



# Team Tuning for High Performance in Schools

A workshop for evolving school teams to help further develop high performance

## Why Attend Team Tuning?

In an environment of frequent, if not constant change, high performing schools recognise that best performance arises from investing time in developing effective teams alongside individuals.

Aside from being a member of a whole school, staff will frequently be in a number of different smaller teams working in different groups, or smaller projects. Naturally, these situations can sometimes create tension within and between teams and individuals from competing priorities, communication difficulties, or different styles of working.

Working as a team requires a big commitment and there are likely to be changes and difficulties as people work together to achieve successful outcomes. For those who are willing to innovate and explore new ways of working, there are frequently significant benefits.

## Who Is It For?

Team Tuning is a workshop designed specifically for evolving school teams.

## What Will Be Covered?

The staff will work together on the following aspects for your specific school teams, generating ideas, discussing and refining until clarity and consensus is reached.

- What's our purpose?
- How well are we doing?
- What are our individual and team strengths?
- What's really important to us as individuals and as a team?
- How do we recognise and value each other?
- Where do we want to be and how can we get there?
- What are our priority areas for attention – as individuals and as a team?
- What might be our first steps?

## How Is It Structured?

Led by Chris, the team will work through a series of tasks as a whole group, in smaller groups and as individuals. Through facilitated discussions, creative exercises and metaphor they will have opportunities to gain more insight, openness and trust, alongside greater ownership and accountability for delivering even greater performance.

## What Will Be The Results?

As a result of completing this workshop, your school staff will achieve tangible outputs, clarity of purpose and greater collaboration and satisfaction in working together to achieve your goals.

**Achieve  
Excellence**

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Welcome!  
to

Team Tuning!



Chris  
McCloskey



# AGENDA

- \* What's our Purpose?
- \* What's Important to us?
- \* How well are we doing?
- \* What are our Individual and Team strengths?
- \* Where do we want to be?
- \* How can we get there?
- \* What potential blockages might we encounter?
- \* What are our priority areas for attention?

# What's important to us about our purpose?

Probably because it's the only job that was available to me as a child but also because I want my life to be worthwhile

Important to help make a difference in a child's life

To make a contribution to the development of young people

To make my job/vocation worthwhile

The Role Model is important because it shows that we are all being drilled in the same way and that we are all being drilled in the same way. Role Model is really important.

Because I see an economic need for it amongst young people. It's not the role of a positive role. I can utilise my skills and feel useful.

To help me work smarter/more effectively

So I can feel my efforts have worth

because - Every Child Matters - no child should be left behind - we should do the very best for our pupils. - I want to improve all of our children's lives.

To feel strongly that as pupils that we have an impact that we live in both social and academic life of our pupils and that we are "back in the world".

Enabling all!

