

# Flourishing Leader Programme Overview



**National Society  
for Education**

Church of England & Church in Wales

“

Our vision of flourishing together is highly influenced by the African concept of ubuntu – best translated as ‘I am, because we are’ – a beautiful, compelling relational vision of life in relationship – where the mutuality of flourishing together is the central concept around which any community, school, team, or classroom should be built.

”

***Flourishing Together (2024)***



**National Society  
for Education**

Church of England & Church in Wales



# Flourishing Leaders Programmes

In a sector grappling with rapid change and increasing complexity, *Flourishing Leaders* offers a timely approach to leadership development. This suite of leadership development programmes is designed to support leaders at all levels, combining personal growth with strategic capability. Its “twin-track” approach places equal emphasis on the inner development of the leader and their outward impact on school communities. Rather than reinforcing conventional leadership models, the programme invites participants to reimagine their roles as stewards of flourishing for all. The programmes equip leaders with practical tools, peer insights, and the intellectual framework to lead with clarity, compassion, and purpose. In an age of uncertainty, *Flourishing Leaders* positions itself as a blueprint for sustainable, human-centred leadership in education.



Flourishing  
Trustee



Flourishing  
System Leader



Flourishing  
Headteacher



Flourishing  
Emerging Leader



Flourishing  
Leader of EDIJ



# Flourishing Trustee

The Flourishing Trustees suite of resources supports trustees in leading with greater purpose, clarity, and impact. It is for trustees who want to move beyond governance as oversight and step into a role that nurtures flourishing — within themselves, their schools and the school communities they serve. It offers a unique space to reconnect with what matters, grow as values-driven leaders, and embrace a reflective, and visionary approach to school leadership. This will include relevant knowledge for a trustee to fulfil their role, practical tools and the opportunity to collaborate with other trustees in the sector.



# Flourishing System Leader

This Flourishing System Leader Programme is for leaders across a number of schools (CEOs, executive heads, and trust leaders) who are committed to strategic and values led leadership of our education system. It is for those who want to move beyond operational leadership to create lasting impact - fostering flourishing within themselves and across the schools, communities and for the children they serve. The programme offers space for deep reflection and to develop knowledge, capabilities and characteristics to lead with purpose, clarity and compassion.



# Flourishing Headteacher

The Flourishing Headteacher programme is for aspiring or existing headteachers who are committed to leading their schools with hope, ambition and heart so that they themselves, their pupils, colleagues and the school community can flourish. It will equip leaders with the knowledge, capabilities and characteristics to balance the complexities of the role with purpose, strategic vision, courage, and compassion for long term imp[act]. This programme offers space to step back, reflect deeply, and reconnect with what truly matters, developing personally and as a leader.





# Flourishing Emerging Leader

The Flourishing Emerging Leader programme is for those who are new to leadership – whatever their career stage. It is for 'middle leaders' who are at the heart of school life — shaping curriculum, leading teaching, supporting pupil wellbeing, and creating environments where both staff and pupils can truly flourish. This programme offers space to reflect deeply and reconnect with their own sense of purpose and the vision of the school to grow as someone who leads with confidence, resilience, clarity and compassion. It's for those ready to lead with intention and inspire flourishing in every classroom, team, and learner they support.



# Flourishing Leader of EDIJ

The Flourishing Leaders of EDIJ programme is for leaders of this crucial area of education who wish to champion and develop equity, diversity, inclusion, and justice in the life and work of their school or trust. Focusing on creating cultures where every individual is heard, valued, and able to flourish regardless of their background, it will equip them with the understanding, skills and characteristics to lead with purpose, authenticity and courage. Through deep reflection and practical strategy, the programme helps leaders understand the transformative impact of EDIJ work and embed it as a living, strategic priority.





# Programme Structure

Course content is organised into five key themes anchored in the five domains of Flourishing:

Emphasising the importance of leading for mental, physical, and emotional well-being.

*Championing Health and Wellbeing*

Equipping participants with the skills and mindset to lead people and resources for the long term.

