



STRATEGIC CONSULTANCY

**Leadership
Culture
Inclusion**

About Jonny

Jonny Uttley spent eight years as CEO of TEAL Multi Academy Trust, having previously been a Headteacher and Executive Principal. In recent years, he has been a Visiting Fellow at the Centre for Young Lives, as well as a Trustee for SHINE, a member of The Who Is Losing Learning Solutions Council for The Difference, the IPPR's Inclusion Working Party, the DfE's Regional Advisory Board for Yorkshire and Humber and the DfE's National MAT CEO Advisory Group.

As a CEO, Jonny developed schools that became known for delivering high-quality, truly inclusive education as the trust became a national exemplar for teacher retention, staff satisfaction and courageous leadership.

Jonny is a prominent national voice on inclusion, trust leadership, organisational culture, workforce development and system reform. He co-authored *Putting Staff First* (John Catt Educational), a widely cited text on workforce, culture, staff development and wellbeing. In each of the last 2 years, he has been placed in the top ten of Education Business Magazine's Hundred Most Influential People in Education. He regularly contributes to policymaking forums, sector publications, conferences, and leadership development programmes.

Having spent nearly 30 years in schools, with 20 years senior leadership experience, Jonny is now offering a distinctive, bespoke consultancy service to schools, trusts and other public services, using his experience and unique leadership style to support leaders in delivering sustainable improvement in their settings.

Founded on his deeply held principles of humanity, courage and equity, Jonny offers a truly personal consultancy experience to which he brings his heart and soul.



About the offer

Forget what you know about traditional consultancy, this is anything but. Jonny invests his time, experience, knowledge and whole personality into partnerships. The two core models, **Thought Partner** and **Leadership Storytelling**, are unique. Both models are about a deep commitment, working alongside leaders and teams in a flexible way, designed specifically for the given context for up to a full year. Schools, trusts and other organisations can opt for different levels of support – bronze, silver, gold or platinum – depending on need. The specific programme of activity will be co-constructed between Jonny and the partner organisation, and at the outset, Jonny will commit to ambitious promises around delivery and impact. Partners will be in no doubt at all what they should expect to get out of the partnership.

These models are underpinned by the belief that organisations improve not through the imposition of external expertise, but by strengthening their own thinking, decision making and building internal capacity. Jonny aims to leave organisations more coherent, confident and self-sustaining.

In addition to the packages of **Thought Partner** or **Leadership Storytelling**, Jonny also offers **Reflective Partnering** sessions, a twist on conventional coaching, with 5 core elements from which partners can select some or all. Finally, Jonny is also available for **standalone commissions**, including keynote speaking, leadership development days, culture reviews and development, workforce reviews and development and inclusion reviews and development.

What Jonny can bring to your organisation

Jonny has a clear and unwavering purpose: **to make people's lives better** — specifically young people in schools, the adults who work in them, and the communities they serve.

Across a successful leadership career, Jonny has lived this purpose by developing inclusive, high-performing schools rooted in a simple but powerful belief: *a great teacher in every classroom*. At the heart of his work has always been the creation of **healthy organisational cultures** — places where adults and young people thrive, and where staff choose to stay.

After more than 20 years as a senior leader, headteacher and CEO, Jonny now fulfils his purpose by working alongside school and trust leaders to:

- develop strong cultures and brilliant, values-led leaders
- courageously rethink how organisations are run so that staff thrive and remain
- deepen understanding of what truly high-quality, inclusive education looks like in practice
- meet the challenges of the next decade by making **inclusion the organising design principle**, not an add-on

Bringing a wealth of experience, knowledge and access to some of the best thinking in the country, Jonny's bespoke consultancy focuses on what he knows makes the biggest difference to all young people's lives – culture, leadership, workforce and high-quality, truly inclusive schools.

Option one: Thought Partner in Residence

A hybrid model combining strategic counsel, inquiry-led problem solving, and leadership and cultural development across organisations.

How organisations benefit

This model is high trust, high impact, low bureaucracy and plays directly to how Jonny naturally works. This has very high resonance for trusts, schools and other organisations, seeking to change culture, developing new strategic plans, thinking deeply about inclusion, struggling with staff turnover, looking to develop leadership or embarking on any significant change.

What Jonny brings to this

- He is not a “traditional consultant”—he’s a **trusted system leader** with credibility grounded in lived leadership experience, exemplary track record and strong values, not management jargon.
- He is a **reflective provocateur**: someone who challenges culture, accountability, and leadership norms through honesty and evidence. He is a leading national voice on high-quality inclusive education and education policy reform.
- Schools and Trusts seek him out for **judgement, wisdom and calibration**.
- His strengths lie in **conversational expertise**, relational practice, and helping leaders see blind spots and alternative paths and giving them the confidence to be courageous.

