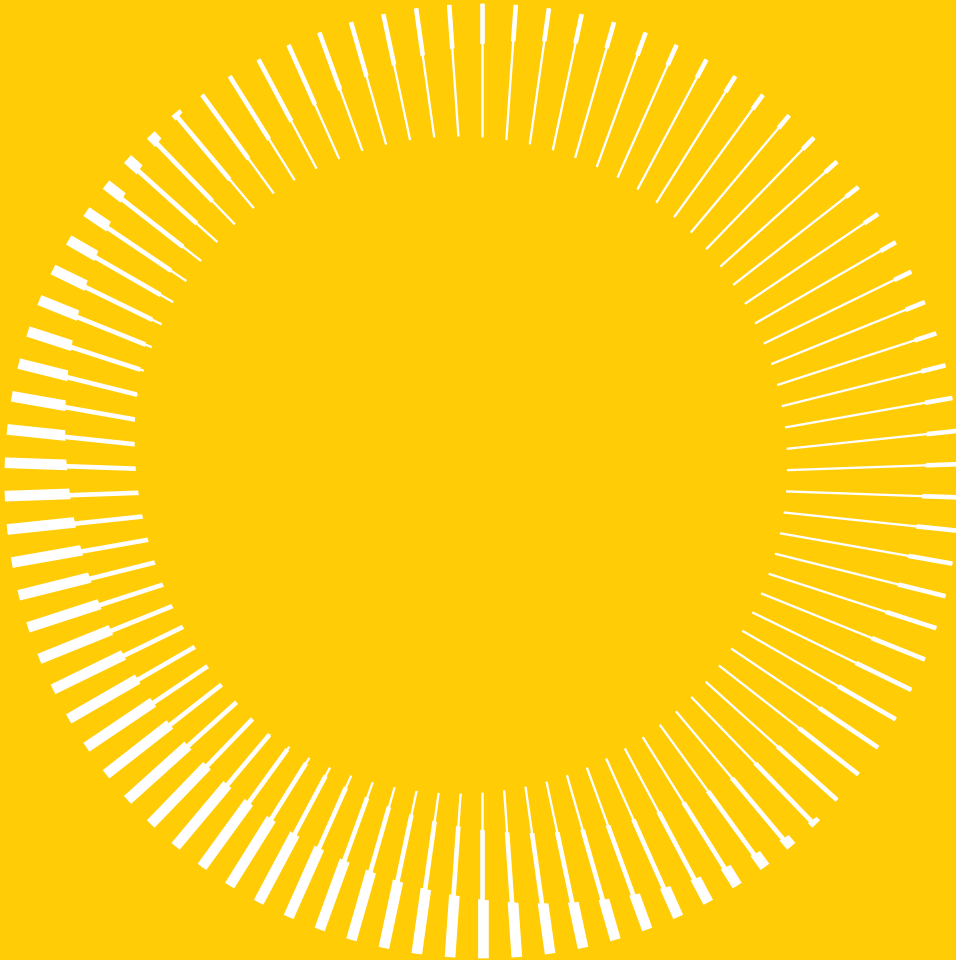


# Teams, Talent and Succession



“FEA designed an outstanding leadership and management programme for East Surrey College. They tailored the content to our specific needs, blending individual and team activities perfectly. Their support helped us create new college values and a leadership charter. Excellent delivery, highly recommended.”

**Dr. Lindsay Pamphilon**  
CEO & Principal  
East Surrey College

**For the 24/25 academic year, the new leadership development offer from FE Associates focuses on teams, talent and succession.** Successful further education and skills organisations benefit from highly effective teams that work with purpose to ensure the achievement of the organisation’s aims and ambitions.

Our suite of in-house development programmes are firmly focused on building and enabling effective team performance, driving collaboration and creating conditions for the whole team to flourish and to work in the best interests of learners, businesses and communities.

# Invest in the individual

**Our sector benefits from a hugely committed and talented workforce. Our people are real assets and it is essential that we nurture their individual and collective talents.** We know that investment in the development of individuals drives motivation, high performance and commitment and our range of open and in-house programmes are designed to nurture the unique talents of the sector's leadership workforce. Whether it is investing in first time leaders or strengthening the skills and capabilities of more established leaders, our offer is designed to enhance your organisation's leadership potential and capacity.

As well as focusing on the here and now it is essential that we develop our future leaders and give them the desire and skills that impacts positively on their future careers. In a challenging recruitment market, succession planning forms a vital part of organisational strategy, and supporting our leaders to become even more skilled will help you to maintain your success in our wonderful sector.

We very much hope that you find our new offer inspiring, innovative and relevant and we look forward to welcoming you and your colleagues on our future programmes.

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## Delegate testimonial

### **"The training was fantastic!"**

What an incredible day we had with Dan Beale. His energy and the overall atmosphere in the room were truly inspiring. We engaged in some excellent exercises that I look forward to sharing with the wider curricular team.

The day couldn't have started better, and I'm extremely excited, even though I'm feeling a bit of pressure for Monday now!"

# Engaging

Through our **high-impact and engaging** programmes and workshops we:

- Utilise highly respected trainers with deep sector knowledge
- Create enduring networks and communities of leaders through onsite face-to-face delivery
- Align in-house programmes to the challenges, needs and priorities of organisations
- Link programme content to the changing sector landscape.

