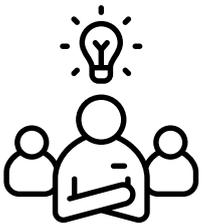




Future Resilience



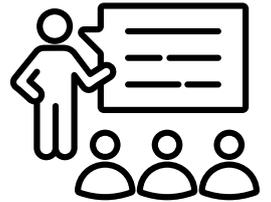
Our Mission

Future Resilience Ltd. aims to **improve the culture** of organisations it works with and the **performance** of their staff so they have the **edge** to be **high performing and driven** each day.

Who are we?

The **Future Resilience team** has a background in **successful senior leadership** in schools and so understands the challenge of leaders.

They are also trained in **executive leadership coaching** and have specialist knowledge and skills to develop **resilience and adaptability** in others so they can manage change with ease.



Our Services

Some of our services are targeted at the education sector however our **Leadership Coaching** and our **Leadership Edge** programme are very **effective in any sector**.

Our **unique** workshop/coaching **taster session** is available for just £95 so you can feel the transformative potential of the work before you buy.

The following **brochure** outlines our five most popular services which can be tailored to your needs.

Contact us now for more details and to find out more about how we can give you and your team the **edge**



Book a call now to tell us what you need so we can tailor a package to suit you

Mark Little
Founder of Future Resilience
Accredited Resilience Coach

 07906 364349

 mark@futereres.co.uk

 futereresilience.co.uk





Future Resilience

The Leadership Edge Programme



What is it?

- This programme equips leaders with practical tools to **strengthen resilience** in individuals, in teams and the organisation as a whole
- It **increases leader's capacity** to adapt to change and drive sustained improvements for the organisation they work for
- When embedded, these approaches support **high performance, reduce burnout and give leaders the clarity and confidence** to take their organisation to the next level



How does it work?

- **Assessment** - All participants complete a resilience assessment and receive an individual report with a resilience score and tailored guidance. A team report can also be provided, highlighting strengths, patterns and development priorities
- **Workshops** - Three interactive 90-minute workshops exploring evidence-based approaches that build resilience and adaptive capacity. Participants link research to assessment outcomes and develop practical plans to strengthen resilience across teams and the organisation
- **Coaching** - Six, one-to-one coaching sessions, support leaders to identify, adopt and embed new habits into everyday practice. A follow-up resilience reassessment measures individual and team progress



What are the benefits?

- Improves staff **retention and attendance and so will save the organisation money** - 35% of headteachers left the profession after 3 years and 'burnout' absence currently highest for a decade. On average, absence, presenteeism and turnover costs of those burnt out add up to **12K** per employee per year
- Enables leaders to prioritise **strategic impact** over operational overload so they can be healthy and high performing



Full Programme - Individual and team assessments £500 per team, Workshop series £1500, one to one coaching - 6 sessions £900 per participant or 4 sessions for £600
The Assessment is compulsory for organisations but they may opt for either the workshops or coaching to reduce costs and content.

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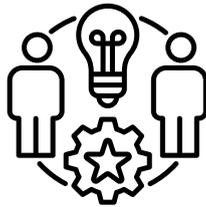
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Future Resilience

Leadership Coaching Programme



What is it?



- One to One **Leadership coaching** for leaders at any stage including those wanting to become a leader or those at an executive level
- It gives leaders an opportunity to press the **'pause button'** and have the space and time to think so they can lead better

How does it work?



- Minimum of **four** sessions
- Approximately **one hour**, can be online or in person
- Each session is **confidential** with a summary of notes being provided for the clients after each session

What are the benefits?



- It helps leaders develop **greater self awareness** about their decision making so they can make better decisions with confidence
- It will improve **well being and retention** so leaders can manage change more effectively
- It will **improve leader's contribution** to the goals of the organisation

Each coaching session is priced from £145 per session and will depend on the level of leadership and scope of the person being coached. Discounts can be provided for coaching bundles bought.

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mark@futureses.co.uk



futuresesilience.co.uk





Future Resilience

Pupil Case Sampling Service



What is it?

