



Leading Adult Learning with Confidence & Candour

A TAILORED PROGRAMME FOR RESOURCE TEACHERS: LEARNING & BEHAVIOUR



There is a marked difference between being effective in an RTLB role, and preparing to be in the role.

- "The biggest challenge for me when joining the RTLB service was the practice ... nothing prepared me for leading teachers as learners and to be honest after many years I still don't think I've mastered it."
RTL, Wellington (name withheld)
- "If my training had prepared me for the role I think even now, after 8-years, I'd have a lot more self-belief ... I still feel as though I don't have what I need to be really effective leading teachers & colleagues."
RTL, Auckland (name withheld)
- "I'm halfway through my first year as an RTL and what I've come to realise is that my role is a position of leadership. No one told me that and I guess I was a bit slow to work it out for myself. I'm challenging adults to change their practice and their ways of thinking every day and to be perfectly honest nothing prepared me for that side of the role ... and it's exhausting ... I'm second guessing myself all the time."
RTL, Christchurch (name withheld)
- "If I had more tools in my kete I think I'd find a lot more enjoyment. I wake up some days and wonder if it will be today when someone works out I'm making it up ... I want to wake knowing I have the tools in my kete ... to have the confidence knowing I'm doing the right things especially when in those tight spots with teachers."
RTL, Auckland (name withheld)

We believe the role of RTL is one of the most challenging and daunting in education because you:

- have chosen to influence professional adults, who are infinitely more daunting to sway than children;
- require teachers to unlearn as well as to learn, and that means leaning in and directly challenging thinking & practice;
- are under pressure to get traction and shifts fast because you have a conveyor belt of cases waiting;
- have in your kete one influence strategy - your voice - and it's likely when you use it you can sometimes do a little too much sugar-coating & diluting of your messages;
- need to convey optimism & hope when the adults you work with may not be optimistic or hopeful;
- must possess self-efficacy, believing you can make a difference; and you
- need to be resilient and able to endure when those around you may not.

Drawing from the fields of adult learning, people & culture, behavioural psychology, social psychology, cognitive psychology, industrial & organisational psychology, and elite sport & performance, we've designed a programme to support & challenge RTL to use a multitude of skills, practices, mental schema, strategies & tactics to make the role a lot less complex.



RTL tell us the people complexity is consistently the greatest challenge. The threat of taking criticism personally, misreading relational dynamics, feeling bruised when people push back, interpreting others' resistance as a personal attack, and feeling angry, frustrated & insecure when others go out of their way to be difficult are the threats RTL tell us they confront every day.

If you are interested in strengthening in your Cluster your peoples' ability to lead adults as learners this might just be the programme you are looking for.

What are RTL saying about our professional learning?

"Your session today was brilliant and absolutely invigorating. Really challenging & engaging. I knew we needed to have our people thinking in new ways, I didn't know what that looked like, but you delivered a programme adapted for us that did just that whilst leaving everyone enthused, invigorated and far more confident in how to lead teachers and each other as adult learners. There's no doubt in my mind this is core learning all RTL need to explore. Thanks Tony ... I know there's more and you've started us off on a new track ... we'll be back!"

Sarah Gilfillan, Cluster Manager 12, Manurewa/Weymouth.

And principals?

"Tony, the professional learning you provided has been so powerful and profound that we are seeking ways for you to work with our teachers who have not yet had an opportunity."

Mike Anderson, Principal, Waimairi School, Christchurch.

This can also be facilitated for your Kāhui Ako

CONTACT DETAILS

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Equipping Our People for Disruption & Change

Going beyond surviving to thriving during times of uncertainty & upheaval.

THEMES

acceptance, adaptation & improvisation, anger, anxiety, authority, consistent messaging, competing needs, courage, defensive thinking, denial, emotional reasoning, reframing, greenfield thinking, helping, helplessness, honesty, hope, inconvenient realities, informed optimism, informed pessimism, perspective taking, professionalism, psychological safety, resilience, situational leadership, stress, uninformed optimism, uninformed pessimism, shifting the burden, victimisation, well-being, wishful thinking.

When disruptions occur people can be thrown out of equilibrium.

- A new building project can dislocate the natural day-to-day ebb and flow of a school. Routines are disrupted, learners' behaviours can change and parents can become anxious.
- An unexpectedly disappointing Education Review Office review requires the coming together of teachers rather than fragmentation driven by denial, disbelief and anger.
- The departure of an established principal after many years of service creates uncertainty and insecurity.
- Grieving for a lost past makes it challenging to implement required structural and systems changes required to remain effective when rapid roll growth occurs.
- A principal new to their position creates ripples by making unpopular and difficult trade-offs.
- A special character school is required to relocate to other buildings because of changing diocese circumstances.
- Restructuring of the administration area creates tension, conflict and anger.

During times of change people can be unwittingly and unintentionally left to survive – not thrive - and leaders learn to live with and to tolerate others' resentment and bitterness. It doesn't have to be this way.

If you want your people to remain highly effective during times of significant disruption this one-day in-school workshop, facilitated to meet your unique context, may just be part of the solution you're seeking.



What are people saying about our programmes?

"If your success criteria is to make people think – you win!!!! – in spades!!! And challenge and provoke, and reflect and confront and trigger and inspire!!! All of the above. Thanks, thanks, thanks!"

Lynley Cummack, Team Leader year 1-2

"I am so glad I lifted my head above the surface ... it so got me thinking about other ways of being that I hadn't had the time or thought to consider ... Exciting times and I do not regret for a minute lifting my head before ERO strike next week!"

Kaye Brunton – Principal

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