

## CatapultSchoolLeadership

Management Insights and Performance for School Leaders

### One Head many hats

School Leadership has become an increasingly complex and delicate balancing act. Heads now need to be business, finance, marketing and sales experts as well as customer service specialists, teachers, people managers and visionary leaders.

With teachers themselves expected not only to be great teachers but to be coaches, social workers, psychologists, First Aiders, compliance managers - to name but a few, the Head has additional responsibility as a guiding, steadying and enabling force.

Recruiting, managing and retaining the right team is vital to the school's continued success and the Head's professional and personal reputation. You need to know that your senior team have the values and the skill to be able to ensure you fulfil your school vision and values – enabling you to deliver the best possible education to the pupils in your care and the best possible environment for your staff to do their best in all the roles they play.

Getting it wrong can be costly – falling pupil numbers, discipline problems in pupils and staff, unhappy parents, lapses in application of policies and procedures, child protection issues, de-motivated teaching staff - all have a devastating impact on school performance and on your reputation.



*"My senior leadership team were all fairly new to role or new to the school, I felt that this process was a good way to establish a better understanding of team dynamics as well as having a more thorough understanding of individual strengths.*

*As a school, we have found this a useful process in being aware of each other's attributes. This could be a great tool to use for recruitment within Senior Leadership appointments!"*

**Samantha Sawyer, Head Teacher**

### What is CatapultSchoolLeadership?

At Catapult Solutions we understand these challenges and have a range of tools and interventions that enable school leaders to operate effectively in this challenging and rewarding environment. We know that budgets are always a challenge and that any investment you make needs to deliver clear benefits to pupils, parents, staff and governors.

We have a range of time and cost-efficient products and services that help you to:

- Recruit the right people with the right values and skills for your culture
- On-board, manage and develop new starters so that you and your pupils get the best of them
- Coach individual team members to drive motivation and performance
- Establish and grow a high-performing senior team that deliver school projects and initiatives, academic results and professional standards to the highest level
- Define the culture and values that will attract and retain the right pupils and staff to deliver your vision

### What does CatapultSchoolLeadership do for you?

*"I employed Catapult Solutions to come into school to use the Axiometrics™ profiling system on my management team. I have tried other profiles- from good old Myers Briggs to transactional analysis but none really did what I wanted in a meaningful way with impact. However, I have found Axiometrics™ to be some-thing of quite another order.*

*From the profiling, the Senior Leadership Team has made a quantum leap in their development and this is having an enormous impact on the school. I am now using Axiometrics™ to recruit staff so that I can ensure that they are aligned to my school's values and that the team has all the qualities I need. This is an amazing tool and is already saving me time and money. I recommend the process without qualification!"*

**David Brazier, Head Teacher**

## What does CatapultSchoolLeadership based on?

CatapultLeadership is underpinned by axiometric profiling which was developed from the value science work of the Nobel-nominated Dr. Robert S. Hartman. It enables us to identify the internal valuing system and associated thinking patterns that influence our attitudes, decisions and consequent actions; it determines why we do what we do.

After more than 40 years of development, Axiometrics™ scientists have refined Hartman's mathematical modelling to measure real-life variables with a remarkable accuracy and precision.

Axiometric profiling is now widely used to measure and assess capacities and risk attributes of individuals, teams and organisations across the world. It is seen as complementary to other approaches used in human resource management such as those delivered by psychologists, anthropologists and neuro-scientists.

## How is CatapultSchoolLeadership delivered?

Tailorable CatapultSchoolLeadership is based on a simple, 20-minute, on-line statement-ordering exercise undertaken by designated staff. It is non-invasive and has the following characteristics:

- Identifies how we make sense of our experiences and, consequently, how we are likely to behave
- Makes no attempt to classify or categorise individuals
- Is based on a single Universal Norm – and emphatically not one 'created' to validate a result
- Does not discriminate for age, gender, creed or culture and is validated by the EEOC in the US
- Is able to predict future performance based on current attributes relative to a defined environment

Feedback, coaching and team sessions are delivered by qualified and experienced Axiometrics Analysts, facilitators and coaches and can be delivered via a combination of skype, on your school site.

The profile can be re-taken over time to demonstrate improved performance and identify additional or emerging development needs.

## What value is added by CatapultCounterLeadership?

Increased:

- Competitive advantage
- Parent and pupil satisfaction
- Decision-making capability
- 'Good' retention
- Innovation
- Productivity
- Profitability
- Effective teamwork

## What does CatapultCounterInsider Cost?

Pricing is based on a simple cost per user model and can be easily tailored to your particular business scenario. Report charges can be supported by a simple fees model for consultancy resource to support you along the way.

## Why Catapult Solutions Ltd?

A specialist with expertise and experience in helping organisations create the Right Culture by ensuring they have the Right Values, Right People and Right Risk.

## Contact Us



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