



**2025-2026**

**MORE THAN A COURSE,**  
*it's a community!*

---

**SCHEDULED**  
ONLINE

**BESPOKE**  
IN-PERSON | ONLINE

**SCHOOL TEAMS**  
IN-PERSON

[WWW.ECIS.ORG/MIDDLE-LEADER](http://WWW.ECIS.ORG/MIDDLE-LEADER) | [EVENTS@ECIS.ORG](mailto:EVENTS@ECIS.ORG)

# WELCOME TO ECIS!

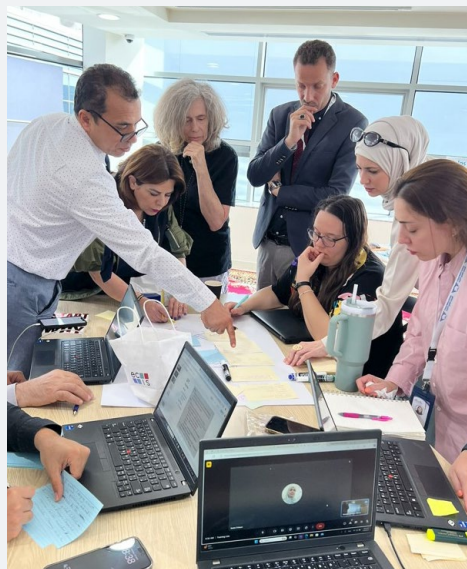


Founded in 1965, ECIS (the Educational Collaborative for International Schools) is a non-profit global membership organisation & exists as a professional life-force for members, a vibrant network of thoughtful doers & change-makers.

Our membership represents more than 500 membership communities & 50,000+ passionate educators & leaders in over 85 countries.

ECIS members are privy to an abundance of inspiration, bright ideas & daringly innovative projects that can help shape & enhance your own objectives.

By becoming a member, you remain at the forefront of trends & big picture thinking that affect the education sector, & you have quick access to cutting-edge products & services that support education.



ECIS is focused on skill development & creating a culture of lifelong learning. We want to ensure that all students at ECIS member schools know they can become the doers of the future, by encouraging them to be thinkers. We believe that education should be personalised, immersive, embedded, connected, evolutionary, & diverse.

Through the power of commonality & inclusion, we are committed to social justice & equity through diversity, inclusion & intercultural understanding.

All our work is guided by our commitment to social justice & equity as an essential component to a meaningful & lasting international education for all students.





## THE PIVOTAL ROLE OF MIDDLE LEADERSHIP

At ECIS, we define Middle Leaders as teachers & coordinators in schools (Preschool - Grade 12) who have a specific area of responsibility that involves leading & collaborating with teams, such as Departmental Heads or Heads of Year.

Our Middle Leaders training is an integral part of our professional learning provision at ECIS. Through our training, Middle Leaders are empowered to drive sustainable change & secure impact in a global context. These leaders are crucial partners in facilitating school change that has a direct & meaningful impact on student learning.

In many respects, Middle Leaders are the pivot upon which it all turns, working with senior leaders & teachers to make a real difference to all learners. We know that you cannot lead alone & supporting Middle Leaders to develop themselves & others is central to our work.

ECIS Middle Leaders' courses support people to develop the mindset, knowledge, skills, & behaviours to lead into the future with confidence. We invite you to join us & implement a whole school approach to create a culture of learning, which promotes peer collaboration & connection, to elevate pedagogies that positively impact student learning & teacher practice.



# YOUR EXPERT MIDDLE LEADER FACILITATORS



**Nancy Lhoest-Squicciarini** is the Head of the Middle Leader Certificate (MLC) programme, hosts the #ISLECISto, and facilitates the Middle Leader Cafés. With over 35 years in international education, she has held roles such as Head of Community Relations, Assistant Principal, and Director of Teaching and Learning.

A skilled facilitator, Nancy has trained for the Principals' Training Center and the Council of International Schools Evaluator Course. She champions women in education as a Trustee and Global Strategic Leader for @WomenEd and co-leads @WomenEdLuxembourg. In both 2022 and 2024, ISC Research recognized her as an #Edruptor for her impactful social media presence in the international school community.

