WHY MANAGERS NEED PD TOO

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BACKGROUND

FROM TEACHER TO MANAGER

BRIDGING THE GAP

International Diploma in Language Teaching Management

(IDLTM)

UNIVERSITY OF QUEENSLAND – BRISBANE

IC-TE

THE IDLTM

- Organisational Structure
- HR Management
- Finance
- Marketing
- Customer Service
- Project Management
- Change Management
- Academic Management

#1 – EXPOSES YOU TO DIFFERENT ASPECTS OF AN LTO

#2 – GIVES YOU TIME TO FOCUS ON "QUADRANT 2"

Eisenhower Box
"priority matrix"

	Urgent	Not Urgent
Important	DO IT NOW **1**	PLAN IT Schedule a time to do it **2**
Not Important	DELEGATE IT Who can do it for you? **3**	DROP IT Eliminate it **4**

PERFORMANCE REFLECTION AND PLAN:
AN ALTERNATIVE APPROACH TO TEACHER APPRAISAL

- Considers the particularities of the school while also allowing flexibility;

- Involves teachers in its development;

- Is unbiased;

- Does not pin organisational problems on an individual's performance;

- Provides managers with information to measure/improve staff satisfaction;

- Provides teachers with a comprehensive overview of their yearly performance not only in the classroom but also in the business;

- Presents an opportunity for goal-setting and evaluation;

- Promotes communication between management and teacher;

- Allows space for its own evaluation through teacher feedback.

#3 – ENABLES YOU TO GO BEYOND MEDIOCRITY

THE PREVAILING SYSTEM OF MANAGEMENT

- Management by measurement

- Compliance-based cultures

- Managing outcomes

- "Right answers" vs. "wrong answers"

- Uniformity

- Predictability and controllability

- Excessive competitiveness and distrust

- Loss of the whole

SENGE, P. 2006

#3 – ENABLES YOU TO GO BEYOND MEDIOCRITY

THE PREVAILING SYSTEM OF MANAGEMENT

"I believe that, the prevailing system of management is, at its core, dedicated to mediocrity. It forces people to work harder and harder to compensate for failing to tap the spirit and collective intelligence that characterises working together at their best." (Senge, 2006)

#4 – TEACHES YOU ABOUT THE LEARNING ORGANISATION

- The Learning Organisation: "organisations where people continually expand their capacity to create the results they truly desire, where new and expansive patterns of thinking are nurtured, where collective aspiration is set free, and where people are continually learning how to learn together". (Senge, 2006)

- "In the long run, the only sustainable source of competitive edge is your organisation's ability to learn faster than its competitors […] What fundamentally will distinguish learning organisations from traditional authoritarian 'controlling organisations' will be the mastery of certain basic disciplines." (Senge, 2006)

