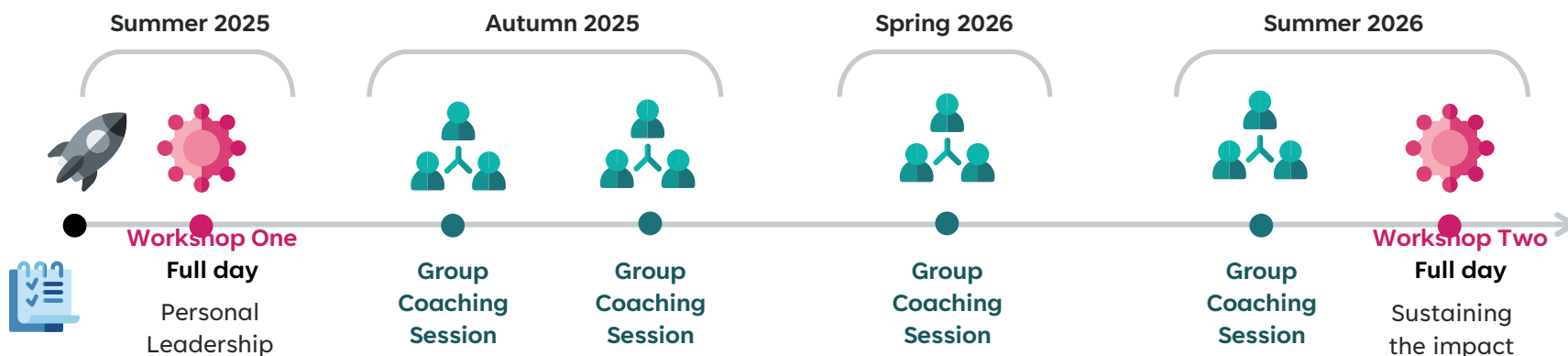


Building the skills and confidence of middle leaders



The need

Villiers High School in west London wanted to strengthen the leadership skills and impact of its middle leaders — the heads of department and pastoral leaders who shape teaching standards and staff culture day to day. Recognising that development needs would differ across the cohort, they sought a differentiated programme that combined core capability building with more bespoke development for smaller groups.

Our solution

Over the 2025-26 academic year we delivered a customised leadership development programme for 27 middle leaders, beginning and ending with full-day experiential workshops for the full group. In between, we delivered 90-minute small group coaching sessions tailored to the needs and priorities of three separate sub-groups, identified through an initial leadership diagnostic. Capabilities developed included personal resourcefulness, engaging others, empowering your team, leading in uncertainty, championing feedback, decision-making and navigating conflict.



The programme has enabled me to be a more balanced and effective middle manager. To be able to work with staff to get the best out of them and make them feel positive and empowered.

I think it has already improved the culture of the team. I have refocused my purpose and vision to be one centred on nurturing people because that is actually the most effective way to lead a big team as MLT. Micromanaging doesn't work.

I will be able to drive changes in school with more buy-in, power and persuasion.



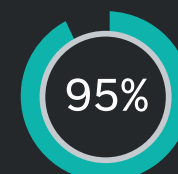
Impact



of participants reported gaining new insights and tools that will help them in their leadership role



of participants agreed that the ideas covered were relevant to their roles and intend to apply the learning.



of participants were satisfied and found the sessions valuable.