

Schools Advisory Support & Talent Development

Advisory Support

ANDERSON
QUIGLEY

We have a trusted and experienced network of Associates who can offer extensive support and advice through whatever challenges your organisation is going through.

We act as a critical friend and strategic advisor, taking time to gain real insight and understand the challenges you are facing, and how they can be resolved.

Some of the support we can provide includes:

Independent complaint panel members

Sometimes you need an independent person to review an HR complaint or parent complaint. We can offer independent advice and support for complaints, as well as Chairs for independent panels.

Consultancy

Our Associate network has a vast array of experience, therefore we can provide support and objectivity from an external perspective in a number of key areas including but not limited to: advice on organisational structure; financial benchmarking; and reports for Heads and Governing Bodies.

Appraisals

Every Bursar, Chair and Head should have a regular appraisal. When done properly, this is far more than simply feeding back comments from colleagues, and can be hugely mutually beneficial for both the individual and the school. We can help you through every step of the process.



Talent Development

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Finding the right leader is only part of the journey, we are here to support with onboarding and development to ensure leaders perform and develop to be the very best version of themselves.

Our programmes seek to build on existing skills and experience, helping you tap into your authentic leadership style, improve your personal awareness and communication, develop your business knowledge, and protect your own wellbeing whilst dealing with challenges, change and difficult situations.

Coaching

We offer a number of coaching programmes tailored to provide the help and support you need to develop to the next step in your career. They are delivered in partnership with Coaching 4 Schools via blended online and in-person sessions.

Mentoring

Leadership can be a lonely space, with many conflicting demands and decision to be made. Whether you are newly appointed into a leadership position and need some help to get to grips with the role, or an experienced leader that needs some additional support with specific challenges or ongoing difficulties, we can offer a trusted, experienced and confidential mentor to listen and provide dedicated contact for support and advice.



Readiness to Lead Programme



COACHING
4 SCHOOLS

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QUIGLEY

**Designed for experienced Deputy Heads preparing for Head roles.
10-month coaching plan. (Academic year; September to June)**

This programme supports you with:

- Readiness to lead and authentic leadership (your type and style)
- Leading people / team leadership: communication, personal and situational awareness
- Business awareness: strategic planning, finance, business development, marketing; brand and product awareness, HR and property management and development
- Key school issues: safeguarding, daily operations / responsibilities, inspection and curriculum
- Personal keys: communication, prioritisation and delegation
- Personal emotional well-being (maintenance and development)
- Where to find and maximise leadership support
- Headteacher mentoring

Delivered by:

- 10 one-to-one coaching sessions (50/50 online/in-person)
- 3 in-person termly training days (workshops and guest speakers).
- 1 Leadership Retreat (2-days with overnight stay)
- Personal coach for support and feedback (phone, text and email)



First Time Head Programme



COACHING
4 SCHOOLS

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Designed for newly appointed Heads.
First 100 days leadership transition.

This programme supports you with:

- Early prioritisation (leadership focus)
- Connection: school identity and community culture (belonging)
- Senior leadership team: meetings, roles and responsibilities, delegation and accountability (including: autonomy, quality control and reporting), leadership development and maximising SLT potential and opportunity
- Business support
- Personal support (avoiding burn-out / finding balance)
- Headteacher mentoring

Delivered by:

- 10 one-to-one in person coaching sessions
- 10 one-to-one online ad-hoc coaching sessions
- 3 in-person termly training days (workshops and guest speakers)
- 1 Leadership Retreat (2-days with overnight stay)
- Personal coach for support and feedback (phone, text and email)



Contact Us

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For a confidential discussion to find out more about how we can support you with your leadership or organisational challenges, please contact: schools@andersonquigley.com.

We believe that investing in skilled professionals is an investment in your pupils' futures.

