

Specialisation: Leadership in ELT – 1.0

Leadership styles and team management

SUMMARY

Dr Patrick Pheasant is interviewing leadership experts in ELT, Heid Reid and Jason West

Team Management

1. Set clear goals
 - a. Have a clear goal in your team management framework
 - b. Explain the vision and goals of the organization to your team in clear and simple terms and how they relate to the team's daily work in the ELT centre
2. Communication is a key element
 - a. Communication must be two-way, give teachers a voice
 - b. Listen carefully to the ideas and concerns of your staff
 - c. Schedule regular staff meetings
 - d. Communicate changes and challenges and the approaches to addressing these
 - e. Encourage diversity of opinion in your team – no one person is the expert
 - f. Collaborative environment with your team, tied to professional development
 - g. Teachers are a conduit to students, so it is important that you listen to them
3. Discourage silos between departments or teams in your centre and favour a flat structure. All parts of the centre should work together with the leader being the facilitator
4. Build your team and make them employable through professional development and offering them opportunities “employability security”

Strategies when dealing with difficult issues

1. Early intervention
2. Focus clearly on facts and issues
3. Privacy
4. Feedback
5. Empathy, particularly when dealing with change
6. Lead by example – behave the way you want your team to
7. Being curious and interested in your team helps solve problems together

Leadership styles

1. There are multiple approaches and strategies
2. Be aware of various leadership styles, eg. laissez faire, situational
3. Be flexible and use a range of tools
4. Composition of your team dictates your style
5. Use your classroom management experience