

SteveFrancis

Great Professional Learning For Your Leaders

WITH STEVE FRANCIS





Steve Francis understands the challenges of working in schools. He was the Principal of a number of schools from a one teacher school through to a large metropolitan school and an international school in Hong Kong.

Steve has worked with the staff in hundreds of schools across Australia and New Zealand. He has also presented at many education conferences including EduTech, Australian Primary Principals, INTASE (Singapore), New Zealand Principals and many state conferences. He is passionate about optimising schools, improving work–life balance, keeping things simple and helping educators reach their potential.

He is the author of four books including:
“First Semester CAN MAKE OR BREAK YOU!”
and **“Time Management For Teachers”**.

Steve is also the creator of the **Happy School** program, designed to improve the well-being and engagement of staff in schools. Over 700 schools across Australia and internationally subscribe to receive his weekly articles.

For the past four years Steve has been recognised by **Educator** magazine as one of the 50 most influential educators in Australia.

He also holds the designation of Certified Speaking Professional (CSP), the highest internationally recognised designation as a professional speaker.





Potential Topics

Each topic can be presented as a keynote or workshop session from 60 to 90 minutes. Two topics can be combined in a half day program or three topics in a full day.





High Functioning Teams in Schools

Teamwork is essential in busy schools. The better that people work together and are aligned, the better outcomes the school will achieve. High functioning teams are more efficient, effective and consistent. There are 4 key aspects of High Functioning Teams. Missing one aspect has a massive impact on team effectiveness.

What do your teams do well and what needs attention?



Increasing WORK-LIFE Satisfaction in Schools

Working in schools can be challenging. A happy staff achieves better results. It is vital that staff in schools get satisfaction from the important work we do. Reducing teacher stress and burnout are vital! In this session we reflect on our current situation and learn 5 strategies for increasing our satisfaction.

This IS your REAL life – it isn't a dress rehearsal.



10 Things Great School Leaders Do Differently

This session examines 10 practices that researchers have identified that great school leaders do, that other school leaders don't.

The difference between more effective school leaders and their less effective colleagues is not what they know, it's what they do.



GR8 Leaders Are GR8 People

Great leaders who are great people are a formidable force. There are 10 attributes that define an individual and that we need in leadership teams.

In this session we explore the attributes of the people we like to work with and reflect on what we contribute to the teams we are part of. Self-awareness is a key attribute of effective leaders.



Difficult Conversations

Few leaders enjoy having difficult conversations. Yet conversations are important and can have a huge impact on school and leader effectiveness.

In this session we will unpack 4 models as frameworks for important conversations. Each model serves a different purpose. We'll unpack the 4 models and explore how they apply to the challenges we face in schools.



Schools Are People Places - Building Trust is Essential

Trust is at the heart of all relationships. Trust impacts on the quality of every relationship, every communication and every situation we face in schools.

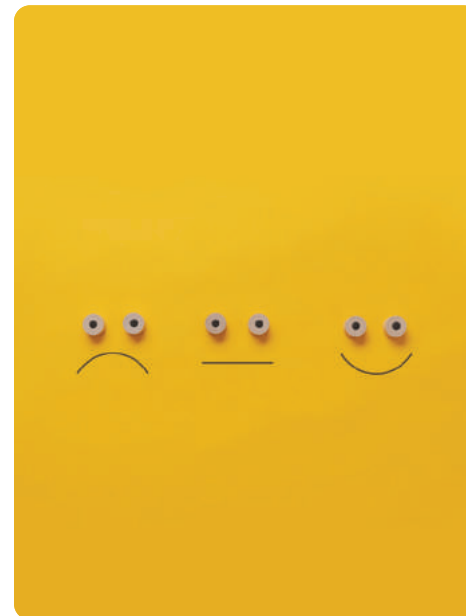
Building Trust is vital! Covey's 13 behaviours that build trust are simple, straightforward and immediately transferable to schools. Having good intentions is not enough. It is behaviour that counts!



Leading An Effective Change Process

Schools are in a constant phase of change. There are 7 reasons why change processes fail and can be avoided.

School leaders need to know and cater for the predictable stages of concern. We'll examine change leadership models that should be used to successfully guide change initiatives.



Feedback - Helping Teachers Be the Best They Can Be

What teachers do in the classroom is where the 'rubber meets the road'. 99% of teachers want to do a great job but receive very little feedback. Feedback to teachers is a key strategy for improved performance in schools. However giving teacher's feedback is not part of the culture in most schools. In this session we look at the importance of feedback to teachers and the models used around the world.



Great School Cultures - What are they & what do you need to work on?

Culture is the glue that holds everything together. The culture that exists in your school has a huge impact on school effectiveness and how staff behave. The influence of culture can be positive and fulfilling or negative and deflating.

Managing school culture is the most important work of the leadership team. Optimal results will only be achieved in an ideal culture.



