Workshop session

Using Scenario Planning to Enable Business and Education Teams to Work More Effectively

Friday 13 March 2020 | 14:30 - 15:30

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Introduction

• Setting the scene
• Scenario planning
• The Oracle Question; interactive exercise
• Four worlds
• Involving the Chief Executive
• Impact and Outcome
• Q&A
TDET: A Brief History

1651 - Thomas Deacon is born
1721 - Thomas Deacon dies and is buried in Peterborough Cathedral
1722 - First Deacon’s School opens in Cambridge
1721 - Thomas Deacon is made High Sheriff of Northamptonshire

In his will, Thomas Deacon left sufficient money to open a school for 20 boys in Peterborough.

TDA: Sept 2007
QKA: Jan 2017
GPA: Aug 2018
UPA: May 2019
WPA: Apr 2019
WEL: May 2019
RBA: Apr 2020

Increase in Pupils and Staff 2016-2020

Unity of Purpose: Trust | Diversity | Excellence | Transformation
The vision of TDET Business Services is to support educational outcomes by **delivering** expert and efficient support services that ensures the Trust is **compliant** with its statutory and legislative requirements and **enabling** staff and managers to be effective in undertaking their responsibilities.

Unity of Purpose: Trust | Diversity | Excellence | Transformation
Thinking Ahead

Unity of Purpose: Trust | Diversity | Excellence | Transformation
Long term approach: a focus on knowledge
Scenario Planning

• Over to Ian.......
Insights Discovery Profiling and Coaching

- Personal Development
- Strategic Scenarios
- Leadership – Insights and Coaching
Insights Discovery Profiling and Coaching

Unity of Purpose: Trust | Diversity | Excellence | Transformation
Scenario Planning

Personal Development

Strategic Scenarios

Leadership – Insights and Coaching
Scenario Planning

• Aims to create a series of future possible futures, not predictions or forecasts
• This is what *might* happen, how would we respond?
• The Oracle Question – getting at people’s concerns
• Creating four worlds
Oracle Questions

• If we merge with other Trusts how can we ensure we are the prevailing Trust?
• Where do you see external lets in 5 years?
• What does school funding look like in 5 years’ time?
• What reputation does Business Services enjoy as compared with the Trust?
• What obstacles did H&S division encounter
Questions for the CEO

• How will Business Services and Education become “as one” for TDET offering?
• How will you ensure Business Services is given equal priority to Education?
• Which is worse: falling educational outcomes or Financial Notice to Improve?
• Are you a colleague or a customer?
• How is what you need from Business Services different from what Trustees need (if at all)?
Our Four Worlds

- **Rowing Boat**
- **QE II**
- **Titanic**
- **Steam Boat**

Legislative Changes
- Reactive
- Proactive

Capacity in team
- Insufficient
- Sufficient
Interactive Exercise: Oracle Questions

• You have access to an Oracle who knows the future of your school/organisation perfectly over the next 5 years.

• What three questions would you ask?
Involving the Chief Executive

• The big questions.
• Where do support services fit into an education environment?
• Theory to actual. Invite the oracle.
• Mutual understanding of purpose.
Critical Success Factors and Expectations

• Critical Success Factors

• Open session on expectations
Impact and Outcomes

- TDET Strategic Plan 2019 to 2022
- Strong engagement of team in process
- Confidence and strong belief
- A common language
- Stronger team ethos

TDET Vision

TDET Academies are connected by a common set of values to empower every student, every member of staff, parents and the community through a high-quality education.
Q&A
Contact Details
Visit us on Stand 83

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