

# 'You get what you give'

Helping leaders to unlock the keys to staff recruitment, retention and motivation



The recent NAHT report, 'The Leaky Pipeline', found that for the fourth year running schools have struggled to recruit across all roles, from teachers to senior leaders and that this was due to the number of people leaving the profession.

'You get what you give' is a practical and reflective half-day course that includes:

- A toolkit to support recruitment
- Effective strategies to promote staff retention
- Understanding what makes schools attractive places to work
- Plans for staff induction that leads to stronger relationships, higher engagement and trust
- Evaluations of the impact of leaders' behaviours on school culture.

## Why work with us?

"Stuart Herrington has nearly 20 years' experience as a Senior Leader, including two successful headships. Stuart is the Director of Improving Impact, a company that focusses on leadership coaching and development, and believes that it is people who make the difference." Don't just take our word for it. Turn over to read feedback for this course.

## Our beliefs

*"With trust comes a sense of value. Value, by definition, is the transference of trust. You can't convince someone you have value, just as you can't convince someone to trust you. You have to earn trust by communicating and demonstrating that you share the same values and beliefs."*  
Sinek: "Start with why".



## Improving Impact

*It's people who make the difference*



# Improving Impact

*It's people who make the difference*

*"Really enjoyed the session. It has given me a real wake up about the need to put some fresh input into recruitment processes. Also some good ideas for induction."*

*"This learning opportunity has allowed me to think much deeper and much more carefully about recruitment. More emphasis on our values and culture from the outset."*

*"A very informative training session. I really value your experience and sharing expertise in areas from different angles – especially the planning recruitment – it's so obvious! Today's session has given me time to reflect as a leader and reminded me about human connections. It took me back to when I wasn't a leader and how it made me feel on the other side."*

*"Great training, time to really think about the culture of school and reflect on how I interact with staff. Welfare model makes a lot of sense."*

*"Excellent empathetic delivery – thinking time is given to allow you time to reflect on own situation."*

*"I wasn't sure what to expect, but the session exceeded expectations. Really pertinent key messages, particularly as I am in the second year of a very challenging headship. Enabled me to have time to reflect on what I have done well, what I need to keep on doing and what I need to change."*

*"Very well planned and well presented. I found it all interesting and it enabled me to reflect on the past and how the future could develop."*

*"Initially I wasn't sure if this course was going to be useful for my situation. However, the thoughts and ideas you have provided have helped me reflect on my strategy for retention of good staff and how to work through some issues with morale."*

*"A very enjoyable and useful training session which has left me feeling inspired. I found the section about recruitment techniques very interesting and I've taken a lot from that." "Truly engaging and empowering. Stuart allowed me as a new headteacher to take stock of what I really want for my school, children, staff and self. It enabled me to reflect on how if I build a climate of hope and trust this will in turn support recruitment, whole school improvement and everyone's happiness."*

**Want to get in touch?**

Email [improvingimpact@gmail.com](mailto:improvingimpact@gmail.com) or call 07917711837. We look forward to hearing from you.