**Teresa Belisle** is a strategic and evidence-driven change agent, leader and challenge seeker. She is passionately curious about learning, creating cultures of possibility, and having a positive impact. Teresa is grateful to have taught, facilitated, and led educators from early childhood through adult levels in France, USA, Mexico, Egypt, Thailand, the Czech Republic, and online.



**John Mikton** has three decades of experience in education and media technology, and currently serves as Digital Learning Facilitator at the International School of Geneva – La Châtaigneraie. With a career spanning leadership roles such as IT Director, Director of eLearning, Head of Education and Media Technology, and Deputy Principal, he has worked in international schools across Africa, Asia, and Europe, always with a focus on integrating digital fluency into meaningful teaching and learning practices.

**Helen Morgan** is Head of Leadership Development and Learning at ECIS, collaborates with schools and organisations globally to design and deliver impactful training, coaching, and consultancy. With a proven record of building strong partnerships with leading international schools, she has also worked with Cambridge International as Lead Training Consultant and helped establish the Fellowship of World Class Schools with High Performance Learning.



An accredited Senior Practitioner Coach with the European Coaching and Mentoring Council, Helen empowers leaders to drive improvement and holds a master's degree in education and the National Professional Qualification for Headship.



**Yasmine Aslam - Hashmi** is an international school educator with over 18 years of experience. She has taught in Canada, South Korea, Vietnam and Switzerland where she currently resides. She has taken on multiple roles within schools as an educator, department head, curriculum developer, instructional coach, and academic and action researcher.

# YOUR EXPERT MIDDLE LEADER FACILITATORS



**Michael Neumann** is the DEIJ Coordinator at St. George's International School in Luxembourg and a co-facilitator of the ECIS DEIJ Leadership Development Cohort. He has worked across primary and secondary settings in roles including homeroom teacher, IT specialist, curriculum coordinator, and assistant principal. His work focuses on supporting inclusive school cultures, developing staff capacity, and integrating equity and belonging into everyday practice.

**Keryn Dowling** is a dynamic and accomplished international school leader with over 25 years of experience in teaching and leadership across diverse international schools. Currently a senior leader with Dipont Education in China, she believes in being an instructional leader first, championing inclusive, high-achieving learning environments that empower both students and educators.



**Cindy Vega's** is passionate about nurturing curiosity and a love of learning. Over 40+ years she has supported learners of all ages, from Early Childhood through University, as well as professionals in schools in Spain, Peru, the US, and the Czech Republic. For 17 years, she thoroughly enjoyed learning and leading with children, colleagues, and parents as the Elementary Principal at the International School of Prague. She is now collaborating with Czech schools to develop innovative practices that grow children's curiosity, as well as professional cultures of inquiry.

**Jimena Zalba** is an experienced & accomplished educational leader with over 19 years serving international schools in the Czech Republic, Romania & Cambodia as a PYP coordinator, Associate Elementary Principal & Elementary Principal. Jimena has, in close collaboration with other educators, led the design & implementation of innovative school improvements with a high impact on student learning.



*Middle Level Leaders are the engines that move schools. Supporting their development and work as leaders is critical to their success and the success of initiatives. ECIS and Nancy Squicciarini have been invaluable partners for our middle level leaders and all of our departments across the school.*

David Chadwell | Head of School of Teaching and Learning  
Saigon South International School



## THE MLC LEARNING JOURNEY

We define Middle Leaders as teachers & coordinators in schools (Preschool-Grade 12) who have a specific area of responsibility that involves leading & collaborating with teams.

Middle Leaders are the change agents of a school; they work with teachers to ensure great learning happens. Effective professional learning builds on the competencies of Middle Leaders to support their roles & responsibilities within the context of their schools.

These programmes are sustained & multidimensional to meet the array of needs of a Middle Leader. ECIS is thrilled to present a holistic learning journey for approach to the development of Middle Leadership professional learning.



