

Leadership and Management

Let's Reflect – Quality Leadership Skills



“Leaders actively seek and listen to the views and experiences of learners, staff and parents, taking prompt but proportionate action to address any concerns where needed.”

Education Inspection Framework 2023

Being skilled in managing time and priorities, is instrumental to the day-to-day operational workings of your business. Having the professional and personal skills to effectively lead a team of practitioners in achieving a shared vision, is crucial when striving for quality. Quality leaders look to embrace the views and experiences of others, including staff, parents, children, and other professionals.

When promoting confidence and competency in practitioners, it is the role of leadership to empower professionals to reach their full potential and therefore, equip them to support the children to reach theirs. Strategies to see this through to practice, will vary depending on your leadership style, your teams learning style and the needs of the setting and children.

Task

Consider the questions below and reflect on how you can further develop your quality leadership skills:

- How do you ensure that as a leader you effectively delegate tasks to support the smooth running of the provision?
- What are the other advantages of effective delegation?
- How do you ensure that time is managed effectively – who is accountable?
- Have you considered your approach to leading/managing? Is this a mindful approach or simply by default?
- What skills are required for a strong and capable leader?
- Are you and staff confident and competent to lead and or take part in a learning walk, articulating your strengths and areas for improvement?
- Are you able to distinguish the roles and responsibilities of both the manager and the leader?
- Do you use the Early Years Inspection Framework as a tool to reflect and identify areas for improvement on the effectiveness of leadership in your setting? (Points 195 -198)