

# Senior Leaders

## Professional Values and Attributes



1. Reflect on your leadership style with consideration of the impact on others and yourself.
2. Exhibit values which inspire teams and facilitate a positive working culture within your organisation.
3. Enable inspirational teaching that has a positive impact on learners.
4. Be forward thinking and innovative in developing and agreeing organisational strategies with a focus on being a sustainable organisation that provides a high-quality learning environment.
5. Facilitate safe, inclusive and socially aware working and learning environments.
6. Build positive and collaborative relationships with colleagues, external stakeholders and learners.

## Professional Knowledge and Understanding



7. Maintain and update your knowledge of effective contemporary educational pedagogy, policy and expectations of the sector.
8. Maintain and update your knowledge of effective organisational governance and strategic leadership to develop research-informed practice.
9. Be up to date with, and where possible influence, local and national policies to enable a proactive response to change.
10. Understand the key factors required to run your organisation effectively with regard to quality, financial viability, legislative compliance and ethical considerations.
11. Understand the responsibilities of wider cross-organisational roles as well as those you line manage and how best to support and lead them.
12. Understand the most effective approaches in cultivating an ethical leadership culture within your organisation.

## Professional Skills



13. Motivate, inspire and support staff to achieve organisational goals.
14. Lead a curriculum offer which meets the needs of all stakeholders, proactively engaging in local and national initiatives.
15. Design required methods of quality assurance ensuring those who implement it provide constructive and timely feedback to appropriate stakeholders.
16. Develop and/or support clear strategies to enhance the performance and development opportunities of all staff within the organisation.
17. Utilise effective written and verbal interpersonal skills to facilitate professional relationships with all stakeholders.
18. Consistently demonstrate emotional maturity and resilience in undertaking the responsibilities of the role.
19. Apply clear and fair judgement in your decision-making process.
20. Critically analyse organisational performance data.
21. Manage and role model an effective work life balance.
22. Facilitate leadership succession planning through effective talent management.