### THE OBJECTIVES ARE TO:

- **Provide** differentiated approaches to meet the needs of middle leaders within our international school community to positively impact student learning & teacher practice.
- **Create** a culture of learning which promotes peer collaboration & connection, to elevate pedagogies that positively impact student learning & teacher practice.
- **Establish** a platform for continuous professional learning, avoiding the typical “one size fits all” approach.
- **Highlight** ongoing research that expands Middle Leaders’ understanding of effective leadership practices & team effectiveness.
- **Elevate** mentoring possibilities to empower Middle Leaders to make sustained & transformative changes within their schools.



## MORE THAN A COURSE, IT'S A COMMUNITY

These four areas of the journey provide Middle Leaders choice in time commitment, areas of growth, experience level, & format. A fundamental component for each respective offering is active participation with a commitment to continuous learning.

Bespoke Middle Leadership training is a growth area. Our expert facilitators will design and deliver training for middle leaders in your school that is tailored to your unique context. To find out more about our bespoke training offer, contact [helen@ecis.org](mailto:helen@ecis.org) for a consultation meeting.



**The Middle Leader Certificate Programme** courses translate quality research around teacher leadership into a credible professional pathway. The programme identifies & nurtures the skills & behaviours needed to be an effective teacher leader who influences their school community. Visit our MLC page here: [www.ecis.org/middle-leader](http://www.ecis.org/middle-leader)



**The Middle Leader Café** is a forum to elevate the voices and embrace the collective wisdom of Middle & Teacher Leaders within the international school community. The forum promotes a professional learning network by providing an opportunity to converse, and in the process, promote the mindset to launch transformative change within a school culture. These are listed on our Middle Leader page as well as the ECIS Events Calendar: [www.ecis.org/events](http://www.ecis.org/events)



**Mentoring** cultivates deep, intentional relationships on a global scale. A virtual mentoring platform enables ECIS membership schools to engage & promote mentoring relationships with global participants. This platform encourages schools to foster a creatively diverse & inclusive culture among students & employees. Learn more: [www.ecis.org/mentoring](http://www.ecis.org/mentoring)



**The Middle Leader LinkedIn group** fosters a collaborative environment where Middle and Teacher Leaders from our international school community can network and discuss resources to enhance their leadership capacity. It serves as a valuable resource hub, offering access to insights specific to the challenges of Middle Leaders. [Join Here](#)