*Building a Legacy of Sustainability*

*Igniting Hope and Aspiration*

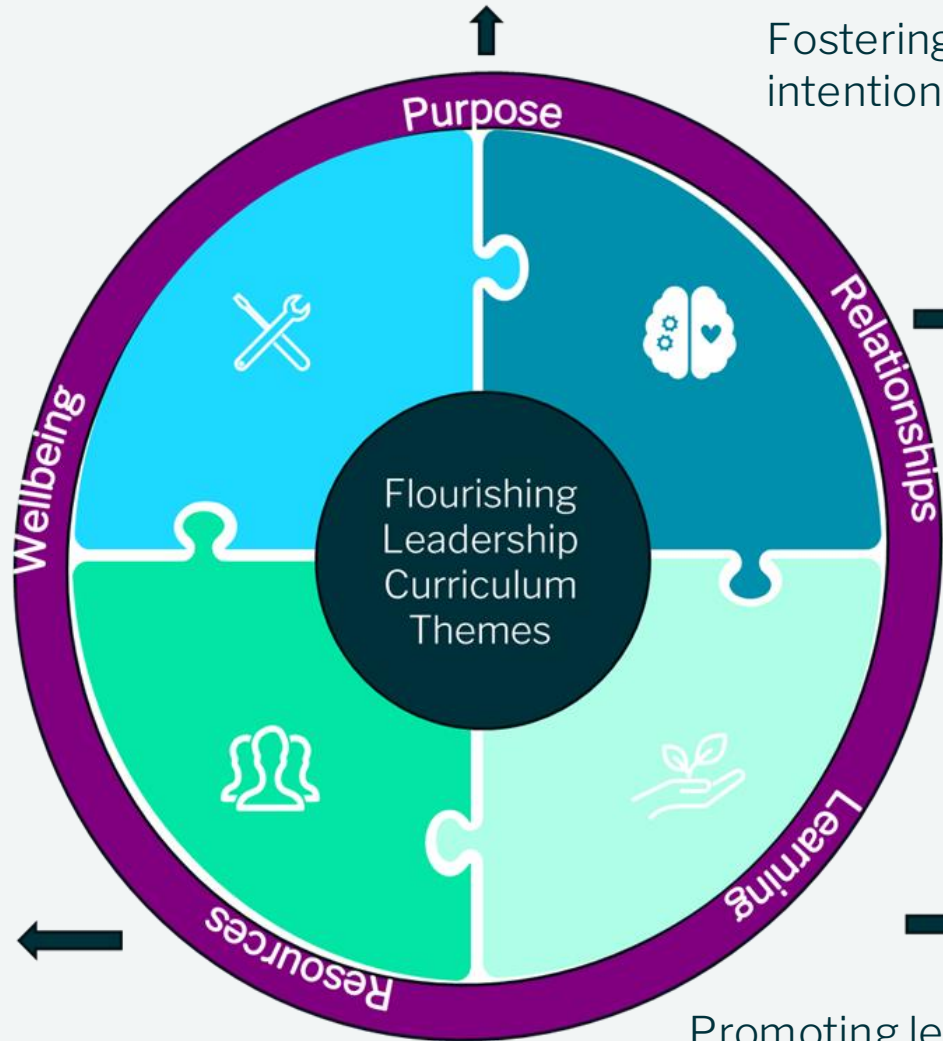
Fostering a sense of meaning and intentionality to lead strategically

*Fostering a Culture of Belonging*

Building participants' skills and relationships to lead with trust and collaboration

*Nurturing Growth and Potential*

Promoting learning for the whole school community



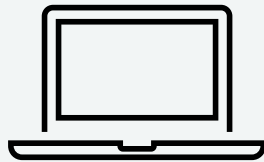
# The Core Components

Each theme within the programmes are rooted in Mezirow's Transformational Learning theory. Each theme includes core components such as coaching, face-to-face engagement, learning community discussion and personal leadership diagnostic.

