

# How to become more strategic as a SBL

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# Agenda

- ❖ Introduction
- ❖ What does strategy mean ?
- ❖ What does it mean to be strategic?
- ❖ How can it benefit you as a School Business Leader?
- ❖ How can it benefit your school?
- ❖ What next?
- ❖ Questions

# Introduction

- ❖ Who are we?
- ❖ What are we talking about?
- ❖ Why are we talking about it?

# Where does the idea of a School Business Leader being strategic come from?

- ❖ have strong leadership skills, be outward-looking, pro-active and solution focused
- ❖ work as part of the SLT providing strategic support to the Headteacher and the Governing body to ensure that the school meets its educational aims
- ❖ promote the highest standards and ensure the most effective use of resources in support of the school's development priorities
- ❖ provide professional leadership and management of the admin and premises team, monitoring and evaluating to ensure best quality and best value in every area
- ❖ bring high standards of business management, with proven experience of managing a school budget and extensive capital expenditure, who can take the lead in budget planning and management, within a team or individually
- ❖ lead and manage with the aim of adding value across every function, from HR and facilities to procurement, income generation and Health & Safety
- ❖ have the ability to lead and quality assure the delivery of facilities management, premises and catering
- ❖ have the ability to see the big picture while retaining an eye for detail
- ❖ be highly organised, can multi-task, can communicate efficiently and in a timely manner and can work under pressure whilst meeting deadlines.

# What does strategy mean?

- ❖ It is a plan of action designed to achieve a long-term or overall aim.
- ❖ It is a plan of action designed to achieve a long-term or overall aim **using the available resources.**

# Where does strategy sit within a school?



# What is a strategic plan ?



Examples in my school - 5-year vision document, SDP, 3-year budget, ICFP, PDP, Curriculum Plans

# What does it mean to be strategic?

- ❖ Proactive not reactive
- ❖ Forward thinking
- ❖ All day, every day not in dedicated blocks of time
- ❖ Broad perspective



# What makes someone a "Strategic Thinker"?

- ❖ Embrace the Future and New Possibilities
- ❖ Risk Takers
- ❖ Creative
- ❖ Challenge the status quo
- ❖ Always learning
- ❖ Willing to adapt
- ❖ Understand delayed gratification
- ❖ Work Smarter, not harder

# Are you a leader or manager?

## Leader

Vision & Strategy  
Creating Value  
Influence & Inspiration  
Have followers Leading people  
People focused  
Charismatic style  
Risk & Change Seekers  
Appeal to the heart  
Proactive  
Sets Direction  
Raising Expectations  
Ask Questions

## Manager

Policies & Procedures  
Counting Value  
Power & Control  
Have subordinates  
Managing Work  
Work Focused  
Authoritarian Style  
Risk Averse & Stability  
Appeal to the head  
Reactive  
Plans detail  
Maintain Status Quo  
Gives Direction

# How can it benefit you as a School Business Leader?

- ❖ Short Term vs Long Term
- ❖ Decisions taken align with the school's vision, values and ethos
- ❖ Proactive not reactive
- ❖ No sudden surprises or curve balls
  
- ❖ You are already doing it

# How can you be seen as strategic?

- ❖ Reflective questions
- ❖ Demonstrate your knowledge
- ❖ Active Listening
- ❖ Enrich the discussion
- ❖ Seek Feedback

# What can you bring to the SLT?

❖ Go back to the job description

“To provide leadership and management of the School’s strategic and business resources to support the School in its primary function of teaching and learning”

“ To operate as part of the Senior Leadership Team to assist the Headteacher in achieving objectives identified in the School Development Plan.”

# How can it benefit the school?

- ❖ Non-pedagogical viewpoint
- ❖ Informed Decisions
- ❖ No 'Fizzle Out'
- ❖ All staff considered
- ❖ Sharing the leadership load
- ❖ Freeing up capacity of other leaders

# SLT - Is it time to change?

- ❖ What does the S in SLT stand for?
- ❖ Senior ?
- ❖ School ?
- ❖ Strategic ?
  
- ❖ Or perhaps something different?

# What Next?

- ❖ Reflect on your role - ISBL Professional Standards
- ❖ Speak to your Headteacher/other SLT member
- ❖ Attend SLT meetings
- ❖ Lead a SLT meeting
- ❖ Lead a Staff Meeting
- ❖ Lead on an area on the School Development Plan



The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the left and right sides of the frame, leaving a large white central area. The shapes are layered, creating a sense of depth and movement.

Questions?