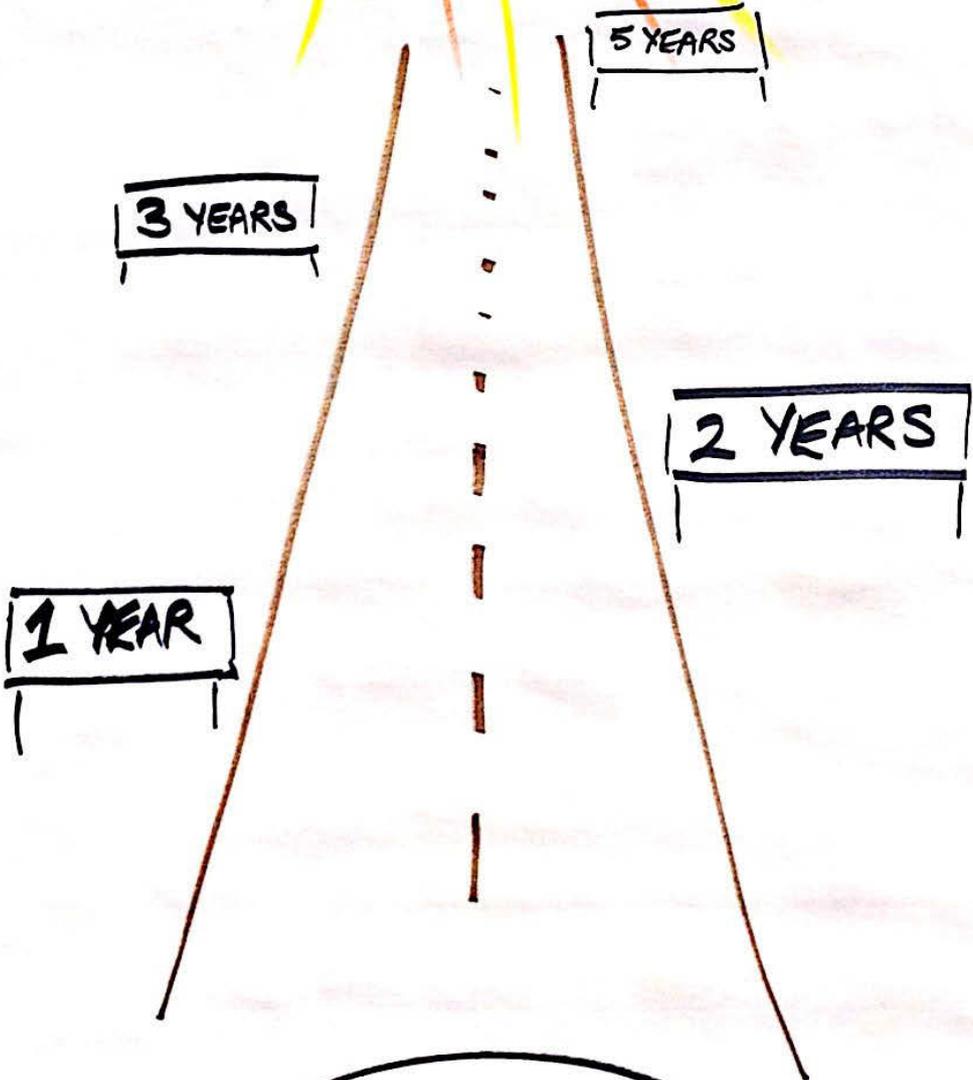
Gives me a reason to get up!

It's not about me, it's about 300 individual students

Drive what I do!

It gives me a purpose to get up and go to work!

