

Reconnect Programme – Strategic Leadership

Workshop 2 - 16 July '24



Doncaster Deaf Trust
A National Centre of Excellence

Update on development of our STRATEGY

Strategic Plan 2025

01

Wellbeing

Employee well-being strategy and programme. Already in progress. Well embedded into curriculum across all provisions and staff support programmes.

03

Technology

IT (Trust & services) strategy and training plan. Key area in relation to other priorities and will underpin progress and development.

05

Environment for service purpose

Need to develop areas for purpose in relation to education, learning, training and care. Whole Trust collaboration with future focus. Linked to Estates Plan.

07

Leadership, Culture and Workforce Wellness

Next stage of development linked to the strategic plan focused on standards, behaviours, staff induction and CPD.

09

Specialist Focus

BSL strategy, Therapy business plan, development of SEND specialism. Development of specialists – therapists, ToD, specific areas of SEND. Celebrate and promote specialists and qualifications/CPD.

02

Sustainability

Trust wide strategy and curriculum focus (Pupil/student involvement). Need to engage partners in the development of this priority. Linked to Estates Plan.

04

Business Planning and Financial Modelling

By Trust and service with a focus on growth, business sustainability and financial targets. Need to develop a 5 year plan and model.

06

Identity

Marketing who we are, what we do and how we do it. Needs strategy and development – whole Trust collaboration. Fundamentally linked to Fundraising and charitable status.

08

Community Development

Relationship building across all communities locally, regionally and nationally. Need to identify specific communities. Internal development through leadership collaboration.

10

Innovation strategy

Across all services focused on curriculum, specialism and technology. Linked to innovation in Deaf education. Outward facing strategy to create and build links with other organisations.

“Culture eats
Strategy for
breakfast!

© Drucker

Outcomes for our Reconnect Programme

- Connect and develop our awareness and ownership to be stronger leaders across DDT
- Revisit and deepen understanding and application of FED principles, tools and language
- Identify our DDT Leadership Standards & Behaviours, our Culture
- Take time out to do this, building stronger relationships between teams & services
- Collaborate together as a group of leaders on the design and delivery of our Strategic Vision
- Review, and increase our behaviour flexibility and effectiveness
- Focus on living our values and embedding these across DDT
- Develop a sustainable shared focus on ongoing learning & development

Tuning In Together....

- When I am being Purposeful, Strategic and Future Focused how do I feel:

Physically

Mentally

Emotionally

- Share on your tables & capture themes

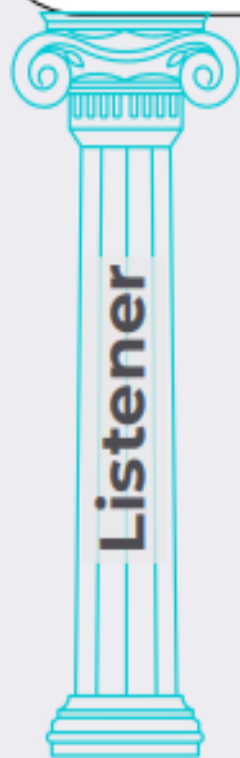
Territory for Today

- Connect, Context & Tuning In
- Our Leadership Framework
- Leadership Standards
- Vision Casting
- Engagement of our Teams
- Next Steps & Check-out

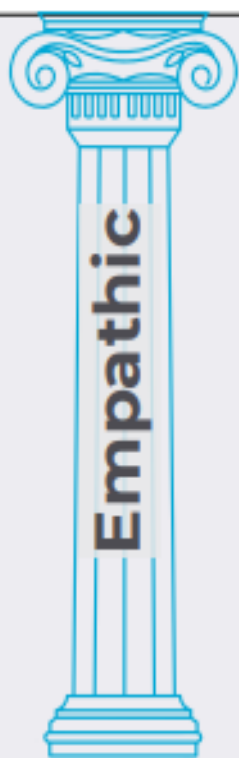
Our Leadership Behaviours Framework

Pillars of Behaviour

Our commitment to Servant Leadership



Communicate accurately.



