



Leading from the Middle: Empowering Middle Leaders

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Today's session

What do middle
leaders do?

What should we want them to
do, to drive student outcomes?

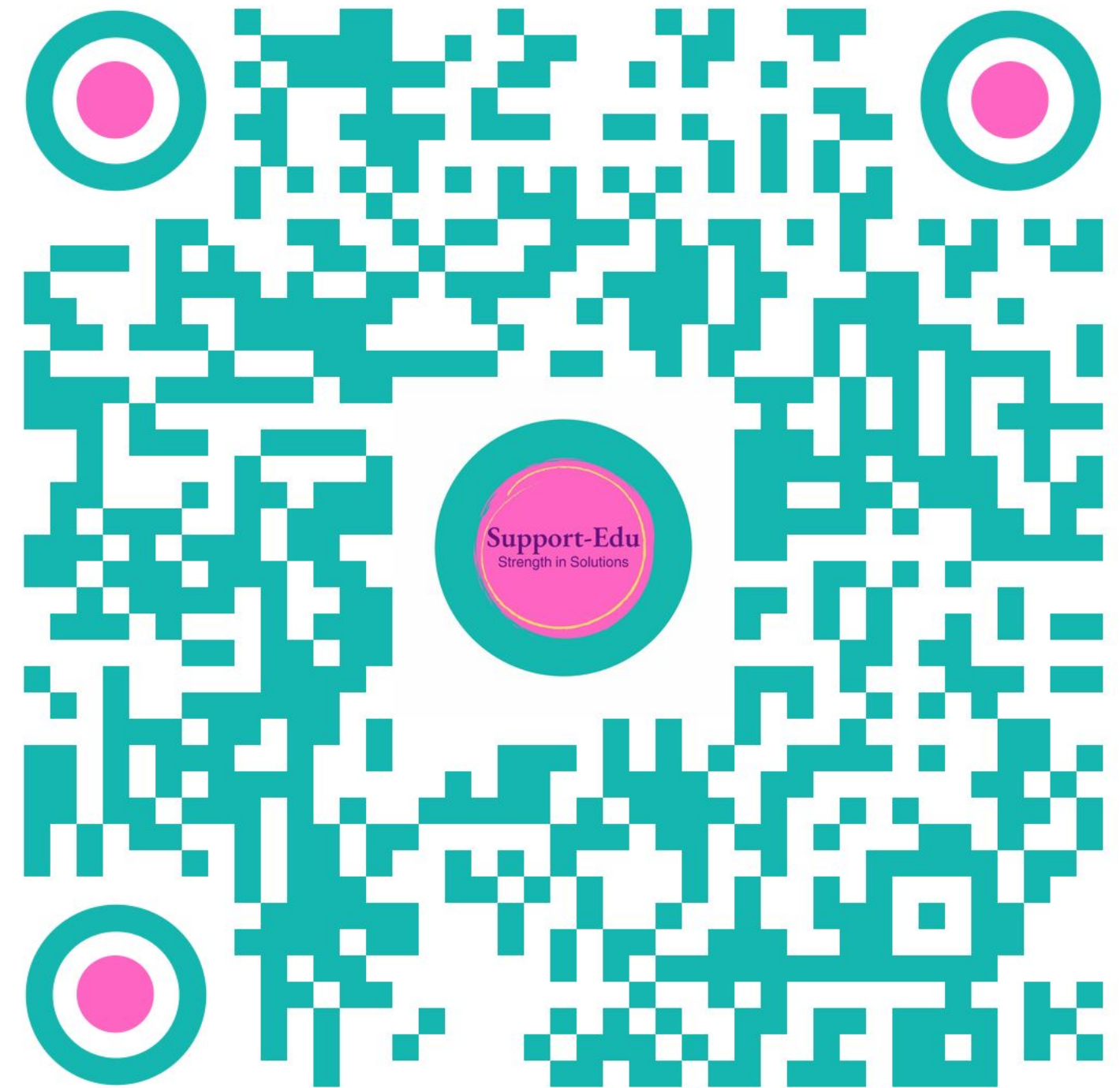
What are the challenges we
face?

How can we unlock their
potential?

WHAT DO MIDDLE LEADERS DO?

1. Scan the QR code using your mobile
2. Make sure you have “Polls” selected (if not automatic)
3. Answer the question – What do middle leaders do – as many times as you would like!

