

Educational Leadership Academy

LEARNING & DEVELOPMENT FOR SENIOR
LEADERS & MANAGERS IN EDUCATION.

*Language schools, academies,
international schools, pedagogical directors*

powered by
Knightsbridge Centre

VISION · VALUES · PEOPLE

A background image showing three business professionals in a meeting. On the left, a woman with blonde hair is smiling and looking towards the center. In the center, a man with glasses and a beard is smiling and looking towards the right. On the right, a woman with dark hair is partially visible, also smiling. They are all wearing business attire. The image is overlaid with a semi-transparent blue rectangle containing text.

Many of us find ourselves in leadership more by accident than design and get thrown in at the deep end.


It's easy to become overwhelmed with the day-to-day running of our operations, but have little or no real training in how to lead and develop those we work with.

The Educational Leadership Academy is somewhere you can start or continue your leadership journey into the 21st century by learning from some of the leadership greats.

We have developed and curated material to resource you and develop you into the best leader you can possibly be.

What kind of leader are you?

Are you a multiplier
or a diminisher?

A photograph of three business professionals (two men and one woman) sitting at a table, smiling and engaged in conversation. The man on the left is wearing a light blue shirt and glasses, holding a white coffee cup. The woman in the center is wearing a red blazer. The man on the right is wearing a dark suit and glasses. The background is a blurred office setting with teal and white walls.

Multipliers believe that people are smart and will solve problems on their own, while Diminishers believe that people will not be able to solve problems without their help. Multipliers optimize talent, while Diminishers underutilise talent

BECOME THE BEST
LEADER YOU CAN
POSSIBLY BE





Many individuals thrust into roles of responsibility often lack formal training in leadership and management. As a result, they rely on intuition and tend to operate reactively in response to daily demands. This situation often leads to varying levels of leadership effectiveness.

On the positive side, we find leaders who genuinely care and actively seek optimal solutions. On the negative side, we see a regime marked by the mistreatment of staff. Frequently, leaders and managers unintentionally undermine their teams' productivity, despite their sincere efforts to become the best managers possible. This highlights the critical need for comprehensive leadership training to improve overall effectiveness and create a positive workplace environment.



