Engaging teachers and learners; motivation and quality improvement

through emotionally intelligent leadership

Jackie Beere OBE

‘Order is never imposed from the top down or from the outside in’

Margaret Wheately ‘Leadership and the New Science’

Check yourself out

- Mood
- Energy
- Open-minded
- Brave

What will it look/feel/ sound like?

‘Outstanding’ is tangible...

- Emotional commitment of staff and students to the institution
- Resilience and risk taking go hand in hand for great learning
- Distributed leadership creates sustainable quality – independence and interdependence
- Relentless high expectations with tough love

Habits create Data

The fractal nature of organisations

Habits demonstrate patterns of behaviour

- Quality service?

At your college:

- Are the habits of the staff mirrored by the students?
- What do the habits of the leaders tell you about your organisation?

In the age of uncertainty…

‘It is not the *strongest* of the species that survive, nor the most intelligent, but the one *most responsive* to change.’

Charles Darwin

What EI qualities do leaders need?

- Know themselves
- Read emotions
- Create rapport
- Project positive emotions
- Challenge and empower
- *Build success through teamwork*

Leadership EI competencies

Self awareness

- Emotional self awareness
- Self assessment
- Self confidence
- Self-disclosure

Coaching

Collegial

Collaborative

What drives me?
What holds me back?
What makes me happy?

Communicate!

Self-disclosure feeds emotional intelligence

THE GROWTH MINDSET (Dweck)

– others know

WN – no-one
t)

Leadership EQ competencies

Self- management

- Self control
- Transparency
- Adaptibility
- Achievement
- Initiative
- Optimism

How do you rate yourself?

Leadership EQ competencies

Relationship Management

- Inspiration
- Influence
- Developing others
- Change catalyst
- Conflict management
- Teamwork and collaboration

Our biggest challenge as leaders??

Engage them in what?

Your EI vision

What habits would they (staff and students) have if you had delivered?

It takes 7 seconds for your conscious mind to know what your unconscious mind has already decided.....

How does EI create successful teachers?

- Self aware/self disciplined
- Takes feedback, takes responsibility
- Learns from mistakes – resilient
- Creative – open to new ideas
- Reflective
- Curious about learning
- Uses variety, humour, novelty shamelessly
- Persistent - knows they can cultivate intelligence
- Self belief - they have a mission!

Easier to teach stuff than ways of thinking - Gardner

OPPORTUNITY

'BE THE CHANGE YOU WANT TO SEE' ***GANDHI***

The challenges (staff and students)

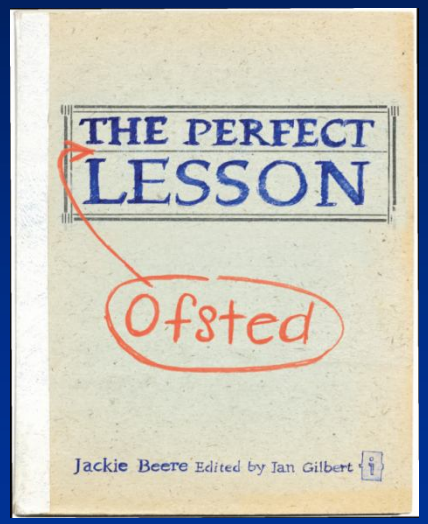
Creating motivation

Creating self-belief

Embracing continuous change

Reading and resources

- ‘The Learner’s Toolkit’ Jackie Beere
- ‘Creating the Learning School’ Middlewood, Parker, Beere
- ‘Leadership for Mortals’ Dean Fink
- ‘Leadership and the New Science’ M. Wheatley
- ‘The Element’ Ken Robinson
- ‘The Psychology of Success’ Carol Dweck



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Thanks for listening