Displays compassionate understanding for others.



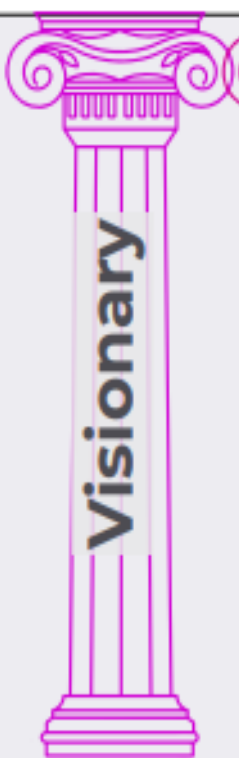
Possesses essential quality of self-awareness.



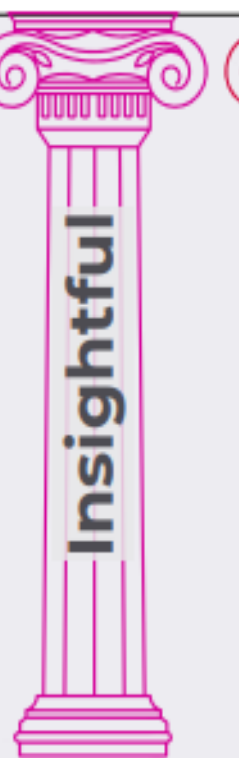
Embodies flexibility towards others and towards change.



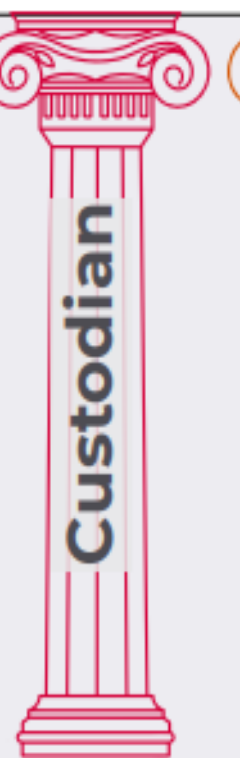
Behaviour matches values and communication.



Sees the big picture and important details.



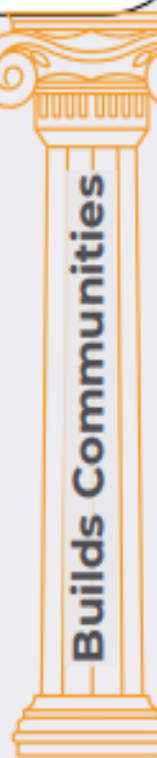
Use knowledge of the past to evaluate the future.



Values role as a custodian for the future.



Greenleaf said: 'A great leader is seen as a servant first.' Great leaders serve others without using power, rank, or position.



Develops leaders who build future communities.

Living Leadership Standards

Living Leadership Standards - eg Adapatability

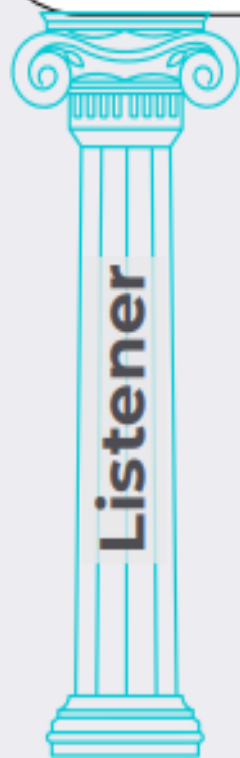
Behaviour: John regularly seeks out other opinions/views and takes the time to understand them. When faced with change, he quickly looks for opportunities

Visibility: He is then seen to flex/review/alter his previous view/behaviour to better fit the new/emerging situation