# CALENDAR

## TIMEZONES:

Ⓐ ASIA   Ⓔ EUROPE   Ⓝ NORTH AMERICA

## SEPTEMBER

**16 & 23 SEPT** Ⓝ  
BUILDING & LEADING TEAMS  
NLS

**17 & 24 SEPT** Ⓐ  
TEACHER QUALITY IMPROVEMENT  
NLS

**25 SEPT & 02 OCT** Ⓔ  
ASSESSMENT & LEADERSHIP | TB

## OCTOBER

**02 & 03 OCT** Ⓐ  
COACHING & LEADERSHIP | HM

**07, 14, 21, 28 OCT** Ⓔ  
CREATING SYSTEMS  
FOR BELONGING | MN

**08, 15, 29 OCT & 05 NOV** Ⓔ  
AI & DIGITAL FLUENCY | JM

**17 & 24 OCT** Ⓔ  
TEACHER QUALITY IMPROVEMENT  
NLS

## NOVEMBER

**06, 13, 20, 27 NOV** Ⓔ  
REVOLUTIONISING INCLUSION  
IN OUR SCHOOLS | YAH

**19 & 26 NOV** Ⓔ  
TEACHER QUALITY IMPROVEMENT  
NLS

**12, 19, 26 NOV & 03 DEC** Ⓐ  
CULTURE OF LEADERSHIP | TB

## JANUARY

**12 & 26 JAN** Ⓐ  
CURRICULAR DESIGN  
& LEADERSHIP | NLS

**29 JAN & 05 FEB** Ⓔ  
MANAGING & EMBRACING  
CONFLICT | TB

## FEBRUARY

**03 & 10 FEB** Ⓔ  
BUILDING & LEADING TEAMS  
NLS

**05 & 06 FEB** Ⓔ  
COACHING & LEADERSHIP  
HM

## MARCH

**05, 12, 19, & 26 MAR** Ⓔ  
CULTURE OF LEADERSHIP  
CV & JZ

**16 & 17 MAR** Ⓔ  
CURRICULAR DESIGN  
& LEADERSHIP | NLS

**10, 17, 24, & 31 MAR** Ⓐ  
BUILDING & LEADING TEAMS | KD

## FACILITATORS

**YAH:** Yasmine Aslam-Hashmi

**TB:** Teresa Belisle

**KD:** Keryn Dowling

**NLS:** Nancy Lhoest Squicciarini

**JM:** John Mikton

**HM:** Helen Morgan

**MN:** Michael Neumann

**CV:** Cindy Vega

**JZ:** Jimena Zalba



# CONTENTS



	BUILDING & LEADING TEAMS	09
	TEACHER QUALITY IMPROVEMENT	10
	ASSESSMENT & LEADERSHIP	11
	CREATING SYSTEMS FOR BELONGING	12
	COACHING & LEADERSHIP	13
	AI & DIGITAL FLUENCY	14
	REVOLUTIONISING INCLUSION IN OUR SCHOOLS	15
	CULTURE OF LEADERSHIP	16
	CURRICULAR DESIGN & LEADERSHIP	17
	MANAGING & EMBRACING CONFLICT	18

## FEES PER-COURSE

NON-ECIS MEMBERS: £390

ECIS LEVEL 1 MEMBERSHIP: £351

ECIS LEVEL 2 MEMBERSHIP: £331.50

ECIS LEVEL 3 MEMBERSHIP: £312

## PLUS: AN EXCEPTIONAL OFFER!

Make an impact, build capacity, & increase retention by signing up your Middle Leader team. Check out our fantastic new special offer for schools:

<b>10 CERTIFICATE PLACES:</b>	<b>£9,750</b>
<b>05 CERTIFICATE PLACES:</b>	<b>£4,875</b>



# BUILDING & LEADING TEAMS



We know that building & leading an effective team is an important step in enabling individual & collective success. This course explores how middle leaders can create cohesive & collaborative teams that are focused on student learning.

The course draws on the extensive body of literature & research in order to identify what is most useful, practical & productive in leading teams. Teachers & administrators are by definition expected to be leaders.

The key is to use that authority thoughtfully, sensitively, & productively. Should we find ourselves in the role of a leader without perceived authority – a more informal position, it is a different dynamic.

Participants leave the course with a clear understanding of how to build a high functioning team in order to transform learning.

## KEY QUESTIONS

- **What** are some characteristics of a highly functioning team?
- **How** can I facilitate the creation of a team focused on student learning?
- **How** can protocols, structures & norms facilitate thinking & a focus on student learning?
- **What** types of conversations are critical, & when are they likely to occur?
- **What** processes & behaviours can be prepared in advance to enable difficult situations & conversations to be well managed?



**FACILITATED BY NANCY SQUICCIARINI**



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ⓔ **03 & 10 FEB:** [LEARN MORE](#) | [REGISTER](#)

ⓐ **10, 17, 24, & 31 MAR:** [LEARN MORE](#) | [REGISTER](#)

**TIMEZONES:** ⓐ ASIA ⓔ EUROPE Ⓝ NORTH AMERICA



# TEACHER QUALITY IMPROVEMENT



We know that investing teacher quality improves learning, builds capacity & increases retention. These are only a few of the benefits.

This is an interactive course that gives Middle Leaders the knowledge & practical tools to lead teacher teams. Across the course, you will explore what effective teaching & learning looks like based on the latest research & literature.

You will also learn how to use evaluation as a catalyst for high quality professional development at an individual & group level.

Throughout the sessions, we will look at different models, strategies & approaches for improving teacher quality with your own team. By the end of the course, participants leave fully equipped to lead Teacher Quality Improvement in their own setting.

