

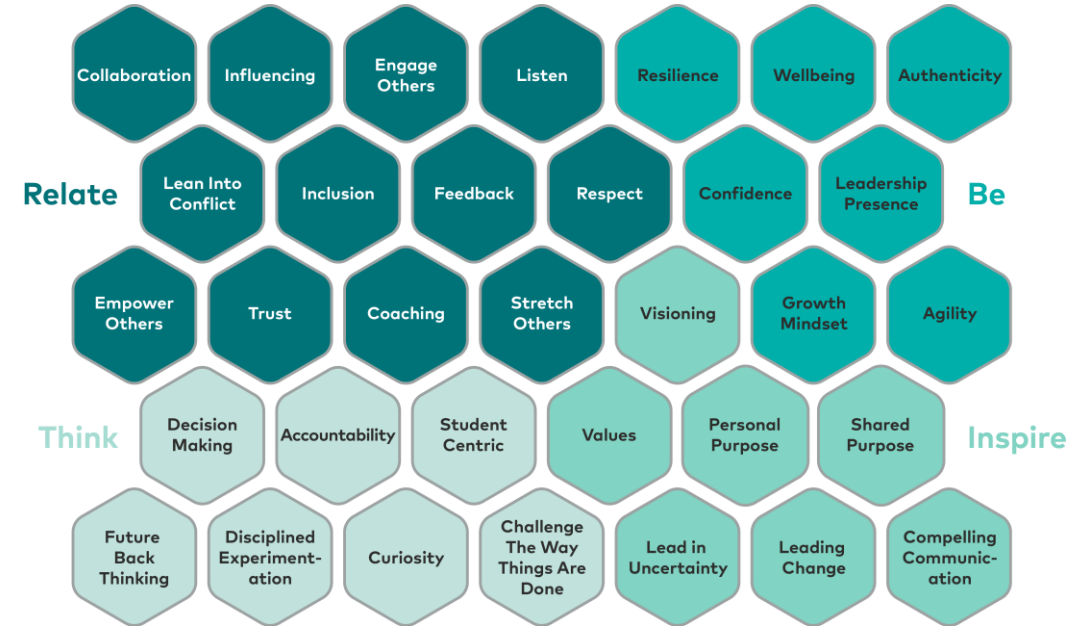
Preparing aspiring principals to become confident principals

The need

Like many school systems, South Australia Department of Education found that fewer strong candidates were applying for vacant principal roles. It became clear that they needed to build a strong pipeline of leaders ready to take up the challenge of principalship. In response, they created an award-winning Future Leaders Development Centre, engaging assistant principals in a series of assessment tasks to provide them each with an individualised development report. They then required professional coaches to support each individual's growth.

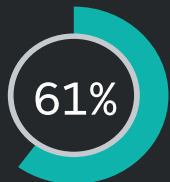
Our solution

For over 10 years, BTS Spark has partnered to match every Future Leader with a professional leadership coach. Each individual's 1-1 coaching is unique as it addresses needs identified in their development report, drawing on over 30 different 'coaching modules'. Personalised online learning reinforces every coaching session. Individuals can choose to extend their initial entitlement of three coaching sessions to get more intensive support, so they feel both confident and capable to step into principalship roles.



Coaching insights data from 25 cohorts reveal that the top development needs of aspiring principals are Giving Feedback, Learning into Conflict, Confidence, Stretching Others and Engaging Others in a Shared Purpose.

Impact



Of participants found the coaching exceeded their expectations
(39% 'met expectations')



"I wouldn't have believed that three coaching sessions could change my mindset about leading others... I left feeling more confident."

100%

Of participants say they have changed their leadership as a result of this program.