



Inspired Performance

... a strength-based approach to staff performance

Are you facing the challenge of implementing and maintaining an effective process for reviewing staff performance at your school?

If you are, then our Inspired Performance seminars may provide you with the solution. These seminars:



- Combine our **expertise** and **experience** in teaching, training and process facilitation, including **Appreciative Inquiry** and **Tai Chi**
- Offer a **highly flexible** rather than “packaged” approach
- Take an **active** and **entertaining** approach, engaging “head, heart and hands” in the learning process



- Focus on **practical and transferable skills and solutions** for schools
- Are suitable for **all performance management systems**, e.g. hierarchical or peer reviewed
- Include a **package of useful resources and materials**
- Are **ideal** for all staff, coordinators, leading teachers and principals

Program Options

Introductory Program (2 hours)

- Introduction to strength-based performance management and Appreciative Inquiry
- Setting S.M.A.R.T. performance and professional development goals
- Protocols for performance review meetings
- Introduction to a practical framework for conducting strength-based performance review meetings or interviews

- Giving and receiving appropriate, relevant feedback
- Strategies for effective mentoring and coaching
- Reflective learning model - reflection, review and reinforcement of skills

- Provides additional models and strategies
- Opportunity for deeper learning through additional reflection and reinforcement

Extended Program (3 x 2 hours)

Note: Extended Program includes topics covered by Introductory Program.

Full Program (4 x 2 hours)

Note: Full Program includes topics from both Introductory & Extended Programs.



Delivery

Highly interactive – action strategy and solution focused. Held in your school at a time that suits you for convenience and cost effectiveness.

Options Available

Introductory Program (2 hours)

Extended Program (3 x 2 hours)

Full Program (4 x 2 hours)

Presenters: Sue James & Chris Bennett



Sue is a highly experienced teacher, trainer, program manager and facilitator, with an in-depth knowledge of education. She draws on a wide range of strengths-based approaches, including Appreciative Inquiry. Chris has extensive experience in wellbeing and personal and professional development. Teachers and students in over 100 primary and secondary schools (State, Catholic & Independent) have benefited from his presentations. Those attending their workshops appreciate their dynamic, refreshing approach.



Chris and Sue presented a very well prepared, fun and energising session on a targeted activity developing a Peer Review Performance Model for our college. Their preparedness to listen to our needs in the lead up communication before the activity ensured that the material was relevant and practical. Their work has allowed us to begin our new format with confidence. We are looking forward to working with Chris and Sue in the near future to take us through our requirements for the second stage of our plan. (Gary Leonard, PD Coordinator, Norwood Secondary College)

Colleagues shared experiences, refocused negative energy and explored leadership qualities. It was fun, challenging and informative ... The interaction created was a great way to set the context of the Leadership Development Program at the start and a great way to finish off. (Bill Panas, School Development Officer, Northern Metropolitan Region, Department of Education)

The best thing about these sessions was the way you both combined your talents and messages. It tapped into deeper dimensions than many other PDs I've attended. (Kerry Clayton, Principal, Waverley Meadows Primary School)

It was really motivational through the storytelling. And the practical and simple Tai Chi techniques were amazing - I really felt the difference. (Maria Hermans, Admin Officer, Swinburne BEC)

One thing I learnt I could use tomorrow would be sharing anecdotes, humour and inspiration. I would have liked a whole day! Many thanks. (Sheryl Chard, Brandon Park Primary School)

The best thing was pairing with people we didn't know and hearing their stories, as well as the positive outcomes. I learnt to be positive, smile, encourage and praise. I enjoyed both sessions - they were interesting and thought provoking! (S. Adams, Yarrabah School)

The most helpful thing was putting the relaxation strategies into the leadership context. It was relevant, relaxing, something refreshing - and unique. Most grateful for your time!! (Garry Martin, Principal, Mt Waverley North Primary School)

Thank you for running the HumourAdventure workshop at Tintern Schools. The session was very positive and staff really enjoyed the opportunity to interact with others in a fun, social atmosphere while learning some useful strategies for managing stressful situations in the workplace. (HR Team, Tintern Schools)