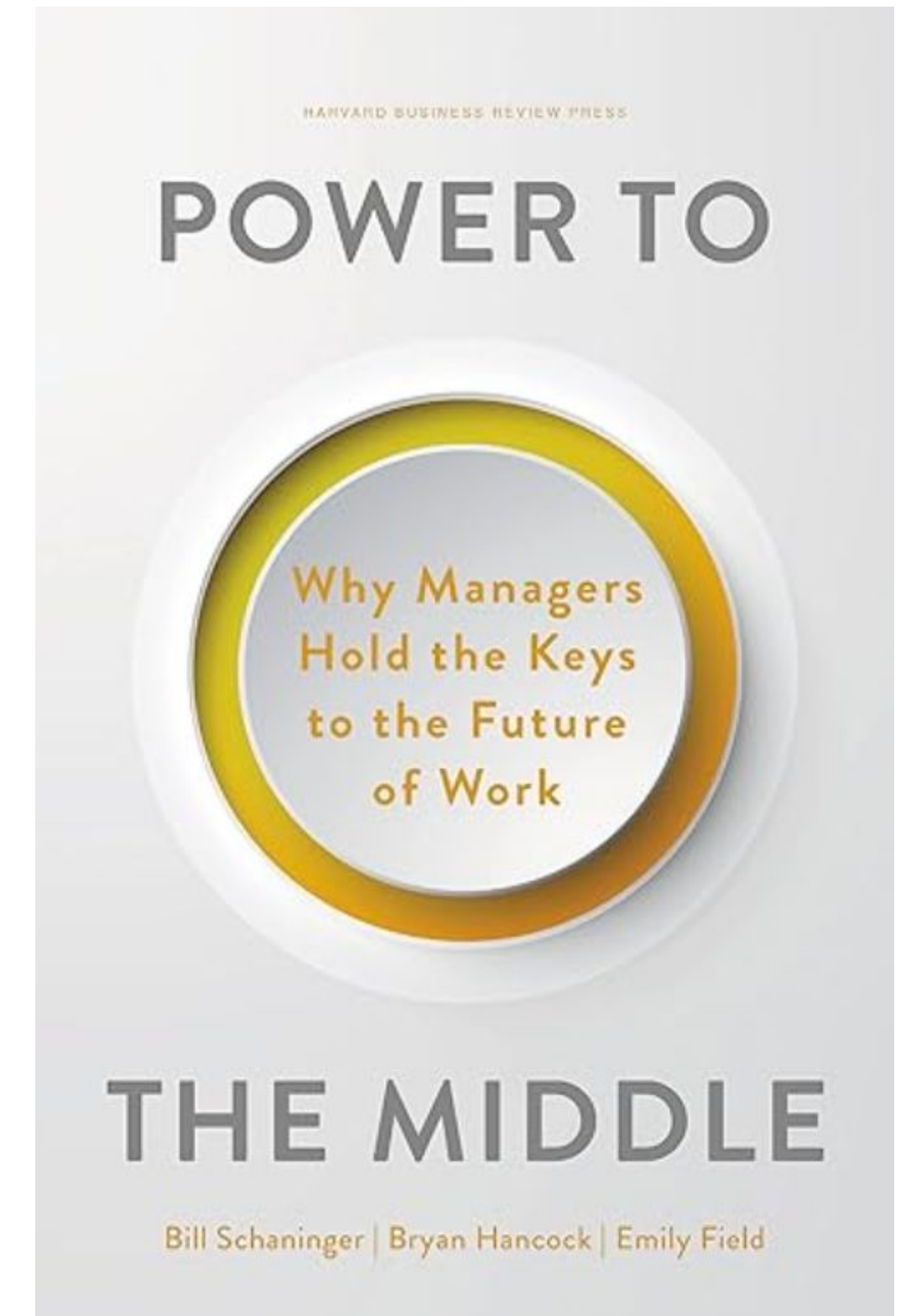
4. [Emkan Conference | Present mode \(sli.do\)](#)



WHAT DO MIDDLE LEADERS DO?

Power to the Middle (Schaninger et al)

- 75% of middle leaders spend time on tasks other than managing their teams
- Majority say talent management is not a priority in their organisation
- 48% say they have no time to do their job
- 39% state that there is too much bureaucracy
- Over 1/3 do not have the resources to do their job
- 30% have unsustainable work demands
- 28% spending too much time on “individual contributor” work



WHAT DO MIDDLE LEADERS DO?

Recent Survey

80% spend too much time on administration

67% feel that the job has got harder since 2021

60% teach a heavy timetable

40% have enough time to meet with their team

35% feel that they have enough time

20% received training when they became a middle leader

20% are involved in hiring new team members

15% feel supported by senior leaders

0% feel that training is a priority

0% feel that they have the resources to do their job

WHAT DO WE WANT THEM TO DO?

