

A photograph of a woman with dark hair, wearing a red sweater and a patterned scarf, smiling broadly. She is sitting in a classroom or lecture hall, with other people blurred in the background. The text "Further Education Preparing for CEO Programme" is overlaid on the bottom half of the image.

Further Education
Preparing for CEO Programme



Welcome

Further Education and Training as a whole face some of the biggest challenges since college incorporation in 1993 – the skills challenge facing the nation after Brexit; policy changes such as the Sainsbury Review; the new apprenticeships system; area reviews leading to more college mergers; continuing social, economic and technical change. CEOs and Principals require a range of skills, knowledge and experience to lead effectively.

The Preparing for CEO Programme has been specifically designed for those second tier leaders in the Further Education and Training sector preparing to take on the role of CEO or Principal in the future, building a pipeline of talent and raising leadership capability within the sector.

The programme has been commissioned by the Education and Training Foundation (ETF), the sector owned, government-backed workforce development body for the Further Education and Training sector. The programme is funded and subsidised by the Department for Education for eligible organisations funded by the Education and Skills Funding Agency (ESFA).

Programme overview

Further Education CEOs and Principals need to be able to articulate purpose and set vision. They must think strategically for the longer term, lead change, manage a diverse set of internal and external stakeholders, and at the same time deliver day-to-day performance. These are a complex set of responsibilities that require strong leadership and managerial skills.

CEOs and College Principals in the sector are required to:

- Become the Chief Accounting Officer and lead financial security
- Direct the educational nature of the college, creating and leading a clear vision
- Take responsibility for staff and build high performance
- Drive excellence in governance and work collaboratively with Board Leaders

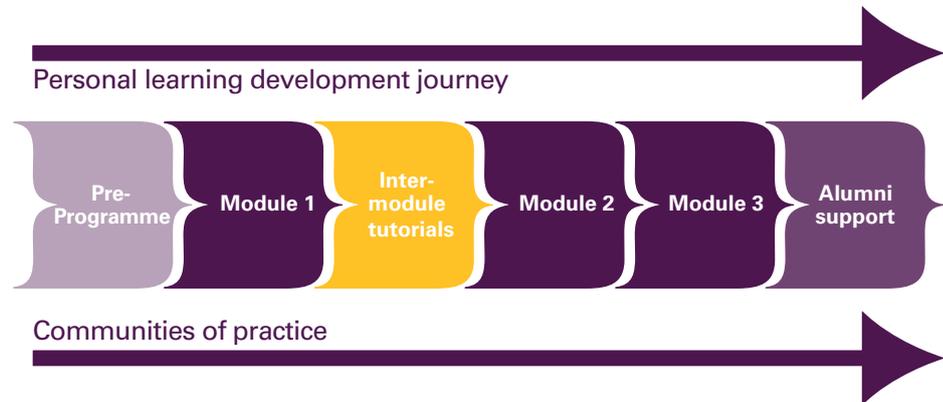
Our programme provides an immersive and challenging learning experience that covers both the technical and leadership components of the CEO and Principal position. The design enables those planning for the transition to gain deeper understanding of all aspects of the role and to plan their own personal development path, supported by Oxford coaches and tutors.

The programme consists of three residential modules at Saïd Business School's dedicated executive education facilities in Oxford.

Between modules, participants work in small action learning groups and receive one-to-one sessions with Oxford executive coaches. They also have access to a custom designed virtual development environment which supports their learning and provides a forum for peer-to-peer interaction.

The approach to learning is highly interactive and engaging. Sessions are delivered both by Oxford faculty and by experienced practitioners drawn from across the FE sector, providing a stimulating combination of formal learning, debate and discussion, expert insight, facilitation and reflection.

Throughout the programme, participants build their own personal development plans based on their individual needs, and they leave with a newly formed professional network of peers from across the sector.



Themes and benefits

Key themes

- Leadership and management: planning for the 'step up' to CEO/Principal role
- Adaptive leadership
- Strategic finance
- Reflective practice
- The role of culture in developing and sustaining excellence
- Governance and working with the Board
- Decision-making and ethics
- Personal leadership brand
- Strategic thinking
- Organisational alignment
- Networks and collaboration for competitive advantage

Benefits for the individual

- Enhanced understanding of the role of CEO/Principal, and of key trends within the FE and Training sector
- Strengthened commercial acumen and understanding of strategic finance
- Enhanced ability to work effectively with the Board and stakeholders
- Heightened understanding of vision, values, culture, organisational alignment and organisational design
- Deeper and broader networks within the FE and Training sector
- Membership of the Oxford Business Alumni Network

'I have developed an excellent understanding of adaptive leadership, governance and leadership styles. I'm keen to apply my learning in my current role and also in a future Principal and CEO role.'