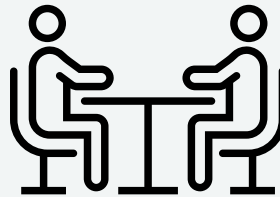
## Flourishing Leader Course Components



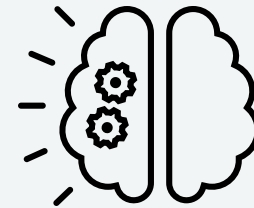
Face to  
Face and  
Virtual  
Learning



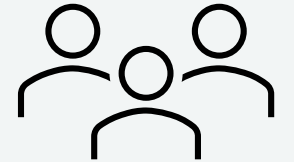
Asynchronous  
interactive, self-  
led learning



Flourishing  
Together  
Coaching



Diagnostic  
Reflection



Flourishing  
Learning  
Community

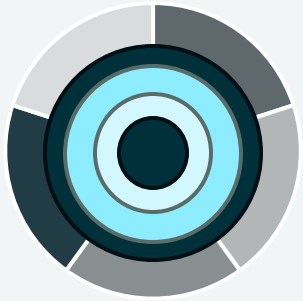


## Theme Structure



### Developing Knowledge of Self and Context

Diagnostic



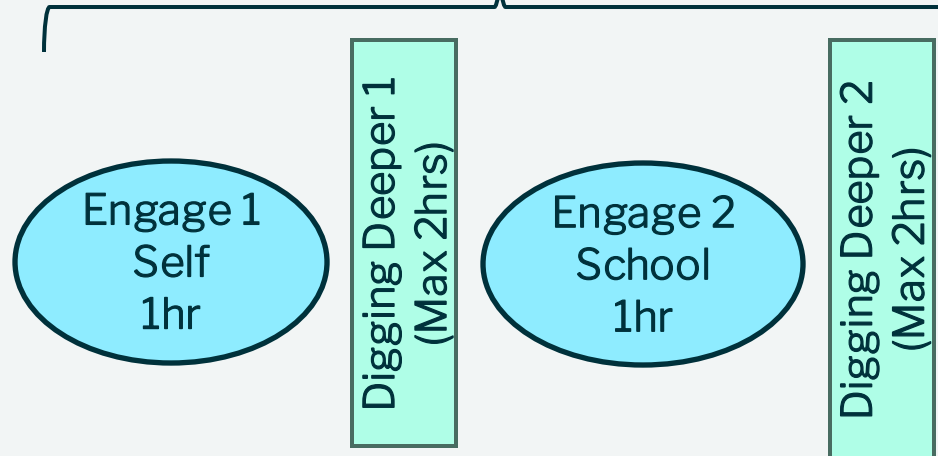
Coaching  
1hr

**Diagnostic** – Takes place at the beginning of each theme to develop your own self-awareness of the flourishing domain being explored.

**Coaching** – Through exploration of the diagnostic, with a coach, you will deepen your understanding of self and context as this is the lens through which you will interpret new learning.



### Developing Knowledge of Craft and Unpacking School Leadership's Big Questions.

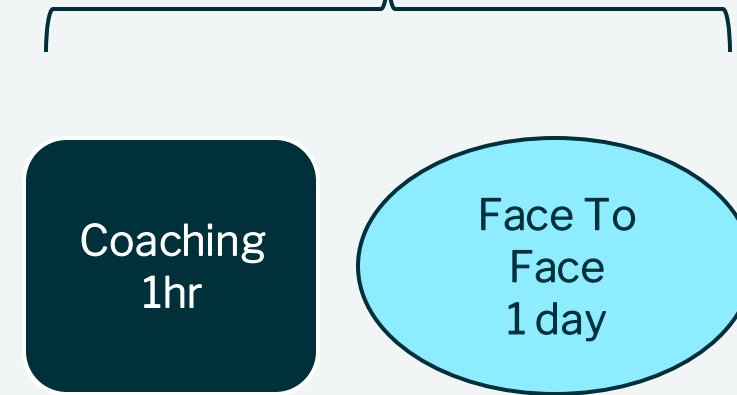


**Engage** – Provide space for connection, introduction of the knowledge base and reflection on the Flourishing domain and School Leadership's Big Questions.

