

## LEADERSHIP TEAM COMPASS

# See your leadership team clearly.

An independent four-week review of how your leadership team works, ending in three agreed priorities for the year ahead.

Teams of 5 to 15 · Independent and public schools · Grade R to 12 · Commissioned by the head, board or SGB

### The problem it solves

Leadership teams rarely get time to step back and look at how they work together. Heads hear filtered feedback, and boards see results rather than the team behind them. The Compass gives an independent, evidence-based picture, and shows how much of what holds the team back is within its control.

### Four steps, four weeks

- 1 Brief** WEEK 1  
One hour with the head to agree goals, context and who takes part.
- 2 Survey** WEEKS 1 TO 2  
Each leader rates the team online in about 12 minutes. An optional staff survey adds a wider view.
- 3 Interviews** WEEKS 2 TO 3  
Confidential 30-minute conversations with four to six leaders.
- 4 Report and debrief** WEEK 4  
A written report, then a two-hour workshop where the team sorts what it can control and agrees three priorities.

### What the school receives

- A chart of the team's ratings across the core areas of school leadership
- Culture scores: feedback, mutual support, listening and openness to change
- Interview themes in leaders' own words, with no names attached
- Strengths to build on, gaps to close and recommended next steps
- Three agreed priorities, with actions, owners and dates
- A baseline to measure progress against in 12 months

### Staff time needed

|                               |                 |
|-------------------------------|-----------------|
| <b>Head</b>                   | About 4½ hours  |
| <b>Each leader</b>            | 2½ to 3 hours   |
| <b>Other staff (optional)</b> | About 5 minutes |
| <b>School office</b>          | About 1 hour    |

Interviews fit into non-contact time, so teaching is not disrupted.

### Confidentiality

Results are for the team as a whole. No one's ratings or comments reach the head, board or SGB without their written consent.

When a board or SGB commissions the review, the head sees the report first. It is a development tool, not an appraisal.

No leadership result comes from fewer than four people, and no staff result from fewer than five.

Answers are kept securely under POPIA and deleted three months after the debrief. Anonymised team results are kept for the 12-month comparison.

### FEE

## From R10 000

For a team of 5 to 8. R12 000 for 9 to 12, R14 000 for 13 to 15; no VAT. 30% off for three Founding Partner schools. Reduced fees for no-fee and low-fee public schools.

**Compass Review after 12 months: R5 000 to R7 000.**

### NEXT STEP

## Start with a 30-minute conversation.

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