Fiona Morey

Deputy Principal - Learning and Quality,
Buckinghamshire College Group



Benefits for their organisation

- Immediate return on investment, with strengthened technical and leadership skills embedded within the senior team
- Improved talent pipeline to support succession planning
- Increased capability in strategic planning and the management of financial performance
- Agility to respond to current and future trends
- Improved organisational alignment and cascade-learning
- Deeper understanding of culture and how to develop the conditions to build and sustain excellence in teaching, learning and assessment

'I have found this programme to be a real 'game changer'. It's been so valuable.'

Rachael Hennigan

Vice Principal - Curriculum & Quality,
Calderdale College

'I really feel that I have started on a very exciting new journey. It's been very thought provoking.'

Chris McLean

Deputy Principal, Milton Keynes College



Programme Directors



Steve Mostyn

Associate Fellow, Saïd Business School, University of Oxford

Steve acts as Programme Director at Oxford Saïd for the Education and Training Foundation and Scottish Water, and has previously led the delivery of corporate education interventions for the school with numerous world-class organisations including Standard Chartered Bank, Atkins, and Royal Mail Group.

His primary interest lies in the application of leadership and management theory to practical application. He is currently leading a research study entitled 'What Really Works in Developing Leaders?'

Steve runs executive workshops on adaptive leadership, organisation design and is an experienced facilitator for complex challenges with leadership teams.

Steve has a BA (Hons) in Politics and Sociology from the University of Reading, an MBA from the University of Central England and he also attended ODHRM at Columbia Graduate School of Business. He is a Fellow of the Chartered Institute of Personnel and Development (FCIPD).

**Dr Louise Watts**

Client Director, Saïd Business School, University of Oxford

Louise is responsible for Public Value clients within Custom Executive Education. She works with schools of government, public sector institutions and organisations delivering public services in areas such as education, utilities, health, government and public administration.

Louise has experience of working closely with clients in the UK and internationally to design and deliver programmes that have impact at scale on the sector or system, as well as on individuals and their organisations.

Louise also has extensive experience of coaching senior and high potential leaders, and a particular interest in reflective practice. Before joining Saïd Business School, Louise worked in publishing and higher education. She has an active interest in creative writing, and previously taught English at degree level.

Louise has a 1st class BA (Hons) and a PhD in English Literature from the University of Cambridge.

Who should attend?

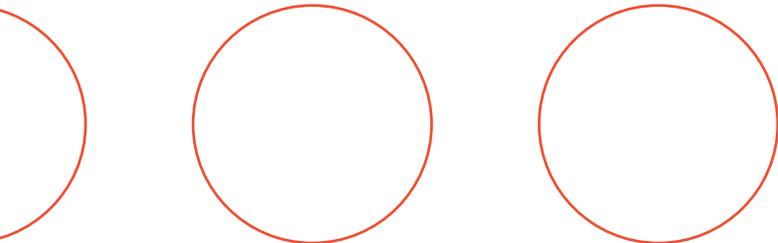
This programme is designed for a dedicated second tier manager who is looking to step-up to the role of Principal or CEO in the future.

A letter of recommendation from your organisation's CEO or Principal will be required following registration.

'Further Education plays an incredibly important role in developing a skilled and diverse workforce, providing opportunities for young people and adults at all stages of their learning and careers, and building communities throughout the country. The importance of the sector to Great Britain is only going to increase in the future, and we are delighted to be working in close partnership with the Education and Training Foundation to support the development of the leaders of today and tomorrow.'

Dr Louise Watts

Client Director, Saïd Business School, University of Oxford



Next steps...

For further information, dates and to register, please go to:

**[booking.etfoundation.co.uk/
course/details/270](https://booking.etfoundation.co.uk/course/details/270)**

Please contact our programme administration team:

T: +44 (0)1865 422588

E: **ETFPrepCEO@sbs.ox.ac.uk**





The Education and Training Foundation (ETF) is the sector-owned, government-backed workforce development body for the Further Education and Training sector.

We believe that the key to improving education and training is to support teachers and their leaders to excel.

Everything the ETF does is in pursuit of our vision of:

- first class leaders within the sector
- effective, professionally confident teachers and trainers
- further education as the career of choice for ambitious professionals who wish to make a difference.

We have a full range of leadership programmes for middle managers, CFOs, CEOs and Chairs, as well as programmes for those who are preparing to become a CEO or Principal in the near future. For more information, please visit: leadershiphub.etfoundation.co.uk/

FUNDED BY



Department
for Education

Saïd Business School
University of Oxford
Egrove Park
Oxford, OX1 5NY
United Kingdom

www.sbs.oxford.edu