



The Experienced Principals Program 2014

For what purpose/workshop is there running a workshop in sports world for sport? For the need to assess your health and wellbeing and refresh your leadership capabilities? Let us help you do it!

The leaders who work most effectively, it seems to me, never say 'I'. And that's not because they have trained themselves not to say 'I'. They don't think 'I'. They think 'we'; they think 'team'. They understand their job to be to make the team function. They accept responsibility and don't sidestep it, but 'we' gets the credit.... This is what creates trust, what enables you to get the task done.

Peter Drucker

Good food, physical activity and reduced stress sound like luxuries in an executive's life. In fact, they are necessities to reach one's highest performance levels.

Gayle Hilgendorff

Leadership and learning are indispensable to each other.

John Fitzgerald Kennedy

Cohort Size and Program Facilitation

The maximum size of the program cohort is 20 participants with 10 places reserved for Catholic school principals with the balance comprising representatives from Department of Education and Independent schools. A cross-sectoral panel together will consider all applications and determine the final makeup of the cohort.

Program modules are facilitated using David Kolb's theory of experiential learning. Kolb's theory emphasizes the central role that experience plays in the learning process. Program facilitators are trained in the four broad adult learning styles as described by Kolb: concrete experience, reflective observation, abstract conceptualisation and active experimentation.

For example, within program workshops, new theory is often introduced by the facilitator as a lecture (abstract conceptualisation) before being reinforced via a case study (concrete experience). Participants are then asked to engage in individual reflection on the theory using a series of case study questions (reflective observation) before discussing their perspectives with colleagues in small groups (active experimentation). Small group responses are then probed by the facilitator during a whole group feedback and discussion session (active experimentation).

Application Due Date

For detailed program information, module dates and an expression of interest form, please access the CEOWA website www.ceowa.edu.au and click the Leadership Programs icon.

Expressions of interest must be received by the Catholic Education Office of Western Australia before Friday, 24 January 2014 (Term four school holidays).

Program Cost

The cost of the program is usually \$7500 per participant. However for Catholic Department of Education and independent school principals, the program is offered free of charge, with funding provided through Smarter Schools National Partnership funding.

Venue

Pillar One: Health assessment, analysis and health coaching

The provider of all medical testing, health and wellbeing assessment and health coaching associated with this pillar of the Experienced Principals Program is Health on the Move. Health on the Move offices are located at 19 Ord Street, West Perth. Please refer to their website at www.healthmove.com.au or telephone (08) 9485 0700.

Pillar Two: 360-degree leadership profiling and executive coaching

The provider of the 360-degree leadership profile and executive coaching associated with this pillar of the Experienced Principals Program is Integral Development. Integral Development offices are located at 58/60 Dun Craig Road, Applecross. Please refer to their website at www.integral.org.au or telephone (08) 9242 8122.

Pillar Four: Theoretical program

The venue for all days associated with the theoretical pillar of the Experienced Principals Program is Fraser's private dining room located adjacent to Fraser's restaurant in Kings Park (Fraser Avenue in Kings Park, West Perth).

Further Information

Please direct all enquiries regarding this program to Shane Glasson (Leadership Consultant, Catholic Education Office of Western Australia) on (08) 6380 5234 or email glasson.shane@ceowa.edu.au



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FACILITATORS MAY BE SUBJECT TO CHANGE

Elena Douglas



Dr Renu Burr



Dr Michael Newton



Dr Steve Kieley



Dr Ron Cacioppe



Dr Tim McDonald



SEE OVER FOR DETAILS
YOUR FACILITATORS



Brendan Spillane
Program Convenor

Brendan Spillane is an acclaimed Australian educator, speaker and coach. A former teacher and Principal, he has also developed and led substantial systemic change initiatives focused on organisational renewal and improvement in the Catholic education system in Western Australia. These projects involved the design and implementation of self-review, planning and improvement frameworks for all Catholic schools across the state (Quality Catholic Schooling or QCS) as well as CEOWA (QCS Office). Brendan is an accredited Executive Coach with Growth Coaching International who works in a coaching capacity with a range of senior leaders from business, education and elite sports. Brendan has held senior roles at executive level on professional associations at both state and national level in Australia.

Currently, Brendan is working with a range of corporate and sporting organisations as well as with education providers, systems, professional associations and individual schools and colleges. He is the Australian Co-ordinator of the international OUR Education Network group which works to transform outcomes for schools in several countries, notably in the UK, Scandinavia, Australia and New Zealand. During 2013, Brendan has delivered keynote addresses at a wide range of conferences in Australia and elsewhere. Most notably, he was an invited presenter to the prestigious International Conference on Thinking (ICOT) held in Wellington NZ in January 2013. During 2014, he will be working internationally in the US, New Zealand and Thailand with a range of diverse organisations as well as with schools and professional associations across Australia.

An engaging speaker and presenter, Brendan uses a powerful blend of story, metaphor and humour to create the conditions for a more authentic and insightful dialogue in groups.