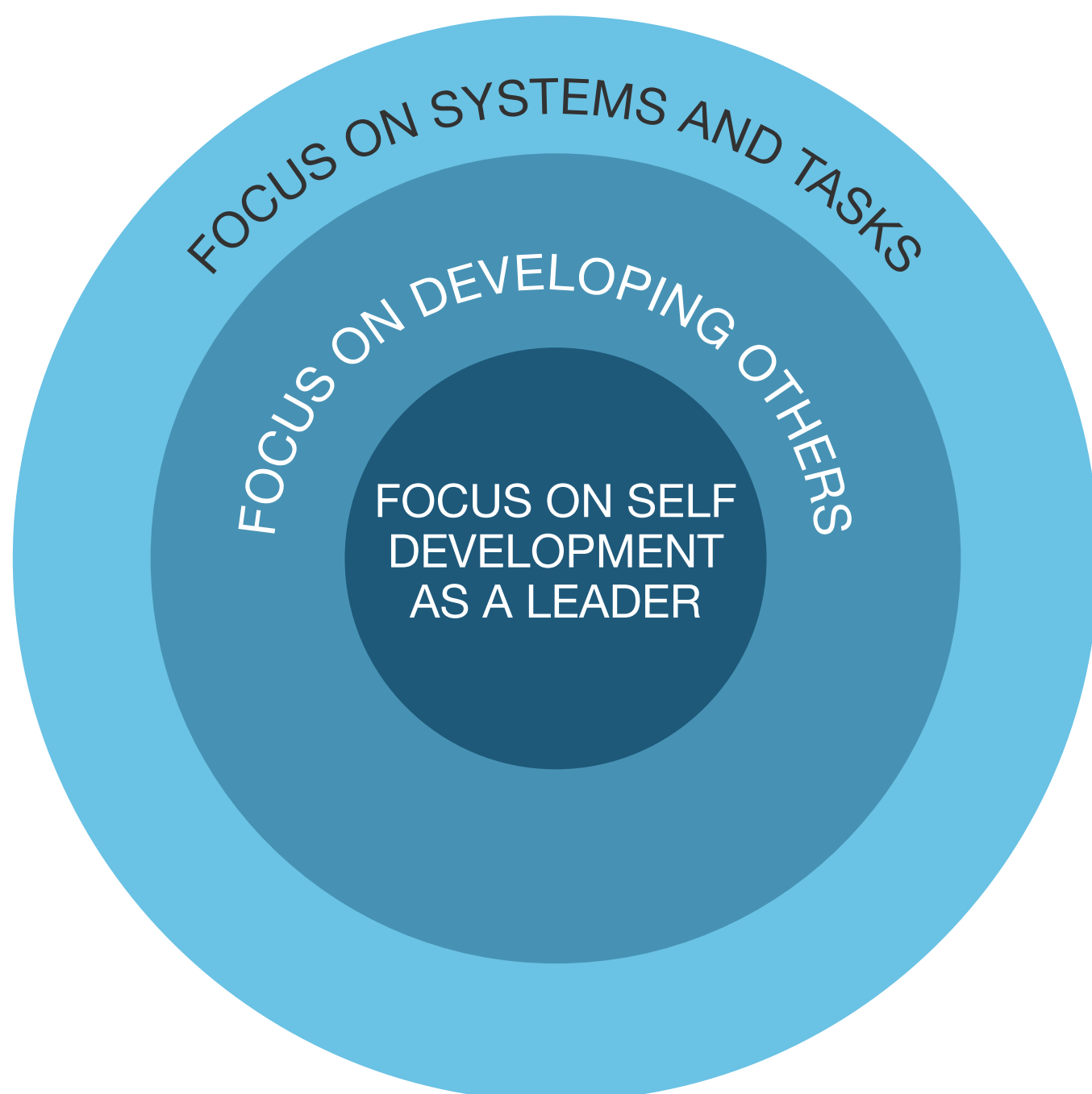
In the world of organisational dynamics, being a leader goes beyond just holding a position of authority. Though leadership and management have some areas of overlap, there are also significant differences between the two.

Both leaders and managers can gain valuable insights into enhancing their leadership skills and fully realising their potential in their roles. Committing to ongoing learning in the field of leadership can undoubtedly enhance their professional capabilities.

Leaders	Managers
Focus on People: Inspires and influences individuals or teams.	Focus on Systems: Emphasizes processes, tasks, and organizational structures.
Vision: Sets a future-oriented vision and aligns people toward common goals.	Planning: Emphasizes planning, organizing, and executing established plans.
Innovation and Change: Embraces innovation, encourages change, and deals with uncertainty.	Stability and Control: Prioritizes stability, control, and efficient execution of processes.
Inspiration: Motivates through emotional appeal, shared values, and a sense of purpose.	Coordination: Directs resources, assigns tasks, and ensures efficient operations.
Risk-Taking: Willingness to take calculated risks for the sake of growth and innovation.	Risk-Aversion: Tends to be more risk-averse, focusing on stability and minimizing uncertainties.
Long-Term Orientation: Focuses on long-term goals, navigating through changes and challenges.	Short-Term Orientation: Deals with day-to-day operations and immediate goals.
Relationships: Relies on influence, charisma, and strong interpersonal relationships.	Authority: Derives authority from a formal position in the organizational hierarchy.

Due to the daily challenges associated with managing a school, including administrative duties, scheduling, exam coordination, assessment, addressing parental inquiries, handling finances, and various other responsibilities, most school owners, directors, and senior educators become immersed in managerial tasks rather than actively being effective leaders. Regrettably, prioritizing systems over individuals may lead to negative outcomes for the overall results of the school.

The true task of a leader is to develop others who in turn take responsibility for the tasks and systems.





Educational Leadership Academy

LEARNING & DEVELOPMENT FOR SENIOR
LEADERS & MANAGERS IN EDUCATION.

*Language schools, academies,
international schools, pedagogical directors*

powered by
Knightsbridge Centre