

Fostering **BOARDING LEADERS** for tomorrow



**EMERGING
BOARDING
LEADERS**
PROGRAM



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A career in boarding is both challenging and rewarding. The impact to be made with young lives is real and extremely fulfilling.

The Emerging Boarding Leaders Program is designed to equip participants with a tailored leadership plan, management skillset and a clear understanding of their career pathway of leadership in the boarding community.

ABSA has partnered with key experts who will collaborate with participants to enhance their ability to provide a high-quality, faster-tracked journey to leadership. The program is targeted at staff who are keen to take on the next leadership role in areas such as:

- Head of Boarding
- Deputy Head of Boarding
- Head of House / Year Level
- Senior Boarding Staff Member
- Those looking at entering the boarding field for the first time

We believe this will be useful providing those aspiring to such a position, and those who are new and inexperienced in their role.

One of the key outcomes of the program is to foster a pool of dedicated, passionate and competent leaders ready to take on key roles in the boarding industry.



The Program Journey

The program is underpinned by four core pillars:

1. Leadership
2. Mentoring
3. Management
4. Career Pathway



Leadership Support

Throughout the course, there are multiple avenues of support available providing participants with optimal growth opportunities.



Making Boarders' Lives Better



Setting a Course

The first session with our leadership coaching specialists will consist of:

- understanding personal purpose and values
- analysing leadership style and creating a tailored plan for strengthening and/or improvement
- developing initiative with project planning

Approx Time: Feb-Mar
Duration: 60-90 mins.



Leadership Coaching

After the first 'Setting a Course' session, participants will have two further follow-up sessions:

- mid-way check-in to assess progress, challenges and the journey ahead
- reflection session of the journey and preparation for your next steps.

Approx Time: June/July/Aug
and Jan/Feb
Duration: 45-90 mins



Mentoring

A key component of this program is mentoring which will consist of experienced Leaders in Boarding who will engage with participants during the year and discuss goals, initiatives and challenges. This ongoing relationship will open up a dialogue of 'on the job' learning, sharing mutual encouragement and support for each other.

Time permitting, these powerful sessions with mentors will occur formally once a term.

Approx Time: March onwards
Duration: Minimum 3 meetings. Can be as frequent as availability allows.



Management Skills

Following your leadership analysis, you will be guided to explore specific management skills in areas such as time-management, staff management and program implementation. In these reflective sessions you will be able to learn from not only the course leader but also colleagues at a similar professional stage as you.

Participants will be provided access to multiple training resources where they will be expected to:

- complete at least three management skillset modules
- produce a written reflection on each module undertaken.

Approx Time: Launch in May - complete by Feb.
Duration: 2 hours per management skill



Career Pathway

This one-on-one tailored session aims to provide participants with an understanding of career pathways. The program will detail specific job experiences that may be required to move onto the next career stage, whether it is taking on a new portfolio such as an academic leader or becoming a pastoral carer for a year level.

Within this session, participants will learn to professionally promote themselves to gain maximum impact on future opportunities. This practical session will:

- explore career opportunities
- create an influential CV
- develop the skills to be 'interview prepared'.

Approx Time: Launch in September
Duration: 60 minutes



Boarding Journey

During this session, ABSA staff will meet and consult with participants about their journey to date and provide specific boarding insights to assist with career plans. In addition, this will be a key component to help bridge the gap between participants and new career and job prospects.

Approx Time: Launched in October
Duration: 60 minutes

Wondering if this program is right for you and your career?

If you are currently holding one of these positions and are aspiring to develop your boarding career, you are in the right place.

Senior Boarding House Staff Member

Are you a senior boarding staff member who has worked in boarding for five or more years and is keen to take on the next leadership role in boarding? The next step may be a Head of House/Year Level Coordinator or Deputy Head of Boarding. This role will be quite a step up, managing staff and parents. This program will provide the opportunity to gain insights from experienced practitioners and ensure a successful transition to the new role.

Current Head of House or Year Level Coordinator

Are you a Head of House or Year Level Coordinator and are ready for additional responsibility in a more senior boarding leadership role. The next growth opportunity might be Assistant Head or Head of Boarding which will bring new challenges. This will ensure you develop your leadership capability through practical application and ongoing mentoring support with this program.

Current Head of Boarding

Are you a new Head of Boarding, or are looking for further development in your current role or do you aspire to take on an Executive role, potentially managing a larger boarding community, developing strategy, building developments or marketing plans. You may have aspirations for Executive or Leadership positions in the day school. These roles will require strong leadership and management skillsets and a clear individual career pathway. This program will certainly assist you to develop a clear and actionable plan on how to achieve the next role.

New to the boarding industry

For those looking at entering the boarding industry for the first time who may be a current Teacher or Head of Department. This program will underpin a successful transfer to a career in boarding and how to tackle the unique industry challenges.



Registering your interest

The intake period for this program is Dec-Jan. To find further information please visit The ABSA Training Academy online and register your interest on the website.

Link to the Expression of Interest Form:

www.boarding.org.au/our-events/emerging-boarding-leaders-program/expression-of-interest

Prior approval and permission from your school is highly recommended.

\$2,200
incl GST