1. Shape the purpose of their team in alignment with the school's
2. Lead their team
3. Lead outstanding teaching and learning/wellbeing (depending on role)
4. Recruit and retain
5. Stay in role

WHAT ARE THE CHALLENGES?

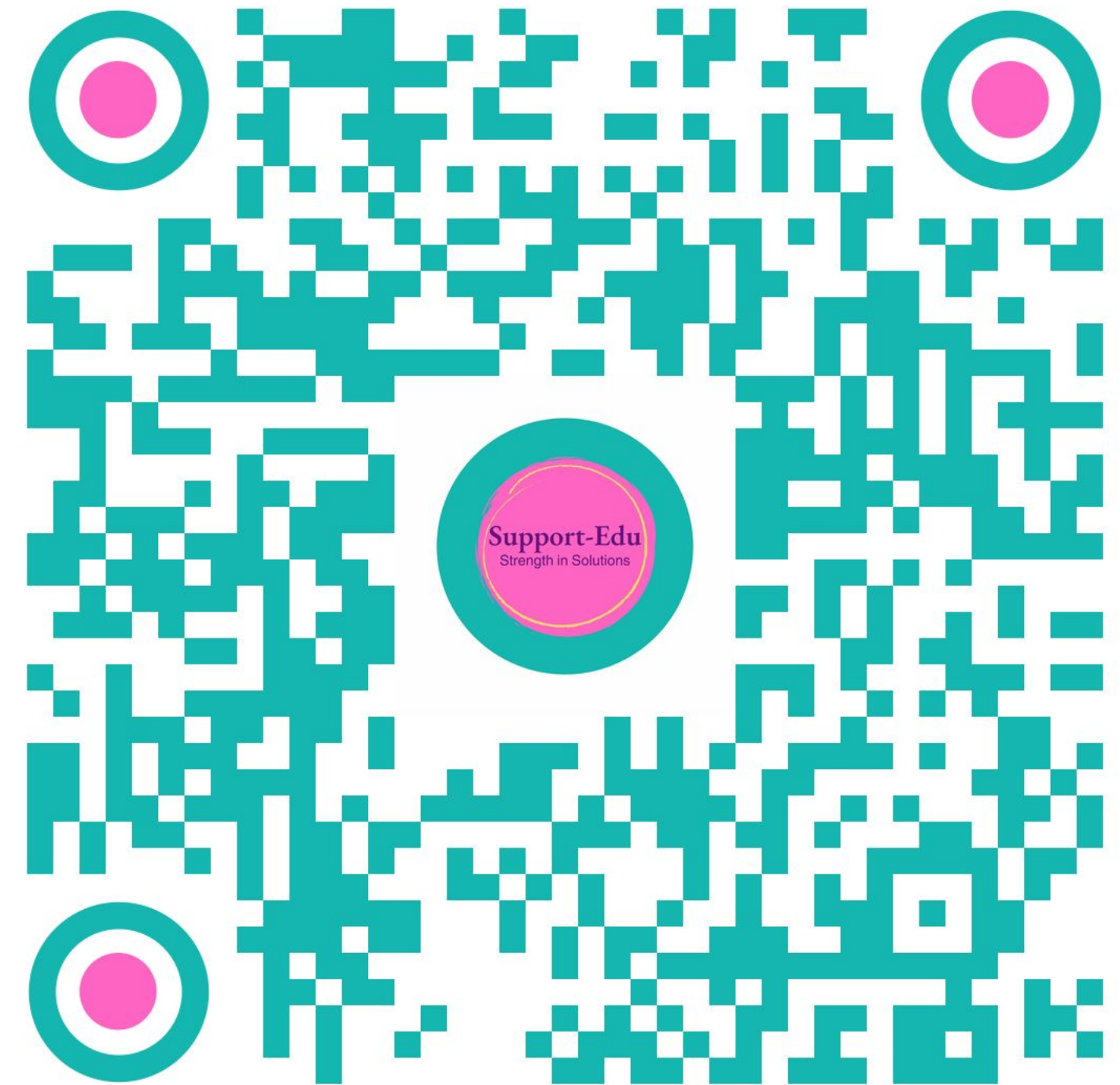
1. The best middle leaders get promoted out of the role
2. There is a recruitment and retention crisis in schools
3. Performance management and training
4. Administration and operations

How can we solve these challenges?

HOW CAN WE UNLOCK THEIR POTENTIAL?

