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Alison Rendle

Executive coaching for schools and colleges

I am a highly qualified executive coach, offering a range of coaching programmes for leaders and teachers in schools and colleges.

Research has shown that executive coaching supports improved skills and performance, as well as significantly enhancing goal attainment, resilience and well-being. This makes coaching an ideal development tool for those striving to deliver the best possible outcomes for their students within a rapidly-changing educational context.

My career in education has spanned 25 years, as a senior leader in secondary schools, and latterly as head of a local authority school improvement service. Throughout this time, my expertise in leading high-performing teams has consistently delivered excellent outcomes for children and young people.

I have an Advanced Certificate in Executive Coaching, accredited at masters' level by Bristol Business School and at level 7 by the Institute of Leadership and Management. I am a member of the Association of Coaching, and abide by their code of ethics.

I hope that these coaching programmes, designed specifically for education professionals, will be of interest to you.

“Alison worked as a highly effective head of service in the Council and was central to delivering significant improvements in educational outcomes in the county: she was an inspiring leader with vision and integrity.”

Alison’s coaching of managers was critical to this success: engaging staff through very challenging times; reinforcing values; enabling teams to be clearer about their purpose and objectives and develop their skills to improve performance.”

Fiona Wright: Assistant Director, East Sussex County Council



Leading with Impact – coaching for new leaders

If you are in the early years of a leadership role, or preparing for your first leadership appointment, then this is the coaching programme for you. Working in partnership with your coach, you will reflect on your personal leadership style and build your confidence and skills to become the leader you want to be. You will develop a clear sense of your leadership vision; learn how to build alliances and achieve measurable early successes to develop your confidence, impact and influence in your school or college.



The **Leading with Impact** programme typically consists of 4-6 coaching sessions, spaced a month apart. The programme starts with a 90-minute initial session, during which you will reflect on where you are now and identify a toolkit of resources to help you to achieve your vision as a leader. In subsequent hour-long sessions, you will identify the actions which will have most impact on improving your leadership capabilities, try out new approaches and reflect on what works best for you.

Your coach will draw on current theories, and introduce you to some powerful models of leadership to inspire your thinking. Reading and resources will be provided to stimulate your thinking and to share with your colleagues.

Coaching can be arranged face-to-face or by telephone or Skype, during the working day or in twilight sessions. This allows you to choose a time that works best for you.

"I have made simple changes in how I approach tasks and relationships. I am managing the step up into management much more effectively now."

Newly-promoted middle leader

Call or email now to discuss your requirements: **07972 333229** alison.rendle@icloud.com

Sustaining excellence – coaching for CEOs, Principals and Heads

People working at the highest level in schools, colleges and multi-academy trusts report that they value the opportunity to have open and confidential conversations with someone outside of their organisation. One-to-one coaching, with a coach acting as a sounding board and critical friend, provides an invaluable thinking space for those at the head of organisations. There is strong evidence of the positive contribution coaching can make to improvements in effectiveness, strategic thinking and resilience.

This coaching programme will support you to enhance your own performance and that of your organisation, and give you space to consider how best to navigate the challenging educational environment. It is particularly powerful when a principal and their chair of governors or board commit to joint coaching. For example, to develop a shared vision or to build trust in a new working relationship.



The **Sustaining Excellence** programme is very flexible and can be tailored to your requirements. Some leaders find most benefit in a monthly face-to-face meeting of an hour or more, where they can close their door and spend time thinking really deeply about the issues of the day. Others prefer an initial half day to agree objectives, followed by a fortnightly 30-minute phone call to check on progress and re-focus on achieving the greatest impact.

Other elements which can be included in the programme include 360° evaluations, reflection exercises or reading to stimulate your thinking. Your programme will be fully tailored to meet your requirements.

“Alison’s leadership experience in schools means that she has an excellent understanding of the issues facing those of us striving for professional and school improvement. Her professionalism and emotional intelligence, combined with her coaching skills, provide the necessary confidence that all interactions will be confidential and impact on achieving the desired outcomes.”

CEO Multi-Academy Trust

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Powerful group coaching

As budgets continue to tighten, it can be a challenge for school and college leaders to find the resources to invest in quality professional development for their high potential staff. Group coaching provides a powerful and cost-effective solution, which harnesses the skills, experience and knowledge of the group as well as the deep personal reflection which characterises executive coaching.

Sessions will include elements of peer coaching, giving participants an opportunity to develop their own skills and to practice approaches they can use back in their own organisation.

Group coaching works well for teams within a school, such as an SLT, governors or a group of middle leaders. Equally, it can be a very effective approach when applied to groups of staff across schools which are working together in multi-academy trusts, locality groups or improvement partnerships.



Group coaching programmes typically consist of four two-hour sessions spread over six months, although this will be tailored to the needs of the group. Participants are supported to identify themes and topics for coaching which are relevant to the group as a whole so that they can learn from each others' experience.

Participants commit to actions to complete between sessions and then report back to the group on their progress and learning. In order to deepen thinking, the coach may also suggest reflection exercises or reading linked to the interests of the group.

The coaching group is encouraged to develop as a professional network by providing email and telephone support to each other between sessions. This provides sustainability beyond the lifetime of the programme.

"Alison's coaching helped me to unravel different strands of thought, to explore options that I hadn't thought about before and to make more progress than I would have done alone."

FE tutor

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