

Participants have identified some collective impact features. The following table represents common changes in leadership behaviour since joining the Talent Pool:–

<i>How they now THINK</i>	<i>What others now SAY about them</i>
<i>Strategically</i> <i>Decisively</i> <i>With clarity</i> <i>With the bigger picture in mind</i> <i>About whole school impact</i> <i>About using alternative approaches</i> <i>Ahead to plan their career</i>	<i>You are:</i> <ul style="list-style-type: none"> ➤ <i>an effective leader</i> ➤ <i>work hard</i> ➤ <i>confident and assertive</i> ➤ <i>solution-focused</i> ➤ <i>a good role model</i> ➤ <i>doing well and helping the school make positive improvements</i>
<i>How they now FEEL</i>	<i>What they now DO</i>
<i>Confident with higher personal expectation</i> <i>Knowledgeable</i> <i>Empowered</i> <i>Resilient</i> <i>Successful</i> <i>Affirmed</i>	<i>Reflect routinely</i> <i>Hold others to account</i> <i>Deal with difficult situations</i> <i>Ask the ‘so what?’ questions</i> <i>Make decisions with confidence</i> <i>Act courageously</i> <i>Seek consistency</i>