The leaders who work most effectively, it seems to me, never say ‘I’. And that’s not because they have trained themselves not to say ‘I’. They don’t think ‘I’. They think ‘we’; they think ‘team’. They understand their job to be to make the team function. They accept responsibility and don’t sidestep it, but ‘we’ gets the credit.... This is what creates trust, what enables you to get the task done.

Peter Drucker

Good food, physical activity and reduced stress sound like luxuries in an executive’s life. In fact, they are necessities to reach one’s highest performance levels.

Gaye Higendoff

Leadership and learning are indispensable to each other.

John Fitzgerald Kennedy

The experienced
Principals
Program
2014

Cohort Size and Program Facilitation

The maximum size of the program cohort is 20 participants with 10 places reserved for Catholic school principals with the balance comprising representatives from Department of Education and independent schools. A cross-sectoral panel together will consider all applications and determine the final makeup of the cohort.

Program modules are facilitated using David Kolb’s theory of experiential learning. Kolb’s theory emphasizes the central role that experience plays in the learning process. Program facilitators are trained in the four broad adult learning styles as described by Kolb: concrete experience, reflective observation, abstract conceptualisation and active experimentation.

For example, within program workshops, new theory is often introduced by the facilitator as a lecture (abstract conceptualisation) before being reinforced via a case study (concrete experience). Participants are then asked to engage in individual reflection on the theory using a series of case study questions (reflective observation) before discussing their perspectives with colleagues in small groups (active experimentation). Small group responses are then probed by the facilitator during a whole group feedback and discussion session (active experimentation).

Application Due Date

For detailed program information, module dates and an expression of interest form, please access the CEOWA website www.ceo.wa.edu.au and click the Leadership Programs icon.

Expressions of interest must be received by the Catholic Education Office of Western Australia before Friday, 24 January 2014 (Term four school holidays).

Leadership and learning are indispensable to each other.

John Fitzgerald Kennedy

Program Cost

The cost of the program is usually $7500 per participant. However for Catholic Department of Education and independent school principals, the program is offered free of charge, with funding provided through Smarter Schools National Partnership funding.

Venue

Pillar One: Health assessment, analysis and health coaching

The provider of all medical testing, health and wellbeing assessment and health coaching associated with this pillar of the Experienced Principals Program is Health on the Move. Health on the Move offices are located at 19 Ord Street, West Perth. Please refer to their website at www.healthmovex.com.au or telephone (08) 9485 0700.

Pillar Two: 360-degree leadership profiling and executive coaching

The provider of the 360-degree leadership profile and executive coaching associated with this pillar of the Experienced Principals Program is Integral Development. Integral Development offices are located at 58/60 Duncraig Road, Applecross. Please refer to their website at www.integral.org.au or telephone (08) 9242 8122.

Pillar Four: Theoretical program

The venue for all days associated with the theoretical pillar of the Experienced Principals Program is Fraser’s private dining room located adjacent to Fraser’s restaurant in Kings Park (Fraser Avenue in Kings Park, West Perth).

Further Information

Please direct all enquiries regarding this program to Shane Glasson (Leadership Consultant, Catholic Education Office of Western Australia) on (08) 6380 5234 or email glasson.shane@ceo.wa.edu.au
Enforcement of participant wellbeing and leadership capabilities

The tyranny of the urgent consumes the time and energy of the principal at the expense of their health, wellbeing and capacity for visionary leadership. Principals who lead in this way often lose their optimism, positivity and ability to lead. They lack emotional resilience and are less effective. In this session participants will learn about the importance of leadership and how to establish a framework for understanding personal wellbeing in the role of the principal. Participants will be encouraged to develop strategies and skills that will enable them to maintain their health and wellbeing over the longer term.

