

Finders, Keepers!

Helping schools to find the best
leaders, and then keep them

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Human Capital: leading from the front

- Chicago School economists late C20 – investing in people and leaders (Theodore Schultz)
- We can all remember a great teacher, great schools can all remember great heads (Mrs Clarke, housemaster Bill Bale)
- Good to great: Jim Collins on “why some companies make the leap”
- But great leadership is stressful



Finding the Best

- KISS – keep it simple stupid
- Recruitment and Search: everyone is a head-hunter!
- How to choose the best / how to hire for potential
- Action-Centred Leadership: walking the walk
- Moral Leadership and the social contract
- Investing in assessment, appraisal, CPD
- Pools of talent and strategic succession
- Investing in Retention

Next Gen and Headship Recruitment

- New Demand, New Supply
- New Structures
- New Leadership
- New Motivation (The Jensen Hypothesis – Hygiene v Motivation)
- Next Gen!
- New Search Methodology, AI cometh!
- Professional Governance, better governance
- Active Listening and Empathy

A black and white photograph of a hand watering a small plant. The hand is at the top left, with water dripping from the fingers. A small seedling with three leaves is growing out of dark soil at the bottom center. The background is a soft-focus landscape.

Keeping the best

- But not for ever – letting go!
- Jensen – Fulfilment and Recognition
- Moral Leadership, Trust...and Tough Love
- Beginnings and Endings
- Sustaining the Best
- Strategic Succession
- Governance, Leadership & Management
- Putting Houses in Good order



Questions please

- Anthony Millard Consulting team available 24/7
- Experts in Finding and Keeping!

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Many of the AMC team have been Heads in the UK and internationally and several are current Governors.

We understand schools and support excellence in education.

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