

balanced

The Authentic Leadership, Health and Wellbeing Programme for Headteachers

with Maria Brosnan and Andrew Morrish

Thank you for your interest in *Balanced*, designed to help busy headteachers create a sense of inner and outer balance both in themselves and the schools they lead.

The current challenge

Never before have schools been more VUCA: volatile, uncertain, complex, and ambiguous workplaces, with the pressures of autonomy and the demands of accountability making it a very stressful environment. Getting the balance has never been so challenging in terms of seeking greater calm, clarity, understanding and agility.

Evidence shows that not addressing the impact of challenge impedes performance, wastes resources, and can impact health. The only anchor is authentic leaders, who know that everything starts and ends with them: *who* they are, *what* they believe in, and *why* they do what they do. And whilst these leaders may know that stress negatively impacts their health, many don't have the evidence-based tools to address this effectively.

Our solution

To enable headteachers to achieve a sense of balance, we have designed a leadership development programme, consisting of three cycles (one per term for a year) combining the following elements:

- Induction, initial diagnostic needs analysis, and training on the use of bio-feedback technology, which will help you develop the ability to self-regulate and reduce the impact of stress (60 minutes, synchronous)
- Wellbeing and self-regulation coaching (3 x 60 minutes, synchronous)
- Leadership performance coaching (3 x 60 minutes, synchronous)
- Group coaching (3 x 90 minutes, synchronous)
- Ongoing opportunities for deliberate practice application and feedback (non-synchronous)

By the end of the programme, participants will be able to:

1. Measurably improve their Heart Rate Variability; a key marker of heart health
2. Reduce anxiety, panic, stress, or feelings of overwhelm the moment they occur
3. Reduce the impact of stress before, during, and after a difficult conversation or situation
4. Improve their ability to problem-solve and communicate effectively in the face of challenge
5. Improve the quality of their sleep, through the application of scientifically validated self-regulation techniques, supported by biofeedback technology
6. Improve their ability to lead themselves and others through greater self-awareness in order to bring about meaningful change that leads to demonstrable and sustainable impact
7. Embed the four-part Authentic Leader Model in their school in order to cultivate a purpose-driven culture where everyone thrives
8. Achieve a sense of balance, both at home, within themselves, with others, and in the workplace

We also have a number of bespoke packages ranging from half a day up to a term long. More details can be found on our [website](#) by downloading the [full brochure](#).

To join the programme or to discuss further please contact us via the [Balanced Leader website](#) or email us at Hello@BalancedLeader.co.uk.