



# Managing Multi-Site Organisations: Strategies that Actually Work

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# Agenda

- Introduction
- Challenges
- Strategies
- Final thoughts
- Q&A



# Introduction



- How do I build a cohesive, effective team?
- How can I ensure academic quality across four campuses?
- How do I build trust with my team?
- How can I promote collaboration among teachers from different campuses?





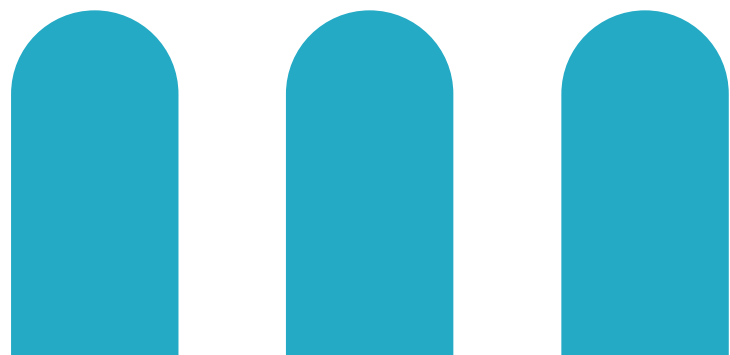
# What are the main **challenges** of managing a dispersed team?





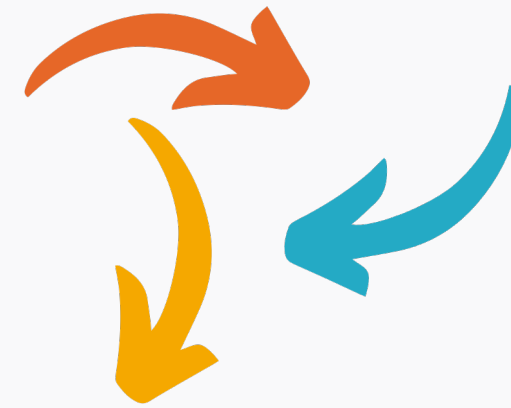
# Out of sight, out of **mind**.

“Invisible” staff members  
Silos





# Moving in different directions



Lack of common approaches  
to teaching and assessment





# Communication breakdowns

No direct access to the senior management  
Lack of “belonging”





# Micromanaging or not managing at all.

Staff performance  
Workload





# Strategies for managing multi-site teams





# Improve visibility

- Campus visits
- National staff meetings and PD sessions
- Regular catch-ups with campus coordinators





# Standardise programs



**Common approach** to  
teaching and assessment





# Encourage open communication and collaboration

- Be accessible
- Provide timely feedback
- Multi-campus projects
- Teacher surveys





# Find a balance

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- Delegation
- Equal distribution of workload
- Accountability
- Support



# Final thoughts

WE ARE  
NOT  
**A TEAM**  
BECAUSE WE WORK  
TOGETHER  
**WE ARE A**  
**TEAM**  
BECAUSE WE RESPECT  
**TRUST, AND CARE**  
FOR EACH OTHER.

Vala Afshar





# Q&A

THANK YOU

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