



BROOK LEARNING TRUST



Leadership Qualities

Vision and strategy

Brook Learning Trust leaders are passionate about education and make a difference to young people, their families and the community. Our leaders articulate a clear and compelling vision underpinned by the moral purpose and values of BLT. They accept ambiguity, simplify complex issues, and use research and data to identify priorities and to support evidence-based action leading to improvement.

Impact, influence and inspiration

Brook Learning Trust leaders, driven by passion and purpose, inspire others and have a positive and enduring influence. Our leaders motivate and energise through their expression of high expectation, by investing in colleagues, and by recognising others' achievements. They demonstrate clarity in communication, listen with attention and gain buy-in from their teams.

Integrity and respect

Brook Learning Trust leaders are authentic. Our leaders demonstrate a high standard of professional behaviour and regard for others, treat everyone with respect and work to resolve conflict in a fair and just way. They model moral and ethical principles and integrity is the foundation of their practice.

Developing self and others

Brook Learning Trust leaders are self-aware, reflective and seek to develop professionally by challenging their own performance. Our leaders practise well-being and facilitate the well-being of others. They embrace the BLT CPG approach, coach and empower others, nurture talent and take action both to improve performance and celebrate success.

Collaboration

Brook Learning Trust leaders develop and sustain trusting, effective working relationships to secure genuine collaboration. Our leaders apply systems thinking, understand that the work of one affects the work of all and display flexibility of mind, entertaining the possibility of being wrong. They play a central role in the development of the organisation.

Facilitating positive change

Brook Learning Trust leaders see situations with clarity and engage in reflective practice to inform meaningful change. Our leaders translate strategic objectives into workable plans that identify risk, critical success factors and measures for evaluation. They understand the theory of change implementation, recognising implementation as a process that requires time.

Resilience, courage and personal drive

Brook Learning Trust leaders remain courageous and positive in adverse or uncertain circumstances. Our leaders are self-driven, act deftly to anticipate events and take a creative, solution focused approach to challenges. They are disciplined, remain focused and recover quickly from setbacks.

Managing resources

Brook Learning Trust leaders holds others to account, challenge systems that do not add value and minimise waste and unnecessary duplication. Our leaders are efficient, ensuring provision and services are delivered within the allocated resource and accurately forecasting resources required. They manage and deploy capacity to maximise student achievement.