HEALTH AND WELLBEING ASSESSMENT, ANALYSIS AND HEALTH COACHING

Objective

• Identify participant leadership profile
• Participant health assessed
• Results debriefed and analysed with exercise physiologist
• Participant coached by an exercise physiologist
• Investigate participant leadership profile
• Facilitated by Brendan Spillane

THEORETICAL PROGRAM

1. Introduction to the leadership requirements and five professional standard for Principals
2. 360-degree feedback and assessment
3. 360-degree review and executive coaching

Workshop one. Tuesday, 25 March 2014 (9.00am - 4.00pm)

Dr Tim McDonald leads the morning session for workshop two that focuses on the ATSL professional practice. Leading teaching and learning. Tim is the Director of Catholic Education in Western Australia. Immediately prior to this role, Tim was the Assistant Director (People and Organisational Services) in the Catholic Education Office of Western Australia. Before joining Catholic Education, Tim was an Associate Professor at Edith Cowan University (ECU) where he taught classroom management and instructional skills and had a minor involvement in teacher education, the Residency Program. Tim has held senior management positions in the Program Development and Education at ECU. Tim has also been a Classroom Teacher, Year Coordinator, Head of Department and Assistant Principal. He has worked with challenging students in mainstream and as a Final pupil Unit in the UK that worked with 15-16 year olds for four years in mainstream education. He has a larger. Tim’s doctoral research has been in the area of student engagement and challenging behavior.

Dr Ron Cusick leads the afternoon session of workshop two that focuses on 360 degree leadership profile and the program’s executive coaching pillar. Ron is the Managing Director of Strategic Development. Integral Development is one of Perth’s most unique and experienced leadership development organisations with a network of consultants, executive coaches and staff who are dedicated to the provision of exceptional executive services and programs. Integral Development executive coaches are used throughout the program. Ron holds a Bachelor of Science in Business Administration (BBA) and a Doctor of Philosophy in Psychology. Ron has taught at the University of Western Australia, Sydney University, and Murdoch University.

Dr Revu Barr leads workshop three that focuses on the ATSL professional practice. Leading the management of the school. Revu’s extensive experience as a facilitator of leadership, organisational and personal transformation has been back over 30 years of business, leadership and academic experience. Revu has worked in senior management, consultative and advisory roles to improve business and leadership outcomes in the private and public sectors in Australia and overseas. Revu holds a doctorate in human and business management in the Business School and is included in the Who’s Who in Sports Science, plus a Master of Business and a Doctor of Philosophy in Psychology.

Program Outline

- The demands of contemporary school leadership are well known. The tyranny of the urgent consumes the time and energy of the principal at the expense of their health, wellbeing and capacity for visionary leadership. Principals who lead in this way often lose their optimism, positivity and ability to lead. They lack emotional resilience and are less effective. In this session participants will learn about the importance of leadership and how to establish a framework for understanding personal wellbeing in the role of the principal. Participants will be encouraged to develop strategies and skills that will enable them to maintain their health and wellbeing over the longer term.

- Future role models for the students of the future will be leaders who are well informed, motivated and capable of operating in a complex world. This workshop provides students with the opportunity to gain the skills and knowledge to become successful and influential leaders.

- The program is ideally suited to individuals who are looking to enhance their leadership and management skills. It is aimed at professionals who are seeking to enhance their leadership capabilities through participation in a highly-interactive, Master of Business Administration (MBA) style program. The program consists of four interconnected modules:
  - Module one: Health assessment, analysis and health coaching with an exercise physiologist
  - Module two: 360-degree leadership profiling and executive coaching
  - Module three: Completion of a workplace-based leadership challenge project
  - Module four: A theoretical program based on the Australian Institute for Teaching and School Leadership (AITSL) Australian Professional Standard for Principals.

Program Provider

The Exemplary Principals Program is owned and hosted by the Catholic Education Office of Western Australia (CEOWA) in partnership with the Australian Institute for Teaching and School Leadership (AITSL). The Exemplary Principals Program is delivered by the University of Western Australia and the University of South Australia.