What he can do

- 1. Strategic thought partnership with the CEO and executive team**
 - Regular confidential sessions: checking organisational temperature, decision-making, culture dilemmas.
 - High-value calibration: “Is this the right hill?”, “What’s the real problem beneath this problem?”
- 2. Leadership & culture diagnosis**
 - Jonny rejects an audit-led approach; he uses a light-touch approach utilising interviews and safe-space sessions to surface themes.
 - Draws on his human capacity lens and his critique of performativity.
- 3. Leadership development residencies**
 - Annual or termly “Leadership Conversations Days” with middle and senior leaders.
 - Explores accountability, inclusion, ethical leadership, trust, culture, and practical courage.
- 4. Crisis / inflection-point counsel**
 - Helps Trusts to navigate restructuring, harmful accountability pressures, or major leadership transitions.
- 5. Systems storytelling**
 - Keynotes, fireside chats, panel leadership—anchored in narrative, humility, learning, and culture.

Option two: Leadership Storytelling & Learning Architect

A consultancy model, centred on harnessing storytelling, case studies, and lived expertise to transform leadership thinking in trusts and schools.

How organisations benefit

This offer is unique in the system, offering compelling, leadership learning through narrative. It is particularly impactful for trusts, schools and other organisations at big moments of transition, re-thinking their purpose or values, facing significant change or seeking to grow or merge with other organisations.

What Jonny brings to this

Jonny is one of the sector's most compelling storytellers - authentic, unpolished, reflective, human.

He can work with you as:

- a curator of stories from across a Trust
- a designer of internal leadership learning programmes
- a facilitator of sessions on how narrative builds culture, coherence and identity

What he can do

- Work with Trusts to build their own leadership case studies
- Help CEOs and leaders craft a compelling trust narrative
- Provide leadership sessions or full programme grounded in lived dilemmas not theory
- Run storytelling masterclasses for senior and aspiring leaders



Option three: Reflective Partnering

Reflective one-to-one leadership support for CEOs and other senior leaders navigating complex decisions with humanity and integrity

What Jonny brings to this

- Uses his natural conversational, reflective style
- Acts as a **peer** rather than a coach
- Uses one of his most important assets: “I’ve done the job and I understand the weight”
- He supports existing CEOs, new CEOs, COOs, and other executive and school leaders in real dilemmas

What he can do

1. Sense-Making Conversations

Helping leaders untangle difficult issues, identify what’s really going on, and see problems through a human lens. This is Jonny’s superpower.

2. Values-Calibrated Decision Making

Exploring “What’s the right thing to do here?” rather than “What’s the safe/expected thing?” Rooted in his work on ethical leadership, courage, culture, people, and accountability.

3. Independent Perspective and Challenge

A trusted but honest outsider who can:

- ask the question no-one inside the trust can ask
- hold up a mirror
- challenge assumptions without judgement

4. Practical problem-solving

Applied leadership support:

- restructures
- governance tensions
- culture problems
- dealing with Ofsted pressure
- communicating with stakeholders
- handling difficult conversations

5. Leadership Through Narrative

Using stories, cases, and reflective experience to help the leader build their own leadership identity.

All of this can be delivered through:

- Monthly or fortnightly 1:1 session
- Ad hoc crisis/problem-solving calls
- Structured but human conversations
- No formal coaching frameworks, no GROW model, no templates
Just: “Let’s talk through the real thing you’re facing.”

Option four: Standalone services

In addition to full packages of support, Jonny is available to deliver a range of short term or one-off events of sessions. These include:

Keynote speaking

Jonny is a very experienced and in demand public speaker who can provide keynote addresses for your event. Inspiring audiences with his vision, clarity of thought and humour, he can speak on a range of subjects, including leadership, culture, workforce development, inclusion, education policy and public service reform.

Thematic reviews and development planning

Thematic reviews are available and can be tailored around the needs of the school/trust. At the heart of his approach is Jonny's unique quality improvement process, inspired by Kaizen principles. Typically, Jonny will review any documentation, policies, processes and will meet and talk openly with a range of stakeholders and teams. Outcomes can include full improvement and/or implementation plans, reports for a range of audiences such as leaders, governors and trustees. Reviews are based on humanity, honesty psychological safety and deep knowledge and experience. Jonny does not offer "mocksteds" and works in a way that reduces anxiety for all involved.

Culture & Leadership QI Review and Development Planning for Trusts or Schools

- Light touch (2 days)
- In depth (4–5 days)

Inclusion QI Review and Development Planning for Trusts or Schools

- Light touch (2 days)
- In depth (4–5 days)

Workforce and People QI Review and Development Planning for Trusts or Schools

- Light touch (2 days)
- In depth (4–5 days)

Leadership Development Days

- 1 day
- Series of 3 days

Trust Narrative & Storytelling Support

- Leadership messaging (2 days)
- Full trust narrative (4 days)

Get in Touch

If you like to find out more or would just like a chat or a virtual coffee, he would love to hear from you.

There are lots of ways to get in touch.

- You can find out lots more information on his website: www.jonnyuttleyeducation.com
- You can email Jonny: jonny@jonnyuttleyeducation.com
- You can call, What's App or leave a voice note: 07749 676321

If you are ready to talk in detail or to go ahead and book, this is handled by Katie Cavill at The Learning Line

You can reach Katie by email: katie@thelearningline.co.uk or call her on: 01522 708897