## KEY QUESTIONS

- **What** does research & literature indicate about what great teaching looks like?
- **How** can Middle Leaders evaluate the quality of teaching & learning in their teams?
- **What** are the most effective strategies & approaches for improving the quality of teaching & learning for individuals & teams?
- **How** can teacher leaders support the growth of the adults in their team & enable sustainable improvement & professional development?



FACILITATED BY NANCY SQUICCIARINI



(A) 17 & 24 SEPT: [LEARN MORE](#) | [REGISTER](#)

(E) 19 & 26 NOV: [LEARN MORE](#) | [REGISTER](#)

TIMEZONES: (A) ASIA (E) EUROPE (N) NORTH AMERICA



## What role do Middle Leaders play in ensuring teachers are engaged in current, best practice around assessment?

We know that assessment is most useful when teachers know how to use it to improve learning & achievement. This course draws on the latest research & literature about assessment & explores it through a middle leadership lens.

This course covers several key areas that will deepen understanding of best practices that lie at the heart of assessment, including assessment for learning & feedback.

Participants will explore how to influence & support their team with the use of assessment to inform teaching & learning. The course will look specifically at how feedback can be used to optimise learning & progress.

It will also unpack how leaders can make sure that assessment is accessible for all students & consider the role of leaders in supporting wellbeing in relation to assessment.

At the end of the course, participants will leave fully equipped with practical knowledge & powerful strategies to lead assessment for learning with real confidence.

## KEY QUESTIONS

- **What** is assessment & why does it matter?
- **Where** do assessment for learning & feedback fit in & what does best practice look like?
- **What** do leaders need to do to make sure assessment is for all learners & how can we support wellbeing in relation to assessment?
- **How** can a Middle Leader influence their team to implement best practice?



**FACILITATED BY TERESA BELISLE**



ⓔ 25 SEPT & 02 OCT: [LEARN MORE](#) | [REGISTER](#)

**TIMEZONES:** Ⓐ ASIA ⓔ EUROPE Ⓝ NORTH AMERICA



# CREATING SYSTEMS FOR BELONGING



In this course, we will examine different ways to explore and create belonging, drawing from theoretical perspectives, research methods, and practical initiatives.

We will investigate strategies for gathering and analysing data, consider how language and policies shape belonging, and develop approaches to move from individual experiences to systemic change. Through discussion, case studies, and collaborative problem-solving, participants will identify actionable steps to foster a more inclusive school environment.

## KEY QUESTIONS

- **Who** experiences a strong sense of belonging in our schools, and who does not?
- **How** do we gather data on belonging in ways that reflect the diversity of our school community?
- **How** can data help us move from individual experiences to identifying systemic patterns of exclusion?
- **How** do curriculum, policies, and school practices reinforce social differences, and how can we challenge these structures?
- **What** strategies can middle leaders use to create sustainable systems that foster belonging for all students?



FACILITATED BY MICHAEL NEUMANN



📅 07, 14, 21, & 28 OCT: [LEARN MORE](#) | [REGISTER](#)

TIMEZONES: (A) ASIA (E) EUROPE (N) NORTH AMERICA



Coaching is an important leadership approach for teacher leaders because it focuses on getting the best out of people by unlocking & unleashing their potential.

In an educational context, coaching is about developing people so that they are empowered to solve problems & navigate their way through challenge & change. It supports well-being & gives people the skills & confidence to have better conversations & figure things out.

At an organisational level, coaching is pivotal to continuous & sustainable development. This course will equip Middle Leaders to develop the beliefs, knowledge, skills & understanding to adopt a coaching approach in their everyday practice.

During the course, participants will explore key coaching theory & have practical opportunities to translate this into practice. They will explore how effective coaches listen well & ask powerful questions.

Across the two days, they will build a toolkit of strategies & approaches apply in their own context. They will leave the course with the confidence & skills to become a 'coaching leader'.

## KEY QUESTIONS

- **What** is coaching & how can we develop a coaching mindset?
- **What** is the role of listening in coaching & why does it matter?
- **How** can asking better questions enable better conversations?
- **What** tools & techniques do we need in our coaching toolkit?



