

**Tool
1.2**

Strategies for developing a leadership culture

What is our current practice?	What could we do to improve?	The key actions for us are:
Model leadership behaviour by being visible around the school.		
Engage in formal and informal dialogue with all staff.		
Build trust by encouraging risk-taking and giving authority.		
Be open, accessible and listen carefully.		
Be explicit about our model of leadership.		
Develop leadership potential through performance management.		
Integrate growing leadership potential into the strategic plan.		

Tool 1.2

What is our current practice?	What could we do to improve?	The key actions for us are:
Look out for late developers or slow burners.		
Ask for staff perspectives through reviews, evaluations and one-to-one interviews.		
Embed peer coaching for all staff.		
Keep up to date with leadership developments.		
Use external validation, eg Investors In People (IIP) as a lever for modelling cultural change.		
Establish networked learning communities by thinking and working with other schools.		