#4 – TEACHES YOU ABOUT THE LEARNING ORGANISATION

Personal Mastery

Mental Models
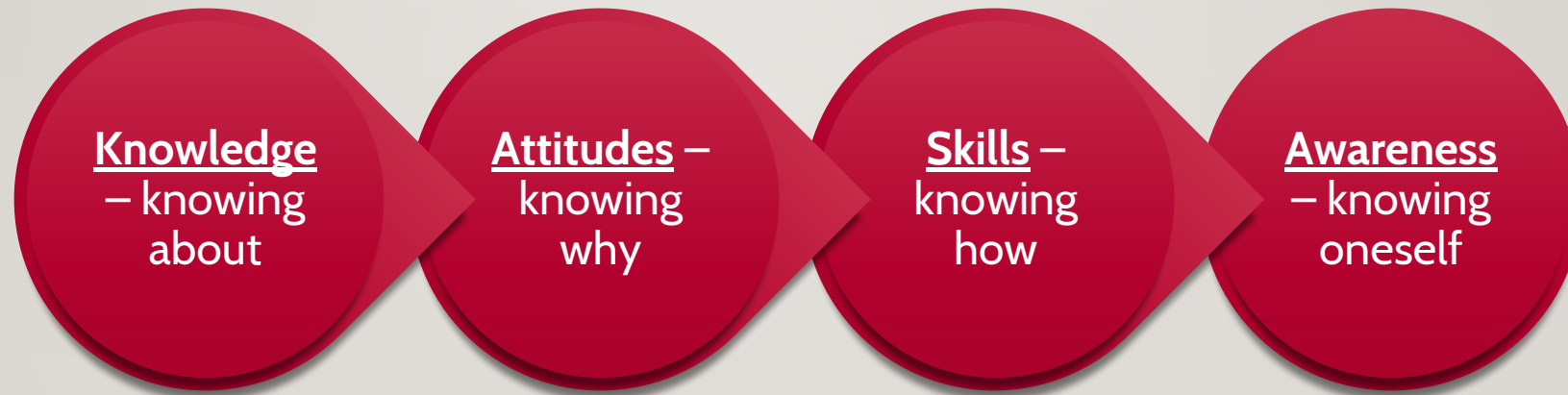
Building a Shared Vision

Team Learning

Systems thinking
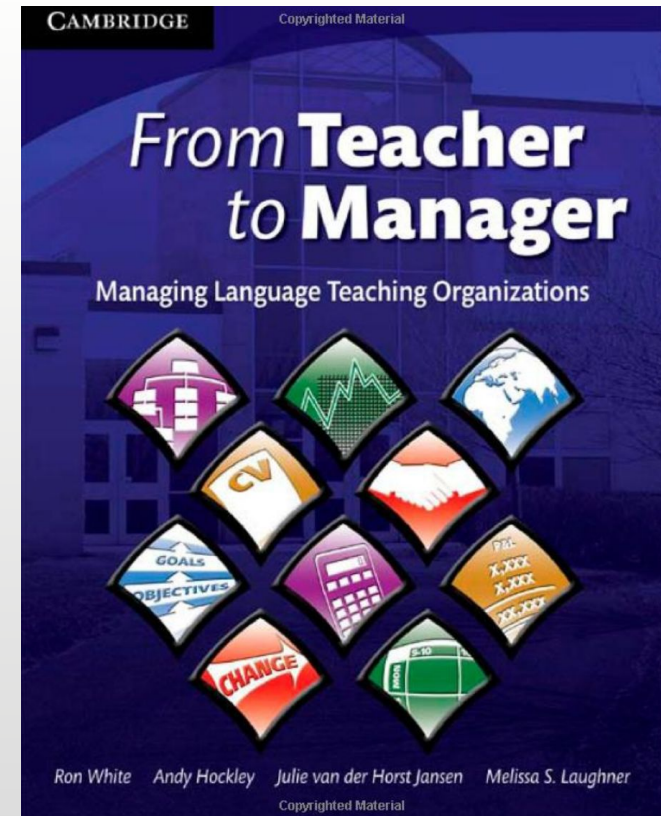
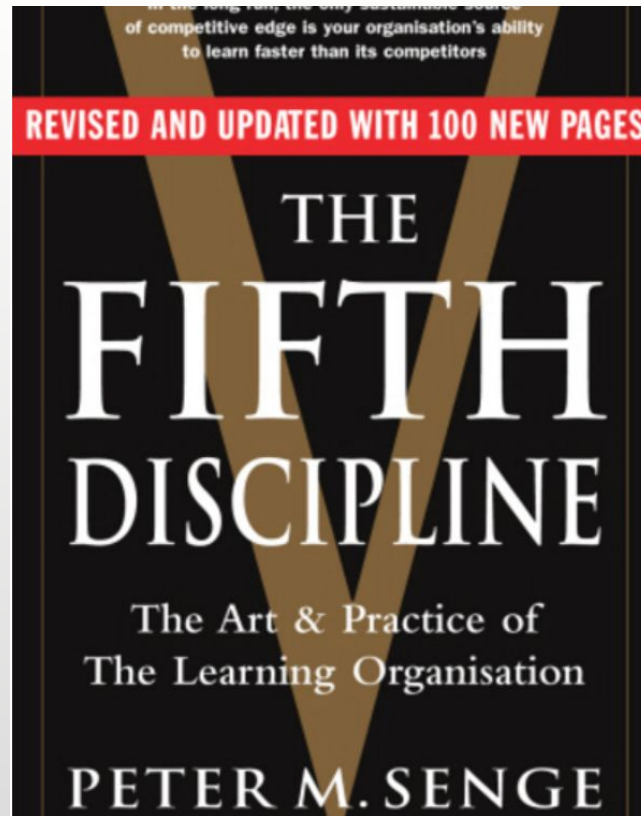# #5 – EMPOWERS YOU TO CHALLENGE THE PREVAILING VIEWS

- "Assistant Director of Studies is not a job you would go to IATEFL for."

- "This position is pro-management, not pro-teacher."

#6 – IT WILL HELP YOU FIND YOUR "MANAGER PERSONA"

The "KASA" Framework (Freeman, 1989)

Knowledge – knowing about

Attitudes – knowing why

Skills – knowing how

Awareness – knowing oneself

#7 – SO YOU WILL KNOW WHERE TO LOOK FOR HELP

#8 – SHOWS YOU THAT YOU ARE NOT ALONE

#9 – YOU "KEEP WALKING"

"Utopia is on the horizon.

I move two steps closer; it moves two steps further away.

I walk another ten steps and the horizon runs ten steps further away.

As much as I may walk, I'll never reach it.

So what's the point of utopia?

The point is this: we keep walking."

(Eduardo Galeano)

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THANK YOU!

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