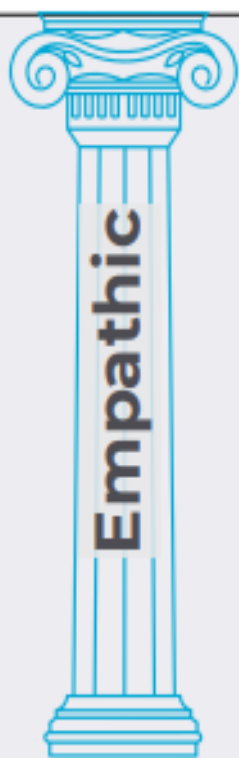
Impact: Others see this and feel safe to air their own views

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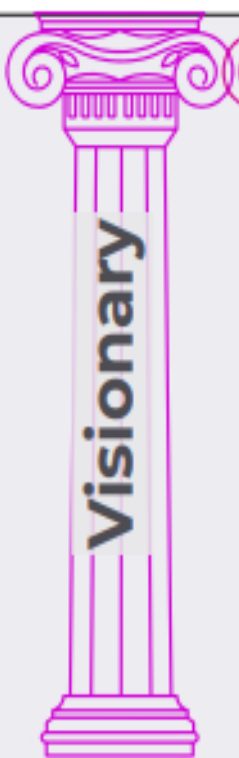
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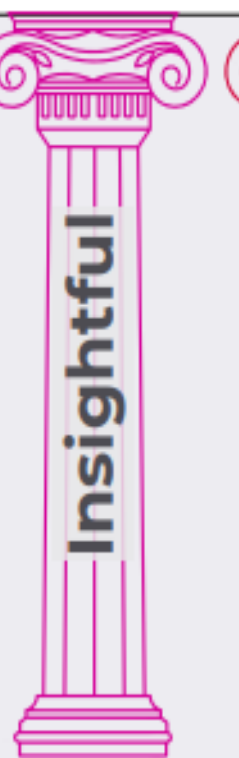
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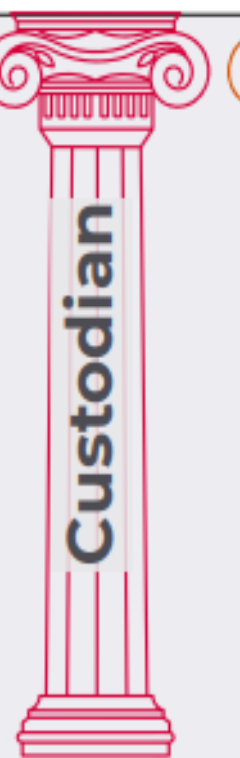
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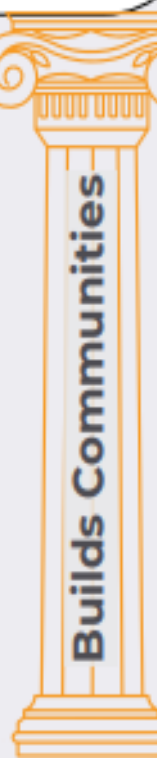
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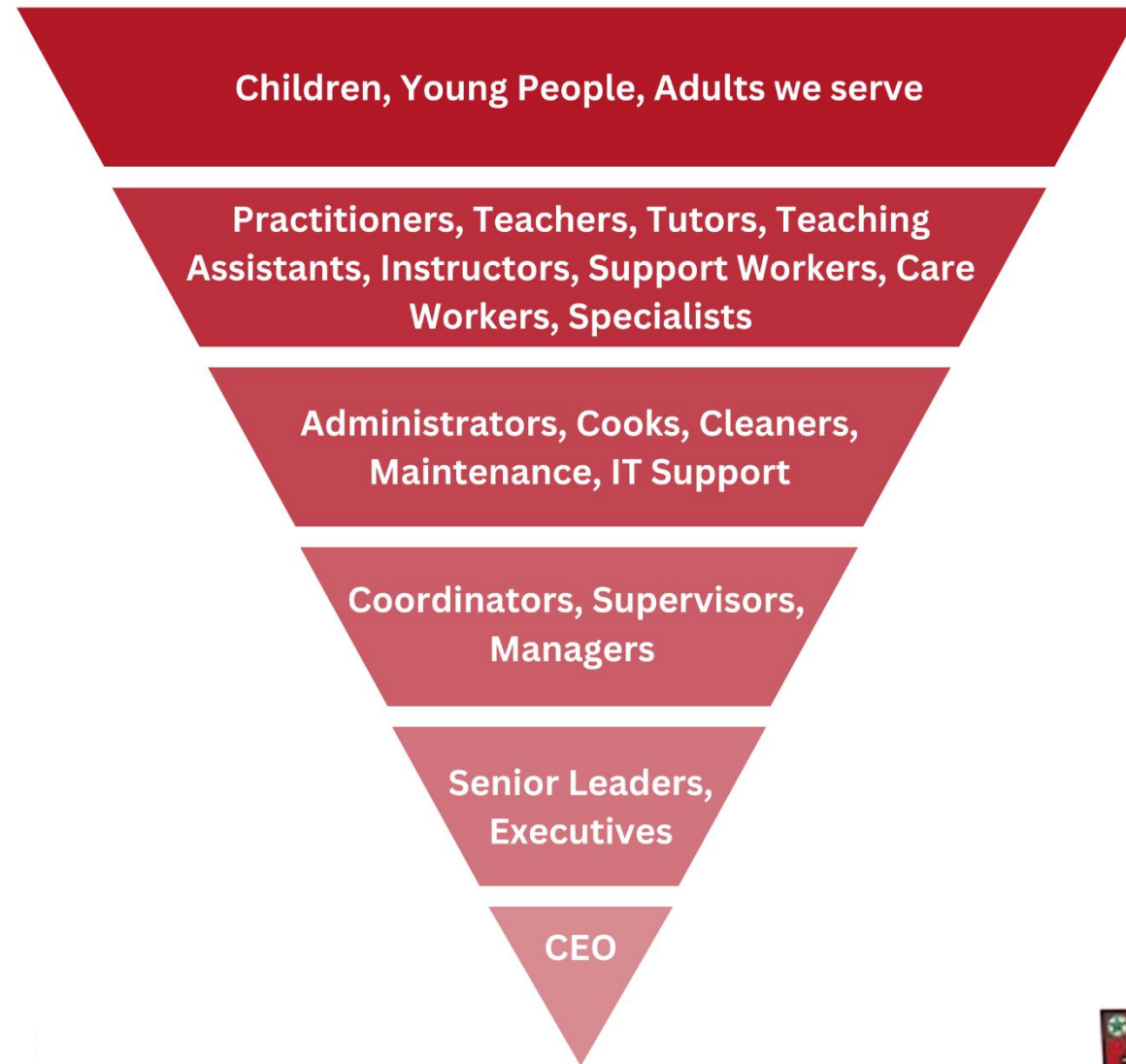


Develops leaders who build future communities.

Move into Real Teams

Vision Casting

Our Leadership Model



Vision Casting for my Service

In Teams

Share aloud your ‘work in progress’ – maximum 3 mins

Listeners: listen deeply, capture words that land with you

Share back to speaker

Speaker – review/reduce with this feedback in mind

Vision Casting for my Service

All Together

Share your next version – max 1 minute

Listeners: Capture on post-its what lands for you

- the beginning of what will be Memorable, Repeatable, Portable

Deliver your collegiate feedback

As a team agree next steps for creating final version

Next steps

Plan to finalise your Vision Casting

Make friends again with your learning journal and 'the little blue book'

Connect with your Leadership Buddy

Continue creating your Leadership Standards

See you next on Sept 10th - Develop Workshop with Rebecca

Check-out