

Strategies for Emerging Managers in International Schools

A GUIDE BY



**Outstanding
Schools**

Ready to lead? Your guide to thriving as a manager

As an emerging manager in an international school, you face a unique set of challenges. You are responsible for leading a team of diverse individuals, navigating cultural differences, and balancing the needs of school stakeholders.

It can be overwhelming, but with the right strategies and mindset, you can thrive in your new role and make a positive impact on your school community.



Effective Leadership

01 Goal Setting



Setting goals guides your efforts and allows you to focus on what really matters to your school.

SET REALISITIC GOALS

Setting realistic goals allows your team to celebrate their wins regularly, and buy into your team's cause. Be sure to use SMART goals in your planning - your goals should be Specific, Measurable, Attainable, Relevant, and Time-bound.

MANAGE YOUR TEAM'S RESULTS

Goal setting can motivate your team and help you stay focused as a manager. Additionally, setting goals in advance helps you plan effectively and ensure the priorities of your school are met.

PRIORITISE EFFECTIVE DELEGATION

Not only does delegation help your team work more efficiently, but it also gives team members opportunities to develop new skills. To effectively delegate, be sure to play to your team members' specific strengths and openly communicate to learn of new interests.

Effective Leadership

02 Feedback



Delivering feedback can sometimes be difficult, and it's important to manage poor performance in a constructive way. Use these tips to guide conversations and deliver feedback that empowers your team.

THE DO'S OF FEEDBACK

- Be specific and clear
- Focus on behaviour, not personality
- Be timely
- Use a positive tone
- Follow up afterwards

THE DON'TS OF FEEDBACK

- Don't be vague
- Don't attack the person
- Don't wait too long
- Don't focus only on negatives
- Don't forget to listen

Effective Leadership

03

Self Assessment



Self assessment is imperative for managers looking to assess their strengths and weaknesses so they can continue supporting their teams.

REFLECT ON STRENGTHS & WEAKNESSES

Take the time to identify areas where you excel and where you may need additional development.

SEEK FEEDBACK FROM OTHERS

Not only is feedback an opportunity for growth, but it also shows your team that you are open to their opinions and willing to make changes to improve as a leader.

BUILD YOUR COMMUNICATION SKILLS

Effective communication is critical to your success. Reflect on your communication style and build stronger relationships with your team.

Effective Leadership

04

Transitioning to Leadership



Transitioning into a leadership position can be challenging. Balancing new commitments, cementing the dynamics of your new role, and managing former peers are just a few of the obstacles you may encounter. It's important to prioritise tasks, communicate effectively, and focus on building relationships at your school to thrive as an emerging manager.

As you transition into your leadership role, it's important to develop a leadership style that suits your personality and goals. Whether you prefer to lead through collaboration or take a more directive approach, understanding your leadership style can help you communicate effectively with your team and achieve your objectives. On the next page, we'll explore different leadership styles and how to develop an approach that works for you and your team.

Leadership styles can have a significant impact on the success of a team, and as an emerging manager it's important to develop a leadership style that works for you. By understanding different leadership styles you can choose one that best suits the goals of your colleagues and school. Below we provide a brief overview of leadership styles, but we encourage you to do your own research and discover more about your personal approach and goals.

1

DEMOCRATIC

- Inclusive
- Collaborative
- Participative
- Supportive
- Empowering

2

TRANSFORMATIONAL

- Charismatic
- Inspirational
- Visionary
- Empowering
- Developmental
- Collaborative
- Supportive
- Passionate
- Innovative
- Driven

3

STRATEGIC

- Analytical
- Driven
- Visionary
- Innovative
- Resourceful
- Creative
- Adaptable
- Insightful
- Future-focused
- Actionable

4

AUTOCRATIC

- Decisive
- Confident
- Results-Driven
- Clear
- Visionary

5

COACHING

- Supportive
- Empathetic
- Developmental
- Inspirational
- Motivational

6

TRANSACTIONAL

- Clear
- Efficient
- Driven
- Practical
- Reliable
- Consistent
- Accountable
- Disciplined
- Fair
- Rules-focused

7

VISIONARY

- Innovative
- Inspirational
- Creative
- Strategic
- Passionate
- Imaginative
- Bold
- Ambitious
- Optimistic
- Futuristic

8

BUREAUCRATIC

- Organised
- Structured
- Efficient
- Reliable
- Consistent

9

PACESETTING

- Ambitious
- Productive
- Exacting
- Driven
- Consistent

10

SITUATIONAL

- Adaptive
- Flexible
- Responsive
- Resourceful
- Collaborative
- Empathetic
- Supportive
- Decisive
- Problem solver
- Observant



LEADERSHIP AND LEARNING
ARE INDISPENSIBLE TO
EACH OTHER.

John F. Kennedy

NEED MORE INSIGHT?

Organise an in-house training for your school



Outstanding Schools is proud to offer In-house training courses, designed to equip your team with the tools you need to continue improving your school.

GET IN TOUCH

www.outstandingschools.com/training