



JENNIFER ABRAMS

Swimming in the Deep End: What Does It Take?

**April 24-25
09:00-17:00**

How do you build up your cognitive, social and psychological resources for successfully leading school initiatives?

As a school leader, you are responsible for introducing new initiatives that keep programmes fresh and everyone engaged. As you know, change is rarely easy. Clear and consistent communication is key, but even then, it isn't always met with enthusiasm.

Successful leaders need to be equipped to alleviate fears and mitigate resistance as much as possible when it comes to new initiatives - and be prepared to deal with pushback with understanding and optimism. Essential tools include 'think before we speak' skills, resistance management communication, and for the sake of your health, stress tolerance. This two-day workshop will provide support, fun, and many cognitive, social and psychological resources to help you communicate more effectively as you successfully roll out new school initiatives.

We'll explore skills around planning and thinking before we speak, including awareness around polarity management and a clearer understanding of marketing and communication about initiatives; pre-empting issues by increasing our understanding of identity and culture, generational differences, adult learning assumptions, psychological safety, and developmental diversity; and how to respond to concerns with humane and specific language, learned optimism, and resilience.

The overall result of implementing everything you'll learn in this session will be an easier pathway to instituting new initiatives, better school relationships, and better mental and physical health as you reduce the stress that often results in the face of change.



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LEARNING OUTCOMES

- Skills for better communications to colleagues around upcoming initiatives
- Techniques to assure less frustration and more empathy in the face of resistance to those initiatives
- Guidelines around expressing more humane and growth-producing responses to peer hesitation in the face of change

FACILITATOR PROFILE

Formerly a high-school English teacher and a new teacher coach, Jennifer is currently a communications consultant who works with educators and others on new teacher and employee support, being generationally savvy, effective collaboration skills, having hard conversations, and creating identity-safe workplaces.

Jennifer's publications include 'Having Hard Conversations', 'The Multigenerational Workplace: Communicate, Collaborate & Create Community' and 'Hard Conversations Unpacked -- the Whos, Whens and What Ifs'. Her upcoming book, out in 2019, is 'Swimming in the Deep End: Four Foundational Skills for Leading Successful School Initiatives'. [LEARN MORE](#)