- This is an external review of **Inclusion**, aligned with the Ofsted framework and approach
- It evaluates how effectively the school identifies and **supports pupils** who experience barriers to learning and/or wellbeing
- The review also provides **valuable insight** into the wider quality of curriculum, behaviour, and personal development
- It will focus on multiple pupils from one of the **statutory groups** or one pupil from two statutory groups



How does it work?

- A **pre-visit meeting**, that mirrors part of the OFSTED planning call, is conducted to agree which pupil group(s) will be the focus and to plan the schedule of activities
- **One day visit** to observe selected pupils both in lessons and during unstructured times, with opportunities to speak with them and review their work together
- **Discussions with staff** who work directly with these pupils, alongside consideration of any relevant existing records or documentation
- **Dialogue** with parents/carers to gather their perspective on pupils' experiences and support
- A **debrief with the Headteacher** at the end of the visit, followed by a **written report** summarising all observations and key findings
- Templates and **guidance** are provided for senior leaders to prepare for the day



What are the benefits?

- It provides an objective, **fresh perspective** where unbiased insights can be provided leading to improvement planning opportunities and an impact on provision
- Excellent preparation for an **OFSTED** inspection
- It **shows a commitment** from your organisation to transparency and continuous improvement which strengthens trust among stakeholders



The cost of the day's observation including pre and post meetings, parent conversations and the resources provided plus a full report noting key observations is £795. For any extra days covering different statutory group/groups (breadth) or a greater selection of pupils included in the groups/s from day one (depth) it is an extra £550 per day.

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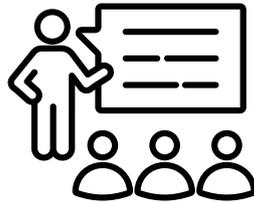
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Future Resilience

Instructional Coaching Set up Programme



What is it?



- This programme gives guidance and training for leaders to set up a **high-impact** professional development programme
- This will **build teaching expertise** and consistency across a school by giving teachers frequent, targeted, practice-based feedback

How does it work?



- Training for leaders, so they can **create a vision, purpose and scope** for the coaching programme so it is systematic, supportive and aligned to school improvement priorities
- Training leaders on the **coaching models** to use and what coaching structures to put in place
- A day's training for the selected coaches on **how to conduct instructional coaching**
- Training on how to monitor implementation and **evaluate impact**
- Follow up day to **evaluate programme implementation** and to conduct further coaching support for coaches so the impact is sustainable

What are the benefits?



- It is a **high impact, low cost** way to improve teaching quality and pupil outcomes in a fast and sustainable way
- It supports **school improvement** and OFSTED priorities
- It **builds teacher confidence** and reduces anxiety which supports staff retention

Half day training for leaders setting up the programme - £495

Whole day's training for coaches on how to coach - £795

Whole day review and evaluation of the programme - £695

You can purchase just one or two parts of the programme to reduce cost and to ensure it is tailored towards your needs

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Future Resilience

Headspace Coaching Programme



What is it?



- It is a block of **five, face to face, coaching** sessions with each session approximately once a fortnight
- It is a short term intervention that aims to support young people to build their resilience by helping them manage their capacity and **headspace** so they can set goals, plan actions and accept accountability for them
- It is **for pupils in KS4 or 5** who are at risk of underachievement but are still engaged with school
- The programme works **best 1-1** however it still works well with pairs or small groups (up to 10)

How does it work?



- Pupils are taken through a **stressors/barriers audit** to look at the demands placed on them and how to manage these
- They are given **wellbeing** and effective **study management tools** to build capacity
- Pupils **goal set and action plan** to find a clear pathway to success

What are the benefits?



- This programme will positively **impact upon attendance, behaviour/engagement** and **academic results** of the pupils
- It can provide evidence to share with **OFSTED** on how pupils are supported
- Pupils will **feel calmer, less stressed** and more grounded
- They will come away with **copng mechanisms** to help them focus on their work including dealing with setbacks more effectively
- They will have a chunked down **plan** that they **believe they can see through**

A day's coaching of 5 sessions along with a debrief to link staff at the end of the day, a tracking report to show progress/engagement and student resources costs £549 (£2745 for 5 days).

Optional extras are workshops to help parents and pastoral staff support the students with their resilience- price to be discussed depending on the scope of these.

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