



WELLINGTON
COLLEGE



Leading for Impact

The Wellington Global Leaders in Education Programme

The Wellington Leaders in Education Programme is rooted in the rigorous science of positive psychology and draws upon the latest research into leadership from within and beyond education, supported by the Department of Education at the University of Oxford. It has taken particular inspiration from Harvard Business School's Leadership Initiative; the University of Pennsylvania's Positive Psychology Center and the Center for Positive Organizational Scholarship at the University of Michigan. The programme is taught through an examination of key research; the sharing of practical tools; and an emphasis on discussion and reflection.

The programme consists of core and elective modules, and leads to a Wellington Leadership Institute Certificate or Diploma of Educational Leadership. Quality assurance for this programme is provided by the Department of Education at the University of Oxford and we are a Chartered Management Institute (CMI) recognised centre.

Programme aim:

The aim of our programme is:

'To empower leaders to develop flourishing teams'

Programme objectives:

This programme gives you the opportunity to:

1. Reflect on your vision for leadership in education;
2. Understand the conditions that allow teams to reach their potential;
3. Review current research to improve your understanding of what really matters for successful leaders;
4. Improve your understanding of aspects of leadership you have identified as a priority;
5. Reflect deeply on your own leadership to enable you to develop teams that flourish.

The Certificate:

To receive The Wellington Leadership Institute Certificate of Educational Leadership, you need to attend the core module:

1. Emotionally Intelligent Leadership

You also need to choose to attend two elective modules from the list below and complete the certificate's emotionally intelligent leadership assignment.

The Diploma:

To receive The Wellington Leadership Institute Diploma of Educational Leadership, you need to attend the

Core module:

1. Emotionally Intelligent Leadership

You also need to attend four elective modules from the list below and complete the diploma's synoptic assignment.

Elective modules:

1. Aspiring and new HoDs: Aspiring and leading a flourishing and high performing department
2. Vision and Strategy for Leaders
3. Pastoral Leadership (Boarding / Day Courses)
4. Space to Learn – delivered by Denise Brown
5. Public Speaking
6. Mindfulness
7. Foundational Coaching
8. Advanced Coaching
9. Restorative Approaches – delivered by Maria Arpa, author and founder of the 'Centre for Peaceful Solutions'
10. Character Education and Wellbeing

Programme assessment

To help you both to track your learning and to measure the impact the course has had on your leadership, the emotionally intelligent leadership module is accompanied by an assignment. This assignment asks you to trial one or more of the tools or concepts that you have learned in the module and to reflect on their impact. It also challenges you to ask others what they feel the impact of these leadership initiatives have been. This will allow you to build a leadership portfolio, which you can continue to add to as you go through the different modules and over your career.

In order to be awarded the leadership certificate or diploma, there is a further assignment, which is a synoptic reflection on what you have learned and the impact that this has had on your practice. It asks you also to gather information from colleagues to support your personal reflections.

Accreditation

All certificates will have 'Quality Assured by the University of Oxford, Department of Education' and for a small fee of £50, can also have 'recognised by the Chartered Management Institute (CMI)' also printed onto the certificate.

Annex A to Wellington Global Leadership Programme

The table below gives more detail on the core module:

	Title	Attendance time	Module audience
CI	<p><u>Emotionally Intelligent Leadership</u></p> <p><i>“Emotional intelligence is the sine qua non of leadership.”</i> Goleman (2011:1)</p> <ul style="list-style-type: none"> • Identify your own and others’ values and how you can harness the power of these in your leadership • Understand emotionally intelligent leadership and practise the skills associated with it. • Learn about the environmental and leadership conditions that enable teams to reach their potential and how you can introduce these in your school. • Developing your ‘why’ (vision) • Building trust and relationships • Developing your team • Communication for leadership • Debate: people first, numbers second • Difficult conversations • Providing feedback 	5 hours	All levels - emerging, middle and senior leaders