OUR PURPOSE



3 YEARS

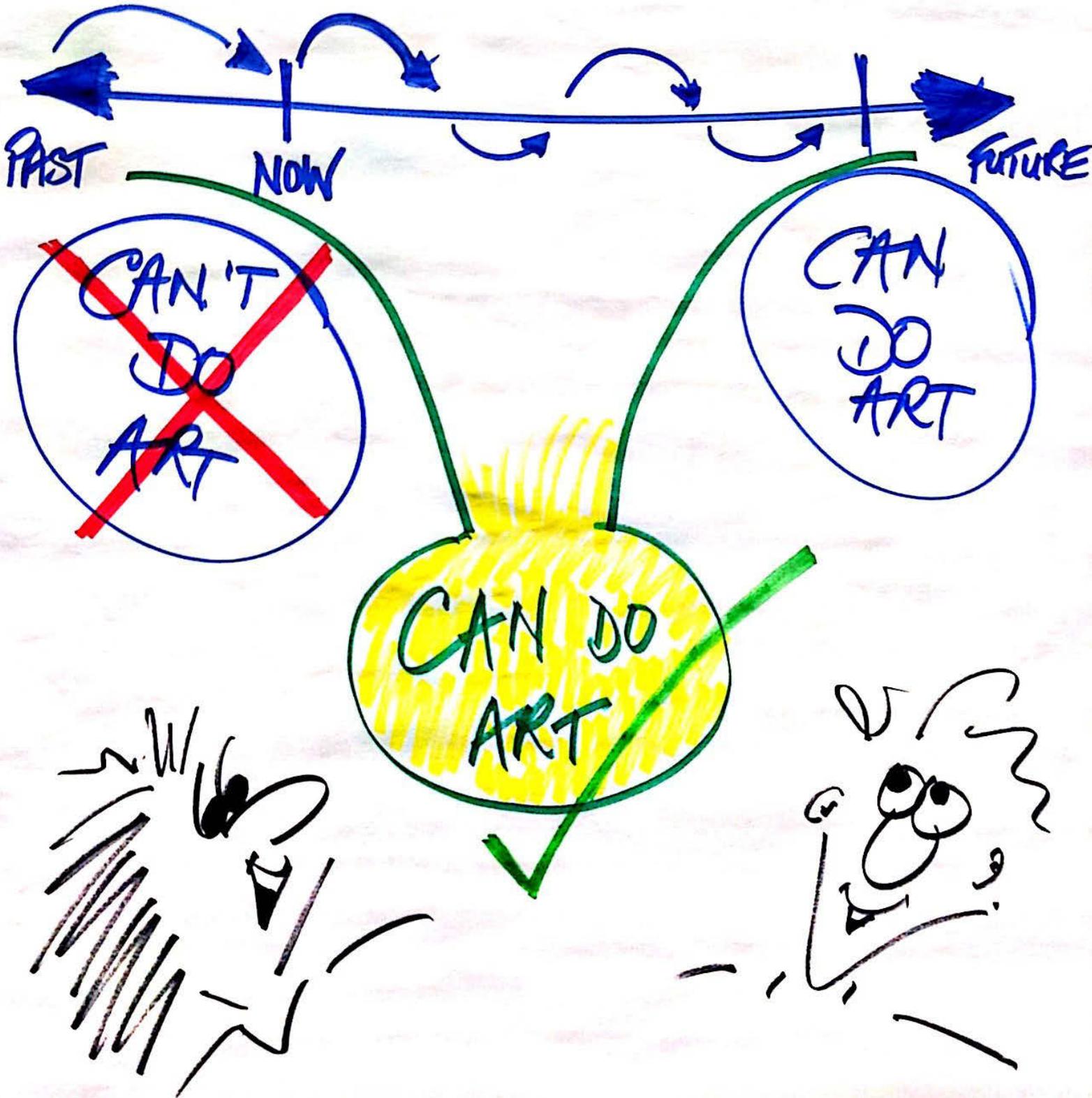
5 YEARS

2 YEARS

1 YEAR

WHERE WE  
ARE NOW

# Live on the Continuum!



Future



WOW

Prepare for your future



Their future

"Education is the most powerful weapon which you can use to change the world."  
Nelson Mandela

Purpose

Be your best - not someone else's

RECOMMEND A COLLEAGUE

How to get your act together

The team

Solid foundations



Trusted support

Our Children  
Leader  
The Education Leader

Values

Values not structures

Can you do the right thing

A promising beginning?

Joined-up

thinking?

A man on a mission



SCHOOL COUNCILS



Just browsing

AS RESILIENT AS YOU ARE

leadership

Being prepared for lessons!

links with others



positive self image



Team

- MOTIVATION
- INGENUITY
- INSPIRATION
- INCENTIVE
- CREATIVITY
- INNOVATION
- STIMULATION

Found!

Happy!

LOWINGE



Heart

KEEP CALM and carry on

Managing stress

Team work



Literacy

Numeracy

Aiming high



Teaching for the Stars

CHANGE PERSPECTIVE

Year 9's moving into year 10. W4 pupils year 10. Self esteem!

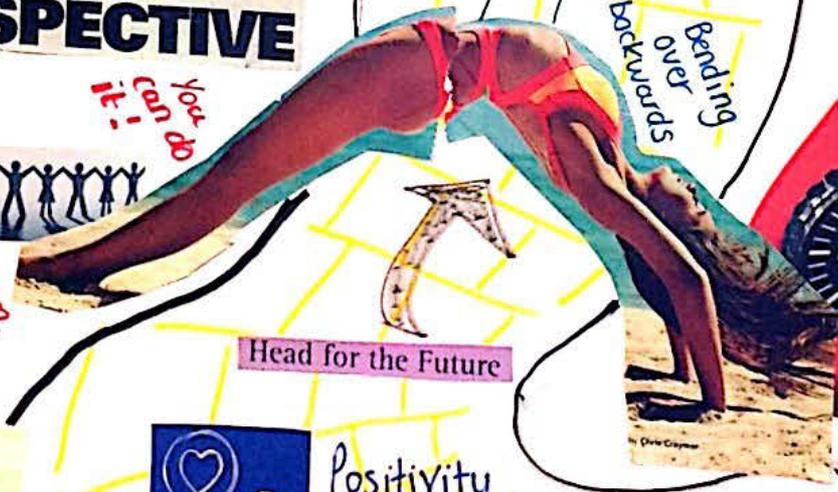


Team

You can do it!