7 Strategies for Motivating and Engaging Students

Teaching is more demanding than ever before! Many students have short attention spans, are disinterested and disengaged from learning.

Motivating and engaging students can be challenging. In this session Steve unpacks the 7 key strategies that engage students.



Identifying and Utilising Your Strengths

In highly effective schools, each leader is aware of the strengths and talents they bring to the team. Identifying, understanding and utilising your strengths is important. In preparation for this session, participants complete the StrengthsFinder 2.0 self-assessment to identify their 5 greatest strengths or talents. The results are debriefed in the session and delegates discuss their strengths and examine how their strengths contribute to effective teamwork.

**An additional cost per participant applies for pre-activity to be completed before event*



Understanding YOUR Leadership Style

Participants use LSI to reflect on their thinking and leadership styles. The debriefing session and supporting workbook increases self-awareness and helps each participant identify strategies for increasing helpful strategies and reducing less helpful approaches. 360 feedback option also available.

**An additional cost per participant applies. This includes a self-development workbook to implement further professional development in the area identified.*



Time Management for Leaders in Schools

Working in schools is complex and challenging. This year, even more will be expected of you!

This practical workshop has been especially developed for school leaders and applies the best 'time management' practices. You will leave with skills, knowledge and tools to be more efficient and effective.



Boosting Staff Morale as a Leader

Low staff morale has an impact on school culture and effectiveness. In this session we unpack the keys to building staff morale. We'll explore and apply 6 strategies and the associated behaviours.



Differentiating Leadership

Leaders should differentiate their leadership style to suit the people they are leading. This session focuses on choosing the correct leadership style to suit the needs of the situation and the people being lead. Should you be *Directing*, *Coaching*, *Supporting* or *Delegating*?



Squeezed – Leading From the Middle

Being a middle leader is challenging! Often middle leaders are squeezed from above, as well as from below. Leading from the middle requires a fine balance of skills – influencing up as well as leading others.

In this session we examine the challenges and strategies needed to lead from the middle.



Getting Traction - From Goals to Action

Having goals and targets is a great start but to get traction it is vital that school leaders unpack their plans and get clarity on roles, responsibilities and timelines. Aligning meetings, roles, responsibilities and getting organised are essential to getting traction.

RECENT TESTIMONIALS

“ Steve provided our Senior Leadership Team with a quality 12 month professional learning program that focussed on improving our leadership individually and collectively. At all times Steve was responsive to our unique needs and broad levels of experience. Additionally, the entire team engaged with Steve due to his practical, evidence-based approach and his warm and engaging manner as a professional learning facilitator. We thoroughly enjoyed working with Steve and recommend him as a knowledgeable and experienced educational professional.

Judy Menary

Executive Principal - Brisbane School of Distance Education

“ Steve Francis’s session was engaging, challenging and inspiring. An outstanding presenter!

Art Costa

International Guru on Thinking and Author of “16 Habits of Mind”

“ A purposeful, efficient, effective and concise leadership development program. Steve’s presentation was engaging, thought provoking and one that provided practical strategies to move from transactional learning to transformational practice.

Liz Foster Principal

MacGregor State High School

“ Our Leadership Team was very lucky to engage Steve for a series of sessions on Leadership. We were excited to go on a journey with Steve which really opened our minds about Leadership and our role in leading focused educational teams. It was inspiring!

Every team member walked away being more aware and with greater confidence about their own ability to be an influential leader in our College. I would not hesitate to engage Steve again.

Colin Allen-Waters

Executive Principal - Kawana Waters State College

“ All delegates left our Conference enthused and re-energised after listening to and participating with Steve in his presentations. Steve’s energy filled style is infectious as he delivered real life, meaningful issues and challenged delegates to action.

Andrew Pierpoint

National President - Australian Secondary Principals’ Association

“ Steve Francis absolutely lit up our QASEL conference. His key messages on work-life SATISFACTION hit home to all in attendance. He informed, engaged and entertained the audience. More than just another ‘touchy feely’ presentation on well-being Steve left us with practical, realistic strategies to implement. His use of humour to make key points was brilliant and his energy was contagious.

Ric Day

President- QASEL

“ I loved Steve’s presentation and leadership perspective. He really got to the heart of what leaders and educators need to do to look after their well-being. Steve is really easy to listen to, very engaging and practical.

Whetu Cormick

New Zealand Principals’ Federation National President

“ Our leadership team had Steve present at a national conference and we were hooked! His enthusiasm, passion and the fact he had practical experience on the job really enticed us. He was a huge success!

Iain Taylor

Principal Manurewa Intermediate School NZ

“ Steve Francis knows schools and really gets you thinking. His presentations are engaging, thoughtful and reflective. I’d strongly recommend working with Steve.

Dennis Yarrington

National President - Australian Primary Principals’ Association



For further information or to check
availability for Steve to work with your staff
or present at your conference visit
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