



2024  
Programs  
and Services

*Lead the future  
with head and heart*





We offer

Leadership Development

For Individuals

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# Career Stage Programs



Leadership development at **every** stage of your career.

Aspiring  
Leaders

Middle  
Leaders

Executive  
Leaders

## Preparing for Leadership: *Before Your First Role*

### 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:  
12 March and 2 May

Program 2:  
10 Sept and 24 October

### Price:

AIS Member School: \$1,060

Systemic Catholic  
Partner School: \$1,060

AIS Non-Member School: \$1,380

### Addressed Standard Descriptors

6.3.3

Hours: 12.00

This professional learning experience meets the criteria for **NESA Accredited PD** in the optional Priority Area of Leadership to support the learning outcomes of students/children.

Preparing for Leadership: Before Your First Role is for those who are interested in school leadership, but have not yet been appointed to their first role. This two day course is designed to increase your confidence, capacity and curiosity as you embark on your Leadership journey and learn how to lead yourself and others.

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

[REGISTER >](#)

“I learnt so much about the skills a good and effective leader embodies. The sessions were engaging and insightful.”

Participant,  
2023



# Middle Leaders

## Program

### 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:  
19, 20 February and 11 March

Program 2:  
8, 9 April and 14 May

Program 3:  
5, 6 August and 9 September

Program 4:  
12, 13 September and 15 October

### Online

Duration: 4 days

Time and Dates: 9.00am - 1.00pm  
29, 30 October and 19, 20 November

### Price

AIS Member School  
Face-to-face: \$1,590  
Online: \$1,300

Systemic Catholic  
Partner School  
Face-to-face: \$1,590  
Online: \$1,300

AIS Non-Member School  
Face-to-face: \$2,070  
Online: \$1,680

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
- Navigating Hard conversations
- Leading improvement, understanding change

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### Addressed Standard Descriptors

6.3.4

### Hours:

Face-to-face: 18.00  
Online: 14.00

This professional learning experience meets the criteria for **NESA Accredited PD** in the optional Priority Area of Leadership to support the learning outcomes of students/children.



# 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: 10 May and 15 August

### Price

AIS Member School:  
\$1,060

Systemic Catholic  
Partner School:  
\$1,060

AIS Non-Member School:  
\$1,380

### Addressed Standard Descriptors

6.3.4

Hours: 12.00

This professional learning experience meets the criteria for **NESA Accredited PD** in the optional Priority Area of Leadership to support the learning outcomes of students/children.

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:

- Leading *from* and *beyond* the middle
- Systems leadership
- Legal Issues: The Middle Leader’s role in influencing the outcome
- Leadership presence

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“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



# Senior Leaders

## Program

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

Program 1:  
29, 30 May and 17, 18 June

Program 2:  
31 July, 1 August and 5, 6 September

Price

AIS Member School  
\$2,120

Systemic Catholic Partner School  
\$2,120

AIS Non-Member School  
\$2,760

Addressed Standard  
Descriptors

6.3.4

Hours:

24.00

This professional learning experience meets the criteria for **NESA Accredited PD** in the optional Priority Area of Leadership to support the learning outcomes of students/children.

The Senior Leaders Program strengthens your ability to navigate leadership at the whole school level and courageously lead your teams into the future. Participants will reflect on and deepen their understanding of leadership from theoretical and practical perspectives. Additionally, the program facilitates engagement with matters shaping the current climate of independent education.

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

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

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# 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 2024-2025 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 Professional Companionship.

Key features:

- 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 2024 will open for application mid-year.

[MORE INFO >](#)

## 30%

OF GRADUATES  
SUCCESSFULLY MOVING  
INTO PRINCIPAL POSITIONS  
THROUGHOUT AUSTRALIA

## 280

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



# Principal Induction *Program*

Supporting new Principals to navigate their school community through a dynamic, diverse, and complex context.

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 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 first semester of the school year.

**MORE INFO >**

This professional learning experience meets the criteria for **NESA Accredited PD** in the optional Priority Area of Leadership to support the learning outcomes of students/children.

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
- The Adaptive Leadership Framework

## Target audience

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

## Blended

**Duration:** 10 days

**Dates:**

4, 5 March (Face-to-face)  
2, 3 April (Online)  
15, 16 May (Face-to-face)  
4, 5 June (Online)  
20, 21 June (Face-to-face)

## Price

**AIS Member School**  
\$5,400

**Non-member schools**  
Please contact Jenni-Lee Williams, Dean of the AIS Leadership Centre at [jwilliams@aisnsw.edu.au](mailto:jwilliams@aisnsw.edu.au)

## Addressed Standard Descriptors

6.3.4  
7.2.4

**Hours:** 48.00

**“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.”

**Ian Hewitt,**  
Principal at Trinity Christian School, ACT





# 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: 4 November

### Online

Dates: 8 May and 3 June

### Price

AIS Member School

Face-to-face: \$530

Online: \$650

Systemic Catholic

Partner School

Face-to-face: \$530

Online: \$650

AIS Non-Member School

Face-to-face: \$690

Online: \$840

### Addressed Standard Descriptors

6.3.4

### Hours

Face-to-face: 6.00

Online: 7.00

This professional learning experience meets the criteria for **NESA Accredited PD** in the optional Priority Area of Leadership to support the learning outcomes of students/children.

This masterclass develops your skills to courageously navigate the tough conversations required to progress the work and grow staff professionally, 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 collegial dialogue and improve school culture and outcomes.

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# The Adaptive Leadership Framework

Target audience

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

Face-to-face

Date: 16 September

Price

AIS Member School: \$530

Systemic Catholic Partner School: \$530

AIS Non-Member School: \$690

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 and systemic nature 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 the Harvard Kennedy School of Government, Penny Brown, you will learn how to think contextually about the nature of change and the leadership that accompanies this.

