



# Middle Leadership

Program outline



# Welcome to the Middle Leadership program

Designed in collaboration with South Australian educators, this program empowers you to build the skills and knowledge to step confidently into your first people leadership role. You'll collaborate with peers to strengthen your capability to lead with a shared purpose, aligned to the Strategy for Public Education.

The program is delivered face-to-face and online over 8 months in a combination of masterclasses, workshops, group and 1:1 coaching.

## The learning

### Module 1: Understand self as a leader

- Learn to recognise when you're not performing at your peak and understand how this impacts on your work, relationships, and wellbeing.
- Identify factors that hinder your performance, and learn practical strategies for managing change.
- Proactively choose how you will react and respond to challenges and opportunities, as they arise.

### Module 2: Model educational leadership

- Recognise when fresh thinking is needed and planning steps to implement ideas.
- Identify specific problems to solve and approach them with curiosity.
- Be an agent for change and challenge current thinking.

### Module 3: Lead change and improvement

- Leverage psychological safety to foster inclusivity and belonging.
- Identify opportunities to 'step into other's shoes' to strengthen relationships.
- Recognise the 'why' that drives behaviour.

### Module 4: Build a strong culture

- Courageously seek feedback for growth opportunities.
- Balance on-track and off-track feedback effectively.
- Deliver consistent and impactful feedback.

### Module 5: Build capability in others

- Determine the appropriate level of stretch for goal setting.
- Use insightful questions to structure an effective coaching conversation.
- Help others to recognise behaviours they want to change, and the mindsets and beliefs that drive them.

## Workshops

The workshops are designed to build your confidence and foundational skills as an effective middle leader, guided by a professional leadership coach.

Each session introduces essential leadership tools, guided by your coach, followed by practise through paired and small-group activities. The workshops are highly interactive, drawing on real-life examples from middle leaders' schools and communities to deepen your leadership learning.

## Masterclasses

You'll participate in 2 masterclasses with renowned educational leadership expert Bruce Armstrong, who lead statewide school improvement in Victoria and was the founder of Victoria's educational leadership institute.

Bruce will expand your understanding of educational leadership, unpack tools and strategies you can apply and offer practical examples for driving change in your school. He'll help you to connect your work with your own team to wider school initiatives to help you bring to life the Strategy for Public Education.

## Coaching

You'll engage in 3 one-to-one coaching sessions and 3 group coaching sessions with your workshop facilitator. All coaching sessions will be accessed via Microsoft Teams.

Each one-to-one coaching session will have a specific purpose within the overall learning design, offering you opportunities such as:

- **Receive personalised leadership support.**  
Following your Personal Leadership Review, you'll work with your coach to set personal development goals. You'll identify common 'Mindtraps' that typically derail leadership effectiveness, and learn how to overcome them.
- **Develop a high expectations culture and strengthen professional relationships.**  
Plan how you will create a culture of high expectations in your preschool, and collaborate with your coach to develop practical ways to build strong, supportive relationships within your team and across your professional networks. Plan how you will create a culture of high-expectations in your school, and collaborate with your coach to develop practical ways to build strong supportive relationships within your team and across your professional networks.
- **Confidently lead change.**  
Gain new perspectives on effectively handling challenging situations with colleagues and learn how to positively influence and engage others in supporting your goals.

- **Plan your leadership strategy beyond the program.**

Discuss with your coach the progress you've made, explore future areas for growth and lay the groundwork for ongoing development.

Completing the pre-work will maximise your coaching sessions. You can schedule one-to-one coaching sessions at times that suit you, using a personalised log-in to access your coach's availability.

Group coaching will occur via MS Teams with pods of up to 8 middle leaders. This offers an intense, collaborative learning experience, building strong professional connections and opportunities to provide and receive personal feedback from you coach and peers.

## Journal

Throughout the program, you'll keep a journal to track your progress—logging your development goals, insights from sessions, personal reflections and feedback from others.

## Applied learning

During this program, you'll identify a 'problem of practice' to focus on, apply learnings and actively share your experiences with peers, facilitators and coaches. This collaborative approach builds accountability, valuable feedback and creates supportive connections to promote meaningful change.

## Program requirements

To achieve satisfactory completion, you need to attend all program sessions and actively participate in:

- all program activities
- all one-to-one and group coaching sessions
- pre-work in between all sessions

When you've met the above requirements, you'll receive a certificate of completion from Orbis. This can be used as evidence for your required professional learning hours for registration renewal.

If you're unable to meet these requirements, please contact Orbis to discuss.

*"I had a fantastic experience in the Middle Leadership program. I had many challenging and supportive conversations with facilitators and peers, bringing new thinking to my practice and effective strategies to achieve my goals."*

Jason McKenzie, Christies Beach High School

Engaging.  
Empowering.  
Purposeful.  
Collaborative.  
Exemplary.



Phone 8463 5613

Email [Orbis@sa.gov.au](mailto:Orbis@sa.gov.au)

Web [www.education.sa.gov.au/orbis](http://www.education.sa.gov.au/orbis)