# Leadership development programmes:

## 0.1

### **Leading authentically** (open programme)

This ground-breaking new development programme provides a deep form of professional development for top level executives in the education sector. Facilitated by sector experts and a leading consultant psychoanalyst, senior leaders will become more attuned to the different aspects of themselves and understand how these can affect workplace performance, dynamics and relationships. Drawing on the experience of participants and developing awareness of systems psychodynamics, the programme will provide a holding space for exploring all that we are in our leadership.

[Read more >](#)

## 0.2

### **Executive leadership team development programme** (in-house team-based programme)

Through four facilitated one-day workshops and individual one-to-one coaching support, executive leadership teams will gain individual and team insights, build honest, caring and trusting relationships, create a unified team purpose and vision, position themselves to work more effectively across the organisations they lead and ensure they are well connected to the internal and external worlds of further education and skills.

[Read more >](#)

## 0.3

### **The FEA First Time Leaders Programme** (open programme and in-house option)

Delivered over three in-person modules, the FEA First Time Leaders Programme will provide new and recently appointed leaders with the skills and confidence to succeed in their new roles. Commencing with individual motivational mapping, delegates will consider their leadership through the lenses of self and others, and new leaders will come away with an individual development plan that provides them with a blueprint for leadership success.

**This programme can also be delivered on an in-house basis.**

[Read more >](#)

## 0.4

### **Leading and transforming learning** (in-house team-based programme)

This highly engaging and high-impact programme has been designed for curriculum and quality leaders to enhance their leadership skills, network with peers, and acquire practical tools to foster excellent teaching and learning in their organisations. Delivered over four in-person workshops, delegates will collaborate with peers and sector experts to develop strategies and approaches to quality improvement, leaving with practical tools to drive excellence across their areas.

[Read more >](#)

→ For programme dates and prices visit: [www.fea.co.uk/leadership-development](http://www.fea.co.uk/leadership-development)

## Leadership workshops:

### 0.1

#### **Collaborative leadership workshop** (in-house only)

Reenergise your leadership team with the FEA Collaborative Leadership Workshop. This two-day in person workshop brings leadership teams together to drive and enable collaboration. Through a series of engaging and focused learning activities the workshop will strengthen team and individual relationships and enable colleagues to strengthen their professional networks to enable the achievement of organisational goals and priorities. By focusing on motivation and purpose, innovation and creativity and high trust and performance, the workshop will inspire leaders to work in the collective interests of the organisation.

[Read more >](#)

### 0.2

#### **Motivational mapping workshop** (in-house only)

In this in-person workshop delegates will discover the unique power of motivational maps as they seek to increase self and team motivation and performance. Prior to the workshop all delegates will complete the motivational map process and during the workshop they will evaluate their own map outcomes and consider key issues such as culture, cohesion, collaboration and productivity. This will enable delegates to develop strategies to enhance their own effectiveness and that of team members. The Motivational Map is an ISO accredited self-perception questionnaire that is accessed online and crucially focusses on motivation rather than personality. The map helps people understand Motivation at a deeper level and what they can do with that knowledge to improve their own performance and that of the teams they lead.

[Read more >](#)

### 0.3

#### **The craft of effective teaching and learning** (open workshop and in-house option)

This in-person workshop will develop your leadership strategies for accelerating learning potential and enhanced learning performance through highly skilled communication. Utilising proven and evidence-based methods that drive excellent standards of teaching and learning, delegates will strengthen their capacity to lead the delivery of excellent teaching and learning.

**This programme can also be delivered on an in-house basis.**

[Read more >](#)

### 0.5

#### **Introduction to Further Education Finance** (open workshop)

A one-day in-person workshop designed for non-finance experts to build their understanding of Further Education finance. Through interactive activities, participants will learn key financial concepts, the link between finance and operations in colleges, and how to use financial reports effectively. This workshop is ideal for new leaders looking to strengthen their financial decision-making skills.

[Read more >](#)

### 0.4

#### **College inspection nominee workshop** (open workshop)

Achieving a successful inspection outcome is a key focus for all education providers within the further education and skills sector. The inspection nominee, and their leadership of the inspection process, is crucial to the success of any inspection. This in-person workshop will inspire and challenge you and ultimately develop the essential leadership skills to manage the inspection process and equip you with the skills and confidence to be a highly effective inspection nominee.

[Read more >](#)

### 0.6

#### **Strategic marketing for growth** (open workshop and in-house option)

This two-day in-person workshop will take a practical approach to helping senior and operational leaders of marketing, growth and student recruitment managers overcome the challenges of aligning curriculum and recruitment strategies with marketing plans. It will focus on growth opportunities, the effective use of data, information and how to take new strategies to the market.

[Read more >](#)

→ For programme dates and prices visit: [www.fea.co.uk/leadership-development](http://www.fea.co.uk/leadership-development)

## In-house bespoke programmes

As well as our published series of leadership development programmes and workshops, FE Associates has an extensive track record of working with colleges and providers to design and deliver in-house bespoke programmes.

Through a process of exploration and discovery we take your organisational priorities, challenges and opportunities and work closely with you to provide a unique programme tailored to the individual needs of your organisation.

## Individual coaching support

One-to-one or group coaching often provides leaders with an invaluable form of learning, development and support.

At FE Associates we have built a trusted network of highly-experienced coaches and mentors, all with extensive knowledge and experience of the sector.

**Contact us to discuss your coaching requirements.**



For more information on all our leadership development opportunities please visit:

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[www.fea.co.uk/leadership-development](http://www.fea.co.uk/leadership-development).

To discuss your leadership development and training requirements contact:

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