BRAIN

Bending over backwards



Head for the Future



Right direction

Positivity



Listening



Rewards

HEART

COURAGE

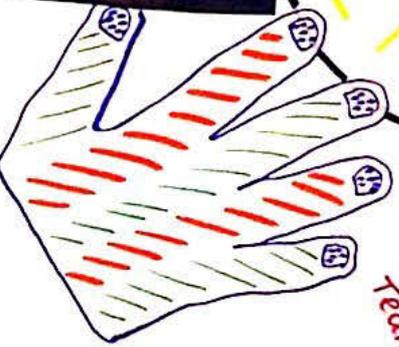


New beginnings

On the road to somewhere



Team



BULLYING

- LOST
- CONFUSED
- UNCLEAR
- DISORIENTED
- UNSURE
- PERPLEXED
- BEWILDERED

OPTIONS

# MindGames

freedom...  
to explore... to inspire... to inform... and to...  
**THE PROMISED LAND**

News  
Graduate Jobs  
on the rise but  
it's still a fight



... BUT DON'T DISCARD  
THE STUDENTS!  
SUSPENDED



5 YEARS

DON'T GET BOXED IN!



Wimbledon  
Andy Murray  
is waiting to  
take the title  
but even with  
the extra prize he  
will still be chasing  
his dream

RESILIENCE  
IS  
KEY

3 YEARS

DISCARD WHAT YOU  
DON'T NEED...



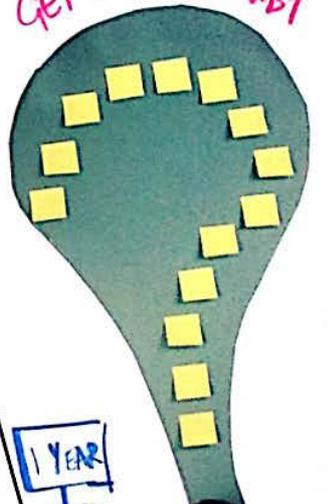
DON'T  
GIVE  
UP

TEAM  
WORK

2 YEARS



GET RID OF DOUBT



Role model

EMBRACE  
NEW  
WEARS



IMPROVE  
PARENTS!



1 YEAR

MOTIVATIONAL  
FEEDBACK  
(CAKE + PUPPIES)



Start as a team  
Finish as a  
team.



KNOW THE  
STUDENTS  
DO YOU KNOW  
WHO I AM?



# OUR INDIVIDUAL STRENGTHS

I am attractive  
and outgoing  
I am a bit of a  
juggler  
Always clear  
headed

Supportive

Being  
battered

Communicating

Juggling

- Approachable!  
- pupils can  
relate to me!  
- Caring

Trust  
Approachability

Listening

- Approachable  
- Calm  
- Positive (positive)  
- Team player  
- Caring

balance

calm, good  
would love to be  
a bit distant

Committed to  
the cause

Help I eat

I care!  
- kind  
- calm  
- patient  
- professional  
- good with parents  
- thoughtful

immediate

clarity

Good natured

Empathetic  
communication

Practical  
Approach

aspirational

passionate

Good listener  
empathetic  
nice  
Supportive  
hard worker  
conscientious

Drive  
Students

Innovative  
- An idea  
- Big picture  
- Child centred  
- Come through  
- to be best

consistent

High standards  
& expectations  
Empathetic  
Organised  
Caring  
Realistic

Clear  
Good listener  
Communication  
Good friend  
Detail oriented  
to be best  
at everything

Good listener  
Good natured  
Parents

Interested in  
others  
Happy to praise  
Humour

- Energetic  
- creative  
- empathetic  
- nice at heart  
- organised  
- happy  
- confident

Organised  
friendly  
involved  
fair but fair  
calm

Calm  
Have a good rapport  
with pupils  
Good at  
work & home  
empathetic  
supportive  
friendly

Motivate

# Qualities of an **EFFECTIVE TEAM**

1. Team members share an understanding of what they're trying to do and where the team is going, both generally and in terms of specific objectives.
2. Openness and Confrontation
3. Support and Trust
4. Cooperation and Conflict
5. Sound procedures
6. Appropriate Leadership
7. Regular Reviews
8. Individual Development
9. Sound Inter-Group Relations