

# The HR Pathways Academy

## Continuous Professional Development (CPD) Programmes

The HR Pathways Academy: Visionary pathway is an exclusive course tailored for strategic leaders such as CEOs, COOs, HR Directors, and experienced Principals and Business Managers within single or multi-academy trusts or other school settings. It blends HR expertise with executive insight to enhance strategy, improvement, efficiency, and the future vision of your organisation.

The course is delivered by a team of senior HR professionals and legal educational experts.

With 14 hours of contact time over three months, this bite-sized approach to learning provides:

- Eight interactive training sessions.
- Two additional sessions design to help embed learning and creating space for networking and discussion with other leaders.
- An individual TypeCoach report to help you understand your natural preferences, how to build strong relationships and collaborative environments to enhance performance, build trust and ensure inclusivity.

There is also an option to add individual coaching with one of our qualified executive coaches enabling space for you to fully implement your learning at an additional cost.

## Visionary Pathway: Agenda

Culture	
<b>Thursday 6 November 2025 10.30am</b>	<b>Thursday 13 November 2025 10.30am</b>
<b>Session 1: Setting the tone and culture:</b>	<b>Session 2: Celebrating the diverse workforce</b>
Delivered by: Emma Hughes, Head of HR Services/Partner and Polly O'Malley Education Partner	Delivered by: Marie Ashton/Chantel Mutongole, HR Consultants
<ul style="list-style-type: none"><li>• Positive role modelling/leadership.</li><li>• Cultural Reviews/Culture &amp; Values.</li><li>• Changing toxic cultures.</li><li>• Whistleblowing culture.</li></ul>	<ul style="list-style-type: none"><li>• Diversity, Equity &amp; Inclusion.</li><li>• Preventing Sexual Harassment.</li><li>• Wellbeing Strategy.</li><li>• Engagement.</li></ul>

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## Strategy

**Thursday 20 November 2025 10.30am**

**Session 3: Impactful HR Strategy**

Delivered by: Tom Wallace, Deputy Head of HR Services

- The leaky bucket/Smarter people practices.
- What's going on in the world of work.
- What's going on in our sector.
- Priorities of people strategy.

**Thursday 27 November 2025 10.30am**

**Session 4: Framework for the Future:**

Delivered by: Tom Wallace, Deputy Head of HR Services and Hannah Bingham, Senior HR Consultant

- Growth and blockers.
- Driving change.
- Employer branding.
- Talent management and succession planning.

## Reflection

**Thursday 4 December 2025**

**Session 5:**

Delivered by: Tanya Jackson, Senior HR Consultant

- One-hour learning consolidation and free-form Q&A.
- Connect and collaborate.

## Influencing

**Thursday 11 December 2025 10.30am**

**Session 6: Influencing: Impact in Action:**

Delivered by: Emma Hughes, Head of HR Services/Partner

- What is influencing?
- Influencing styles and when to use them.
- Coaching and drama triangle.
- The Art of Supervision: Nurturing Your Professional Growth.

**Thursday 15 January 2025 10.00am**

**Session 7: Influencing: What makes you unique:**

Delivered by: Tanya Jackson, Senior HR Consultant and L&D Business Partner

- Refine your influencing style.
- Identify personality types using speech and behaviour.
- Adapt communication to influence based on their personality traits.

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## Pioneering

**Thursday 22 January 2025 10.30am**

**Session 8: HR unleashed:**

Delivered by: Tracy Foster, HR Consultant and Heather Mitchell Employment Partner

- Bold and innovative approach to HR.
- Appetite for risk.
- Solutions and strategy.
- The magnificent seven.

**Thursday 29 January 2025 10.30am**

**Session 9: Alliance Craft: Forging Successful Union Collaborations:**

Delivered by: Tom Wallace, Deputy Head of HR Services and Heather Mitchell, Employment Partner

- Effective communication and negotiation with unions.
- Building and maintaining strong union relationships.
- Understanding the pitfalls and how to avoid them.

## Reflections and next steps

**Thursday 5 February 2025 10.30am**

**Session 10:**

Delivered by: Tanya Jackson, Senior HR Consultant

- One-hour learning consolidation and free-form Q&A.
- Connect and collaborate.
- Next step pledges.