1. Scan the QR code using your mobile
2. Make sure you have “Polls” selected (if not automatic)
3. Answer the question –
What can we do to empower middle leaders?

[Emkan Conference | Present mode \(sli.do\)](#)



HOW CAN WE UNLOCK THEIR POTENTIAL?



Time



Training

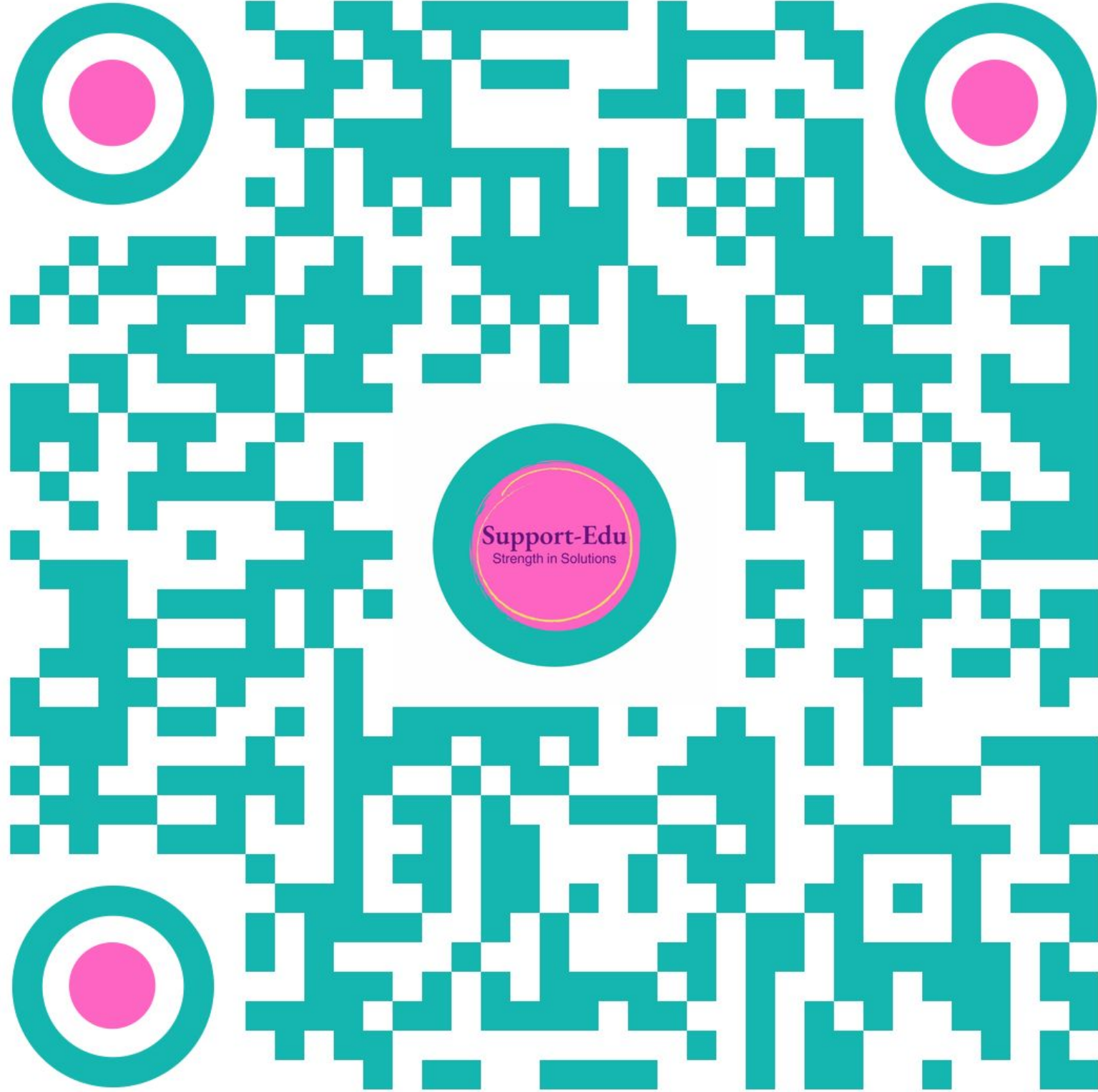


Trust

HOW CAN WE UNLOCK THEIR POTENTIAL?

- On your table are three pieces of A3 paper with the headings time, training and trust.
- Using the pens and post it notes, write one thing that you will commit to doing in the coming days and weeks that will help unlock the potential of your middle leaders.
- Stick it on the appropriate piece of paper.

FEEDBACK FORM





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