

Interviewing for Headship Training Course - achieve your authentic personal best

We are planning to run an online version of our one-day training course for deputy heads aspiring to headship. We have run this course face-to-face since 2015 with great success and positive feedback from participants (see attached).

High calibre, experienced deputy heads sometimes fail to do themselves justice when faced with a governor selection panel. At RSAcademics we have pooled our experience as governors, heads, recruitment consultants and leadership development specialists to consider why this is and see how we can help you best demonstrate your leadership acumen at interview.

There are existing CPD offers with generalised guidance but what's different about this course is the individual focus with realistic mock interviews, personal feedback and coaching. Each course is led by **two trainers**, and we tackle the less tangible or personal aspects of interviewing which often influence the impressions we make.

Some highlights include:

- Insights into governor selection panels
- Feedback on your written application
- Mock panel interview and presentation
- Examples of good interview practice demonstrated by recently appointed heads
- Analysing leadership presence, authenticity and personal impact
- Practical and specific advice covering all stages of the selection process
- The difficult parts – understanding where candidates often fall down
- 1:1 detailed personal feedback
- Participating as part of an interview panel, observing and giving feedback to other delegates
- A video of your presentation and interview for self-reflection
- Questions and discussions with experienced recruiters who have managed numerous headship selections at a wide range of schools

We can also provide ad hoc follow-up advice to delegates as needed.

Date:

The course will be scheduled over **two half days** in line with participants' availability:

- First half day: information and advice
- Second half day: Interview practice

Cost:

Our usual cost is £700 plus VAT with four participants. However, without venue costs and the option to include a larger number for the first part, this will be reduced to **£450** (plus VAT).

Trainers:

Sarah Evans or Andrea Berkeley, with Barry Speirs (two trainers)

For further information please contact **Barry Speirs**, Head of Leadership Consultancy, RSAcademics Ltd:
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Feedback from recent participants

I have to say that the training was so helpful, particularly the section on authentic leadership. I am very grateful to both of you for all your advice. If all Professional Development could be as helpful as that it would be great!

Many thanks for an excellent day - I found it really useful and the best such day I have been on. I would certainly recommend it to colleagues and thank you for the invite.

The course was excellent and very helpful indeed.

You both complement each other very well as trainers. I found it really useful and it gave me areas to think about which I hadn't considered before.

I found the course incredibly useful. What was really good was the fact that you managed to create an atmosphere where we could ask questions that we wouldn't normally ask.

Thanks for such an amazing course.

A huge thank you to you both for what was an extremely useful and thorough course. I am very glad I attended and gained a lot from the experience.

I felt that it was one of the best days away from school I have had and so much more helpful than I had imagined possible.

The course was a formative experience. It gave me real confidence that I could do the job and that I should be competing with the best of the rest. The mock interview in particular – and the DVD of it! – was really instructive.

Thank you again for your time, wisdom and support on the course yesterday. It gave a very helpful perspective on the process as well as some invaluable tips about our personal strengths and weaknesses. In short, much food for thought!

It was great, very helpful and enjoyable.

Thank you for a most informative and enjoyable day. It really was very useful indeed.

I just wanted to express my appreciation for what I thought was a fantastically helpful introduction to the dark art of winning over a panel of Governors and securing the desired Headship. The format for the day provided a perfect balance of tips for success with the challenge of presenting to camera under the scrutiny of peers and mentors; the size of the group was just right and the feedback extremely valuable.

It was one of the best development experiences that I have had.

Thank you for all your help. It's a really good course and I learned a huge amount from both Barry and Sarah and the other candidates too!

Thank you very much for yesterday's course. It was really useful in so many ways and I managed to use some of what I learned today!

Thank you both for a thought-provoking day. Even on the train ride back home I found myself thinking about how the little things matter, and I have started putting together a plan to that will, I hope, help me to progress further in my next interview.

A really helpful day in so many ways. I now find myself thinking much more critically about how I see myself and have got some concrete ideas to put into practice.

I wanted to let you know that I have been appointed Head at from September 19. Your training taught me so much about myself and how I come across and it made a massive difference to my confidence going into the interview process. I am absolutely delighted and hugely grateful to you both for your help, advice and support.

I wanted to say thank you again for your help – you were very supportive and the course was great. I will be joining as Headmaster in January 2019.

It was a very good day. It's quite a challenging experience but a real, authentic one. I learnt a lot and enjoyed working with others and learning from seeing their approaches to the interview.

I have been appointed Head of and I wanted to thank you for giving me the confidence to pursue this position. As you know, I found the course challenging but following a period of reflection I realised that everything we discussed could be addressed and rectified. Attendance at the course proved invaluable.

Thank you very much for yesterday. I feel so much more confident to apply and hold my own in an interview.

I really enjoyed yesterday and felt able to come away with a combination of reassurance alongside wholly justified and fully understood pointers! Many thanks for an enjoyable and thoroughly useful and stimulating day.

Many thanks to you both for an incredibly helpful day - I learned a huge amount which will be very valuable indeed for future applications.

It really was a fantastic experience and process – really, really helpful in thinking about how I present and the value of sharing more of a sense of myself as a person.

To say this day was a stimulating and intensive training experience would be an understatement of significant proportion. If there is a course like it with the individual focus and realistic mock interviews, I am yet to come across it. But what's more, it's the personal feedback and coaching follow-up that has made it especially formative for me. I will most certainly be recommending this course!

It was honestly the best CPD and helped me in so many ways. I had an anxiety about interviews and the course gave me invaluable strategies to overcome this. Also, your follow up support with my applications was so encouraging and helpful. You really helped to boost my confidence. I know that had it not been for your training and support, I would have never secured my new post, so I am extremely grateful.