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This professional learning experience meets the criteria for **NESA Accredited PD** in the optional Priority Area of Leadership to support the learning outcomes of students/children.

# The Neuroscience of Leadership

Target audience

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

Face-to-face

Date: 17 September

Price

AIS Member School: \$530

Systemic Catholic Partner School: \$530

AIS Non-Member School: \$690

Addressed Standard Descriptors

6.3.4

Hours: 6.00

This masterclass will take you through the organising principles of the brain and the neuroscience that underpins how you show up as a leader based on your patterns and habits. 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.

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This professional learning experience meets the criteria for **NESA Accredited PD** in the optional Priority Area of Leadership to support the learning outcomes of students/children.





# Early Learning Leaders

**Target audience**

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

**Face-to-face**

**Duration:** 2 days  
**Dates:** 22 May and 12 August

**Price**

**AIS Member School**  
Face-to-face: \$1,060

**Systemic Catholic Partner School**  
Face-to-face: \$1,060

**AIS Non-Member School**  
Face-to-face: \$1,380

**Addressed Standard Descriptors**  
6.3.4

**Hours:** 12.00

This professional learning experience meets the criteria for **NESA Accredited PD** in the optional Priority Area of Leadership to support the learning outcomes of students/children.

For Early Learning professionals, effective leadership and management is essential to improving the education and growth of the children in their care. This two-day program allows participants to immerse themselves in learning how to lead and manage in the increasingly complex environment of Early Learning education. In addition, participants will have the opportunity to develop the skills for navigating challenging conversations with colleagues and parents. Balancing theory and practice, this specialised program will connect, encourage and equip leaders of Early Learning.

You will explore concepts such as:

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

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# Women in Leadership

**Target audience**

This masterclass is for women in leadership roles in schools.

**Face-to-face**

**Duration:** 3 days  
**Dates:** 23, 24 September and 23 October

**Price**

**AIS Member School**  
Face-to-face: \$1,590

**Systemic Catholic Partner School**  
Face-to-face: \$1,590

**AIS Non-Member School**  
Face-to-face: \$2,070

**Addressed Standard Descriptors**  
6.3.4

**Hours:** 18.00

This professional learning experience meets the criteria for **NESA Accredited PD** in the optional Priority Area of Leadership to support the learning outcomes of students/children.

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

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“I learnt so much from the readings and the speakers, but I think the most valuable part of this was hearing from other women and feeling validated, seen and heard. This went so far beyond what I expected.”

Participant,  
2023

# Executive Personal Assistants *Programs*

**Target audience**

This program is for key support staff to the school leadership team and Executive Personal Assistants.

**Program 1 (Face-to-face)**

Duration: 2 days  
26, 27 February

**Program 2 (Blended)**

Duration: 2 days  
16 July (Face-to-face)  
20 August (9.00am - 1.00pm Online)

**Price**

AIS Member School: \$1,060  
Systemic Catholic  
Partner School: \$1,060  
AIS Non-Member School: \$1,380

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

REGISTER >

“I especially valued the tips shared, the strengths session and the vulnerability of our guest speakers.”

Participant,  
2023







# Services

Highly individualised leadership development



## Professional *Companioning*

Suitable for Senior Leaders and Principals, Professional Companioning represents a partnership with an experienced former Principal who is a The Leadership Circle™ accredited practitioner. The Professional Companion will walk with you to strengthen your personal & professional effectiveness, by 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.



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# Leadership Development

## *For Teams*

Customised programs to create or extend any leadership team in your school.

## 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 improvement initiative 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.

## 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.

“This program allowed us to grow our personal leadership aspirations as well as our collective aspirations as a Middle Leadership team.”

Leading from the  
Middle Participant  
2023

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

Participant of NExT,  
2022

## 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. Drawing on design thinking methods, the team will collaboratively devise a theory of change to bring to fruition a strategic initiative of significance.

## The Thriving *Executive Team (TExT)*

**Target audience:** The Executive team.

The Thriving Executive Team (TExT) is a program crafted for executive teams committed to elevating their performance and cultural impact within their schools. This experience delves into the core of what makes a high-functioning leadership team by using two cutting edge tools. Through a blend of interactive workshops, reflective exercises, and expert-led discussions, participants emerge from this program not only with enhanced self-awareness and interpersonal skills but also equipped with actionable strategies to cultivate a thriving leadership culture that resonates throughout the school.



## 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 team will be challenged and supported to articulate a strategic purpose statement, devise graduate attributes for the next generation of students, identify strategic commitments and the priorities to deliver on these in the short-term. You will express the set behaviours that bring to life the school's core values to guide strategic action and decision making.

## 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 will strengthen your team's leadership practice and diagnostic skills to make progress on the complex challenges we face in a changing environment.

## Bespoke *Consultancies*

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

School leaders face a diverse range of opportunities and challenges. Our expert consultants at the AIS Leadership Centre are equipped to design evidence-based leadership development programs suited to the needs of your unique context. To discuss how we might design a leadership program to meet the needs of your team, email us on [adminLC@aisnsw.edu.au](mailto:adminLC@aisnsw.edu.au)

“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

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# Meet your *Leadership Centre Team*



**Jenni-Lee Williams**  
Dean



**Penny Brown**  
Senior Leadership Consultant



**Robyn Edwards**  
Senior Leadership Consultant



**Adam Lear**  
Leadership Consultant



**Helen Lee**  
Leadership Consultant



**Emilia Wigstrom**  
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.



LEADERSHIP  
CENTRE





LEADERSHIP  
CENTRE

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