Learning and implementing the key principles of emotionally healthy leadership can be one of the most strategic steps you can take as a leader.

Scott Cochrane

We know that leadership is very much related to change. As the pace of change accelerates, there is naturally a greater need for effective leadership.

John Kotter

The Experienced Principals Program



Dr Tim McDonald leads the morning session for workshop two that focuses on the AITSL professional practice: Leading teaching and learning. Tim is the Director of Catholic Education in Western Australia. Immediately prior to this role, Tim was the Assistant Director (People and Organisational Services) at the Catholic Education Office of Western Australia. Before joining Catholic Education, Tim was an Associate Professor at Edith Cowan University (ECU) where he taught classroom management and instructional skills and led a new innovation in teacher education, the Residency Program. Tim has held senior management positions as Program Director, Secondary Education at ECU. Tim has also been a Classroom Teacher, Year Coordinator, Head of Department and Deputy Principal. He has worked with challenging students in mainstream as well as in a Pupil Referral Unit in the UK that works with 14-16 year olds for whom mainstream education is no longer appropriate. Tim's doctoral research has been in the area of student engagement and challenging behaviours.

Dr Ron Cacioppe leads the afternoon session of workshop two that focuses on 360-degree leadership profiles and the program's executive coaching pillar. Ron is the Managing Director of Integral Development. Integral Development is one of Perth's most unique and experienced leadership and management consultancies and comprises a team of consultants, executive coaches and staff who are dedicated to the provision of exceptional service, products and programs. Integral Development executive coaches are used throughout the program. Ron holds a Bachelor of Science (BSc), a Master of Business Administration (MBA) and a Doctor of Philosophy (PhD). Ron has taught in the Graduate School of Management at Macquarie University, Curtin University, Murdoch University and the University of Western Australia (UWA) in both MBA and Executive MBA programs.

Dr Steve Kiely and Dr Michael Newton lead workshops four, six and nine that focus on the AITSL professional practice: Developing self and others. The focus of these workshops is enhancement of participant physical, emotional/mental and spiritual health and wellbeing. Steve is a consultant performance psychologist who has broad experience working with individuals and teams in professional sport, education, business and the military. Steve holds a Bachelor of Psychology, a Master of Psychology (Organisational), a Diploma of Clinical Hypnosis and a Doctor of Philosophy (Sport Psychology). Steve is a registered psychologist and is a full member of both the Australian Psychological Society and the Australian Society of Hypnosis. Steve has also served on the executive committee of the WA College of Organisational Psychologists. Steve has taught in the Master of Psychology program at the UWA, published articles in the National Psychological Bulletin on the topics of emotional labour and cross cultural awareness and has been interviewed on the topic of corporate burnout by several leading HR publications. Steve has also worked as a performance psychology consultant with the West Coast Eagles, West Coast Fever and the Western Australian Institute of Sport.

Dr Michael Newton is a clinical exercise physiologist who specialises in exercise interventions for the chronic diseases of arthritis, cancer, depression, diabetes (type 2), osteoporosis and stroke. Michael also

employs exercise interventions for clients presenting with anxiety, chronic fatigue syndrome, chronic low back and neck pain, dyslipidemia (abnormal lipids/fats in the blood), fibromyalgia, polycystic ovary syndrome and weight control issues. Michael also works with athletes and teams in the areas of athletic testing and training. In addition to his clinical practice, Michael has 17 years of university lecturing experience in the exercise and sports science field and has presented on exercise prescription for health, wellbeing and performance at numerous conferences and to a range of organisations including professional corporations, sports associations, Rotary, Dieticians Association of Australia, and aged care villages. Michael holds an Associate Diploma of Applied Science and a Bachelor of Applied Science with Honours in Sports Science, plus a Master of Science and a Doctor of Philosophy in Exercise Physiology.

Dr Renu Burr leads workshop seven that focuses on the AITSL professional practice: Leading the management of the school. Renu's extensive experience as a facilitator of leadership, organisational and personal transformation has been built over 30 years of business, leadership and academic experience. Renu has worked in senior management, consultant and advisory roles to improve business and leadership effectiveness in the private and public sectors in Australia and overseas. Renu holds a doctorate in HRM and has been a member of the faculty in the Business School at UWA since 1991, teaching in the MBA and other post-graduate programs. Her most recent academic position was Business School, Director of Postgraduate Programs at UWA. Renu's research interests lie in the areas of leadership effectiveness, coaching, strategic HRM and organisational transformation. Renu's work has been published in international journals and presented at conferences in the USA, Australia and Europe.