**FACILITATED BY HELEN MORGAN**



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**TIMEZONES:** (A) ASIA (E) EUROPE (N) NORTH AMERICA



In international school educational leadership, digital fluency—which includes literacy, citizenship, tools, security, and devices—today are key learnings for middle-level leaders, enabling them to effectively fulfill their roles in the dynamic landscape of education. “Digital Fluency for Middle Level Leaders” explores the digital competencies necessary for leadership in an international school setting.

Given the accelerated changes in the digital world impacting us both professionally and personally, the course supports middle-level leaders to creatively and critically leverage digital environments and tools, including artificial intelligence, to enhance their leadership capacity.

Emphasizing the development of a middle-level leadership disposition with ethical online behavior and positive digital footprints, the course supports middle-level leaders with the knowledge, skills, and understanding to seamlessly integrate digital fluency into their leadership practice.

Throughout the course, participants will explore key digital literacies and practical applications. They will delve into strategies for effective digital communication, collaborative workflows, and digital tool utilization, emerging from the course with the skills to navigate their roles as adept ‘digital fluency leaders.’

## KEY QUESTIONS

- **What** are digital fluency’s key elements and their significance for middle-level leaders?
- **How** do middle-level leaders manage and capitalise on rapid digital changes?
- **How** can middle-level leaders develop and maintain ethical online behaviour and positive digital footprints?
- **What** digital skills are essential for middle-level leaders, and how can they be mastered?



**FACILITATED BY JOHN MIKTON**



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# REVOLUTIONISING INCLUSION IN OUR SCHOOLS



In recent years, we have been witnessing a global awakening to a call for a more intentional focus on diversity, equity, inclusion, & justice (DEIJ).

We know that in diversity there is strength, however how do we develop that strength?

Middle leaders are the bridge in between the teachers, students and senior leadership, making them uniquely positioned to drive meaningful inclusion initiatives. By fostering a deeper understanding of diversity and its role in leadership, participants will learn how to create inclusive environments where all voices are heard and valued.

Through practical exercises and theoretical insights, leaders will explore how creativity and innovation thrive in inclusive teams and how cultural intelligence can enhance collaboration, decision-making, and team performance.

Participants will explore how unconscious biases, shaped by neurological shortcuts, influence decision-making and team dynamics. Through introspection and practical strategies, leaders will uncover the impact of these biases on inclusion and creativity in diverse teams.

## KEY QUESTIONS

- **How** can we develop our Inclusivity Quotient individually to build more effective teams?
- **How** do biases impact decision-making and team dynamics, and how can a strong inclusivity quotient help address these challenges?
- **What** role does Cultural Intelligence (CQ) play in enhancing collaboration and leadership effectiveness?
- **How** can we create equitable environments that leverage diverse perspectives and drive participatory creativity and innovation?



**FACILITATED BY YASMINE ASLAM-HASHMI**



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**TIMEZONES:** Ⓐ ASIA ⓔ EUROPE Ⓝ NORTH AMERICA





# THE CULTURE OF LEADERSHIP



In an organisation, leaders make the weather & create the culture. This shapes how the organisation works & feels.

The Culture of Leadership is an exciting core course that focuses on international teacher leadership at the middle level, exploring the relationship between culture, context & leadership.

During the course, participants explore critical aspects of the Middle Leader role & how their beliefs & values influence their practice. In addition, they will have the opportunity to build their leadership knowledge, understanding & skills order to strengthen their effectiveness & impact.

By the end of the course, participants will have a strong understanding of why leadership matters & how they can shape the culture in their team. They will leave with a clear plan to assist them with the successful application of their learning.

## KEY QUESTIONS

- **What** does research claim about effective teacher leadership?
- **To what** extent is leadership context driven?
- **How** does culture impact leadership?
- **How** can a teacher leader develop the ability to lead effectively in different contexts?
- **What** are beliefs & values about leadership & how does this impact practices?