**Digging Deeper** – Through exploring research and exemplification by serving school leaders within online self-study you will be able to select the content you engage with to deepen your understanding of self, context and craft.



### Unpacking School Leadership's Big Questions, Leading with Trust and Shaping Leadership Excellence



**Coaching** – Through coaching you will move the momentum further from 'reflection' to 'transformation' of self and your leadership.

**F2F** – You will explore, practice and develop your leadership expertise in relation to school leadership's big questions, so you can lead effectively, with trust and by demonstrating our leadership characteristics.

# Learning commitment

The table below outlines the learning commitment for each of the Flourishing Leader programmes.

FL Programme	Duration*	Teaching themes	Webinars	Asynchronous Self-Study	Flourishing Together Coaching	Face to Face	Immersion Visit	Total Hours
Emerging Leader	12-15 months	5	2 x 1 hr per theme = 10 hrs	2 x 90 mins per theme = 15 hrs	2 x 60 mins per theme = 10 hrs	4hrs per theme = 20 hrs	N/A	56 hours
Headteacher	15-18 months	5	2 x 1 hr per theme = 10 hrs	2 x 120 mins per theme = 20 hrs	2 x 90 mins per theme = 15 hrs	7hrs per theme = 5 days	2 x 1 day immersion visit = 2 days	90 hours
System Leader	18 months	5	2 x 1 hr per theme = 10 hrs	2 x 120 mins per theme = 20 hrs	2 x 90 mins per theme = 15 hrs	2 x 2 day residential 1 x 1 day = 5 days	1 x 2 day immersion visit = 2 days	90 hours
Trustees (group)	2 years	5	1 x 1 hr per theme = 5 hrs	1 x 90 mins per theme = 7.5 hrs	To be arranged locally	2 hrs per theme = 10 hrs (virtual option)	Option to visit another trustee board	22.5 hours
Leader of EDIJ	12-15 months	5	2 x 1 hr per theme = 10 hrs	2 x 90 mins per theme = 15 hrs	2 x 60 mins per theme = 10 hrs	4hrs per theme = 20 hrs	N/A	56 hours



\*Where duration varies, this is due to optionality for local scheduling

# Programme Delivery

Trusts will be assigned to a Community Hub at the beginning of the programme. Each hub will have a Delivery Lead who oversees the programme rollout for the hub and organise face-to-face/asynchronous training days. Your hub will act as a 'Community of Professional Practice' enabling you to connect with colleagues on the same programme as you throughout the duration of the course.




\*insert final updated map to the right





# The Evidence Base-Further Reading

The Flourishing Leaders Programme has been informed by a broad, rich and diverse evidence base. Below are some key pieces of research and evidence that underpin the programmes.

Research	Link to Further Reading	QR Code to Video Summary
School Leadership Capabilities and Characteristics & Relational Trust- Viviane Robinson	<a href="https://research.acer.edu.au/cgi/viewcontent.cgi?article=1306&amp;context=research_conference">https://research.acer.edu.au/cgi/viewcontent.cgi?article=1306&amp;context=research_conference</a>	
Human Flourishing Programme Harvard University- Global Flourishing Study	<a href="https://hfh.fas.harvard.edu/global-flourishing-study">https://hfh.fas.harvard.edu/global-flourishing-study</a>	
'Flourishing Together' by Lynn Swaner and Andy Wolfe (2021)	<a href="https://www.churchofengland.org/sites/default/files/2024-11/flourishing-together-a-collective-vision-for-the-education-system.pdf">https://www.churchofengland.org/sites/default/files/2024-11/flourishing-together-a-collective-vision-for-the-education-system.pdf</a>	

# The End Goal

‘As relational beings and institutions we are connected for flourishing – the deep commitment to mutuality and collaboration which prioritises the other, pursues equity, diversity, inclusion and justice, and understands flourishing as an inherently social and relational construct – that we flourish together, not alone.’

*Flourishing Together- A Collective Vision for the Education System (2024)*

