

Case study – Next Steps Programme 19/20

- **Amy Wiles**
- **The Marvell College**
- **Assistant Headteacher**

What was the focus for your development/ Why did you want to take part in the programme?

I had recently gained the role of Associate Assistant Headteacher at my school and became aware of the increased responsibility of leading a wider team. I wanted to be able to reflect on my leadership and develop my skills in order to increase my confidence in being part of an already well established Senior Leadership team.

What impact has the programme had on you?

I found the leadership qualities sessions really powerful, being able to read about characteristics that influenced my leadership style was really insightful and surprisingly accurate. I have always been aware of how I may be perceived by others and how I felt personally and the difference between these. It was reassuring to know that this 'imposter syndrome' exists and leaders do sometimes lack confidence and belief in themselves. I found this empowering and allowed me to be more open with staff as well as believe in my strengths and have more confidence in what is recognised in me by others.

I really enjoyed being able to network with other women in education, these opportunities seem to have been limited in my career so far and it was really useful to share experiences and goals. It was really effective to have the time and opportunity to discuss roles, careers, progression, experiences and general welfare in the work place.

What do you know now that you didn't know before you started the programme?

Better understanding of leadership styles and how to develop these and push myself out of my comfort zone to try and tap into qualities that may not become so naturally and address 'imposter syndrome'. Developed understanding of how to deal more effectively in certain leadership situations.

What are your next steps?

Continue to develop as a senior leader at my school, I have a new role of Designated Safeguarding Lead which has provided new and different opportunities to lead staff and network with wider agencies. A personal focus is to always try now to push myself out of my comfort zone and have confidence in my skills, abilities and leadership. I also want to look for opportunities to network with leaders from other schools to continue to share good practice and develop new ideas and skills.

How has EborHope TSA supported you in the programme?

The email communication before, during and after the course was really effective in outlining course objectives and details about sessions. The sessions were inspiring and helped to develop my confidence and aspirations.

In a sentence, what's the biggest piece of learning/insight you've had from the programme that you'd like to share with others (SLT/colleagues, friends, male colleagues, female colleagues etc)?

That there is no 'right way' to lead, that all people have strengths in their leadership style but being able to recognise areas to develop your own leadership qualities is powerful in developing confidence to continually improve.