Elena Douglas leads workshop eight that focuses on the AITSL professional practice: Engaging and working with the community. Elena is the Convenor of the Centre for Social Impact at the UWA Business School and the Convenor of the UWA Religion and Globalisation Initiative, a partnership with the Tony Blair Faith Foundation. Elena has a background in program evaluation, public policy and community engagement gained from working in Commonwealth government agencies in Canberra (DEET, ABS) and for the Government services practices of KPMG and Deloitte. Elena has been a founder of several social enterprises and not-for-profits including founding CEO of New York based Advance Global Australians, a leading network of Australian professionals overseas (20,000 members). In this capacity, Elena established the Advance Australia Fund in the USA and in the UK enabling Australians to make philanthropic contributions to Australian endeavours but receive tax deductions in the UK and the USA. Elena also worked closely with a number of Australian philanthropists and recipient organisations developing philanthropic connections in the USA and UK. Elena has a Bachelor of Economics from UWA and is an awardee of both the Vincent Fairfax Ethics Leadership Award and the ADC Future Summit Leadership Award. She was the creator of the Catherine McAuley Award for Leadership and Service and one of the creators of the In The Zone Conference series for UWA.

Target Audience

This cross-sectoral leadership program targets Western Australian Catholic, Department of Education and Independent school primary and secondary principals with 10 or more years of experience in at least two schools who are interested in enhancing their health and wellbeing and leadership capabilities.

Program Outline

The demands of contemporary school leadership are well known. The tyranny of the urgent consumes the time and energy of the principal at the expense of their health, wellbeing and capacity for visionary leadership. Principals who lead in this way are often poor role models for the staff and members of the community they serve. With this in mind, the Experienced Principals Program aims to enhance participant health and wellbeing and leadership capabilities through participation in a highly-interactive, Master of Business Administration (MBA) style program. The program consists of four interconnected pillars:

- **Pillar one:** Health assessment, analysis and health coaching with an exercise physiologist
- **Pillar two:** 360-degree leadership profiling and executive coaching
- **Pillar three:** Completion of a workplace-based leadership challenge project
- **Pillar four:** A theoretical program based on the Australian Institute for Teaching and School Leadership (AITSL) Australian Professional Standard for Principals.

Program Provider

The Experienced Principals Program is owned and hosted by the Catholic Education Office of Western Australia (CEOWA) in partnership with the Australian Institute for Teaching and School Leadership (AITSL).

Program Structure and Components

Workshop one. Monday, 17 February 2014 (9.00am-4.00pm)
Facilitated by Brendan Spillane
Program introduction and orientation

Between workshops one and two
Participants complete their health and wellbeing assessment, organise health coaching and complete their 360-degree leadership profile

Workshop two. Tuesday, 25 March 2014 (9.00am-4.00pm)
Facilitated by Dr Tim McDonald and Dr Ron Cacioppe
AITSL professional practice: Leading teaching and learning, 360-degree review debrief and introduction to the executive coaching process and leadership challenge project

Between workshops two and three
Participants work with executive coach to debrief 360-degree leadership profile, set preliminary goals, scope leadership challenge project and schedule future coaching sessions. Health coaching with exercise physiologist also occurs

Workshop three. Wednesday, 7 May 2014 (7.30am-10.30am)
Facilitated by Brendan Spillane
AITSL professional practice: Developing self and others. Learning partners for leadership challenge project are allocated

Between workshops three and four
Participants complete executive coaching session one, meet with learning partner and exercise physiologist

Workshop four. Thursday, 22 May 2014 (9.00am-4.00pm)
Facilitated by Dr Steve Kiely and Dr Michael Newton
AITSL professional practice: Developing self and others (Health and wellbeing day one)

Between workshops four and five
Participants complete executive coaching session two, meet with learning partner and exercise physiologist

Workshop five. Friday, 20 June 2014 (7.30am-10.30am)
Facilitated by Brendan Spillane
AITSL professional practice: Leading improvement, innovation and change

Between workshops five and six
Participants complete executive coaching session three, meet with learning partner and exercise physiologist

Workshop six. Monday, 28 July 2014 (9.00am-4.00pm)
Facilitated by Dr Steve Kiely and Dr Michael Newton
AITSL professional practice: Developing self and others (Health and wellbeing day two)

Between workshops six and seven
Participants complete executive coaching session four, meet with learning partner and exercise physiologist

Workshop seven. Tuesday 26 August 2014 (7:30am-10:30am)
Facilitated by Dr Renu Burr
AITSL professional practice: Leading the management of the school

Between workshops seven and eight
Participants complete executive coaching session five, meet with learning partner and exercise physiologist

Workshop eight. Wednesday, 17 September 2014 (7.30am-10.30am)
Facilitated by Elena Douglas
AITSL professional practice: Engaging and working with the community

Between workshops eight and nine
Participants meet with learning partner and exercise physiologist

Workshop nine. Thursday, 6 November 2014 (9.00am -4.00pm)
Facilitated by Dr Steve Kiely and Dr Michael Newton
AITSL professional practice: Developing self and others (Health and wellbeing day three)

Leadership challenge project symposium, program conclusion and graduation dinner.
Wednesday, 19 November 2014 (from 4.00pm)
Facilitated by Brendan Spillane