**FACILITATED BY TERESA BELISLE**



Ⓐ 12, 19, 26 NOVEMBER & 03 DECEMBER [LEARN MORE](#) | [REGISTER](#)



**FACILITATED BY JIMENA ZALBA & CINDY GAUSE VEGA**



Ⓔ 05, 12, 19, 26 MAR: [LEARN MORE](#) | [REGISTER](#)

**TIMEZONES:** Ⓐ ASIA Ⓔ EUROPE Ⓔ NORTH AMERICA



At the centre of middle leadership is a commitment & desire to improve student learning. We know there are several factors that impact student learning & at the top of the list of school-related factors is a guaranteed & viable curriculum.

For it to have real impact, it needs to be far more than just a piece of paper. This course unpacks the role that Middle Leaders play in driving the curricular vision of the school. Participants consider the key principles of effective curriculum design & implementation. They will consider how students learn, exploring the latest research in cognitive science & how this can support curriculum design & development.

Participants will leave with a range of practical strategies & tools to ensure that the curriculum supports highly effective learning in their context.

## KEY QUESTIONS

- **How** do vision & values drive curriculum design & development?
- **What** are the key principles that underpin effective curriculum design?
- **How** do students learn & how can this influence curriculum design & implementation?
- **What** is the role of the leader in curricular design & development?



**FACILITATED BY NANCY SQUICCIARINI**



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# MANAGING & EMBRACING CONFLICT



**Being able to manage & embrace conflict effectively is an essential part of middle leadership if teams & individuals are to maintain a shared sense of purpose & direction.**

As a Middle Leader, one of the greatest challenges in managing & embracing conflict is managing yourself & making sure that communication is clear & effective.

During this course, participants learn to identify conflict & what their roles & responsibilities are within such a situation. They develop strategies to manage emotions, manage change & learn how to separate the personal from the professional. On a practical level, participants learn how to have difficult conversations & practise different techniques in a safe & supportive environment.

By the end of the course, participants will have a practical toolkit of strategies & protocols to manage & embrace conflict successfully in a range of contexts.

## KEY QUESTIONS

- **Why** does conflict occur & what is the role of the leader?
- **How** can leaders manage & embrace conflict within their team?
- **How** can successful leadership of change help leaders to navigate through conflict effectively?
- **What** strategies & approaches can leaders use to manage difficult conversations?



**FACILITATED BY HELEN MORGAN**



Ⓔ 29 JAN & 05 FEB: [LEARN MORE](#) | [REGISTER](#)

**TIMEZONES:** Ⓐ ASIA Ⓔ EUROPE Ⓔ NORTH AMERICA



## BESPOKE AND IN-PERSON TRAINING

Elevate your school's potential through our bespoke training designed for teachers, leaders, and associate staff in international or internationally minded schools. Whether face-to-face or online, our dynamic workshops, led by expert facilitators go beyond the ordinary.

Every bespoke piece of work begins with a conversation to understand your context. With a commitment to building strong relationships, we deliver customized training solutions, not silver bullets. Our partnership for growth approach enables us to listen so that we can design and deliver training that meets the unique needs of your school, group or organisation.

At ECIS, bespoke training is our biggest growth area and this academic year, we are proud that schools within and beyond our community are working in partnership with us. We work with all stakeholder groups and focus on DEIJ, governance, leadership at all levels, learning and teaching, and school operations.

All of our Middle Leader Certificate courses can be tailored to your context and delivered face to face or online for your school or group of schools. Our most popular bespoke training is centred around the topics below. Please note that the list is not exhaustive:

- Strategic Planning with Senior Teams
- Leading Together
- Creating a Coaching Culture
- DEIJ
- Creating Community and Belonging
- Developing Excellence in Middle Leadership
- Having Difficult Conversations
- Making the Most of Meetings
- Effective Communication and Collaboration
- Behaviour Management and Restorative Practice
- Student Leadership Workshops
- Working with the Board and Board Retreats
- Leading CPD and Facilitation Skills
- UDL and Adaptive Practice
- AI and Digital Literacy



To find out more about our bespoke MLC training offer, contact [helen@ecis.org](mailto:helen@ecis.org) or [nancy@ecis.org](mailto:nancy@ecis.org) for a consultation meeting.

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*it's a community!*



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