadership Master Practitioner, takes your executive team through a set of ideas that help organise the social processes of change. It will strengthen your team’s leadership practice and diagnostic skills to make progress on the toughest challenges that you are facing in your school.

Bespoke Consultancies

Target audience: Can be tailored for any leadership team

To discuss how we might design a leadership program to meet the needs of your team, email us on adminLC@aisnsw.edu.au

“Engaging, challenging and a growth experience - both personally and professionally”

Participant of NExT, 2022

“Thank you for designing processes to realise our highest aspirations and capturing our team’s inputs and ideas to get us there. Your energy, facilitation and student centered design thinking is greatly valued.”

Participant of Bespoke Consultancies, 2022
Meet your Leadership Centre Team

Jenni-Lee Williams
Dean

Penny Brown
Senior Leadership Consultant

Robyn Edwards
Senior Leadership Consultant

Michael Bignill
Manager

Tracey Bullock
PA to Dean and Administrative Assistant

We are here to support you to navigate the complexity of the contemporary educational environment so you can lead the future with head and heart.