

Leadership and Management

Leadership's learning and development



'Providers must support staff to undertake appropriate training and professional development opportunities to ensure they offer quality learning and development experiences for children that continually improves.'

(EYFS Statutory Framework)

It is essential as leaders to drive your own learning and development as passionately as you do for your team members. Taking responsibility for your own personal development is key to ensuring leaders remain current, are able to reflect on practice, and lead settings successfully. Seeking out new learning opportunities is essential for personal and professional growth, as well as enabling yourself to take on new challenges.

Continuing professional development is essential for leadership as it enables leaders to keep up to date with the latest research, best practices, and emerging trends across the sector. You will also be setting an example for your team to follow and aspire to.

TASK 1

Self-reflection - when did last complete any CPD?

- What did it look like? (doesn't have to be training)
- Did you record it? How?
- Did you have time to reflect on it?
- Did you have any actions from it? Were you able to monitor progress?
- How were you supported by your leadership/team?
- Were you able to support/network from other leaders and managers?
- Was it disseminated? How?

Quite often CPD takes place and due to time constraints, the questions above are not always achieved.

It is important to allocate time to reflect. An important part of CPD is what we do with it.

- What did we gain from it?
- Did it improve practice?

Consider this next time you invest in any CPD.

TASK 2

Create two lists and use this to identify what you may need next to support you on your CPD journey.

Your needs:

- Identifying your own strengths and weaknesses is an essential component of leadership. You can use notes from your own supervisions or job description to frame this.
- What are your strengths and weaknesses?
- What do you do well?
- What do you need to improve on?

It is also important to identify areas of interest as this can be a very productive way to learn. Consider your leadership goals, your future plans and career goals.

Your wants:

- What does leadership mean to you?
- What kind of leader do you aspire to be?
- Where is your career taking you?
- What are your interests?

TASK 3

How do you log your CPD - use this website to create your own resource to capture how your have engaged in your own CPD.

[How do you log your CPD training | The CPD Certification Service \(cpduk.co.uk\)](https://cpduk.co.uk)