educationleaders.co/intensive

EDUCATION LEADERS

Intensive Leadership Programme

Proven methods, practical results

JANUARY 2027 COHORT

REALITY CHECK

You didn’t get into education to push paperwork around.

You wanted to make a real difference, and now you’re ready to lead it. The trouble is that most leadership training misses the mark. Lots of theory, not much you can actually use on Monday morning. This programme is built the other way round: practical, research-backed, and yours to adapt straight away.

WHY THIS WORKS

80% doing. 20% talking about it.

The traditional CPD ratio, turned on its head. You spend your time practising leadership in your real context, not listening to someone describe it.

Most of your time is spent practising leadership, not watching someone describe it.

WHY THIS WORKS

What makes it different.

Every technique comes from solid research, but we've dropped the academic jargon. You spend your time practising leadership in your real context, with people who get it, until it sticks.

What you'll master

- Evidence-based leadership techniques
- Practical tools for real school contexts
- Change that actually lasts
- Your own authentic leadership style
- Team building and communication that works

What you'll walk away with

1. Your own Personal Leadership Playbook
2. Tools you can use straight away
3. The confidence to tackle the big things

THE CURRICULUM

The ten leadership levers.

One a week. Each lever is a single research-backed system you build into your daily practice, drawn from more than 100 peer-reviewed studies and stripped of anything that doesn't change Monday morning.

01 Live Your Values

Clarify your core principles and align your actions. Authentic leadership starts here.

02 Use Your Experience

Turn your teaching expertise into leadership strength. You're already leading in the classroom.

03 Communicate with Clarity

Make sure everyone leaves a conversation with the same understanding. No more confused outcomes.

04 Master Your Meetings

Turn wasteful meetings into productive sessions that respect time and drive results.

05 Give Powerful Feedback

Deliver feedback that develops people rather than creating defensiveness.

06 Nurture Potential

Create real connection and make every team member feel valued.

07 Delegate with Purpose

Free your capacity for leadership while developing your team's capabilities.

08 Develop Your Team

Build high-performing teams through evidence-informed professional learning.

09 Own Your Decisions

Make confident decisions using clear processes, and protect your priorities.

10 Make Change Stick

Create and execute plans that deliver sustainable improvement in your school.

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The most unique and thought-provoking community-based leadership development programme out there.

Jean-Pierre Adamson FCCT · International school leader, Hong Kong · Cohort 1

WHO IT'S FOR

Is this you?

A leader who's tired of initiatives that fizzle out. You want real change, you're fed up with meetings that go nowhere and good people leaving. Sound familiar?

You might be

- A department head ready to lead
- A senior leader tired of firefighting
- A head looking for better ways to work
- A multi-school leader scaling your impact

It fits if you

- Want lasting change, not quick fixes
- Are losing good people and want to stop it
- Are open to research-backed approaches
- Want to grow without giving up every evening

WHAT HAPPENS

No essays.

We track your progress through how you're leading and the difference it's making in school, not through grades. It's about development, not assessment.

Ongoing support

- A weekly live session with the full cohort
- A coaching circle of peers matched to your role
- A sixty-second daily reflection, no essays attached

What changes

- Meetings that actually work
- Feedback that lands
- Decisions made with confidence

What you keep

A digital certificate and badge, your Personal Leadership Playbook, and ongoing access to the alumni community once the programme ends.

PROGRAMME DETAILS

When, how, and how much.

Eleven live sessions across fourteen weeks. Tuesday evenings, 5:00 to 7:00 PM China Standard Time, live online via Microsoft Teams. Breaks are built in around the major school holidays. This cohort runs from January to April 2027, starting on Tuesday 26 January.

WEEK	DATE	LENGTH	NOTES
0	**Tue 26 Jan 2027**	1 hour	Welcome session
1 to 9	**Feb to Apr 2027**	2 hours	One lever a week, with practice in school between sessions
·	***Three weeks***	*Break*	*Built in around the major school holidays*
	March 2027	2 days	**Leading as a Coach Masterclass, Shanghai (optional), date to be confirmed**
10	**April 2027**	2.5 hours	Final lever and celebration session

£2,400

per leader, full programme

Pay up front, or spread the cost across **two to three monthly instalments**. Schools invoiced directly in **GBP, USD or EUR**.

Optional add-ons: Leading as a Coach Masterclass, Shanghai (£500), and four 1:1 coaching sessions with Shane (£600).

YOUR COACH

Meet Shane.

Shane's been there. He believes every educator has real leadership in them, and that the job is to find your own authentic style, not to copy someone else's.

A bit of background

- Hosts the Education Leaders podcast, top 5% globally and number one in its education charts
- Co-author of *Change Starts Here* (Routledge), with a second book, *UNTAP*, coming from Crown House
- Years coaching leaders in international schools across more than 30 countries
- A trained coach, focused on what works in real schools

OPTIONAL EXTRAS

Go deeper, if you want to.

A handful of optional add-ons give you more one-to-one support and intensive practice. None of them are needed to get the full value of the core programme.

Available add-ons

- **Leading as a Coach Masterclass:** two days in person in Shanghai, mastering the coaching approach to leadership (£500)
- **Personal coaching:** four one-to-one sessions with Shane on your own challenges (£600)
- **Team sessions:** bespoke coaching for school groups signing up together

From the last Leading as a Coach Masterclass, Shanghai, February 2026.

AFTER THE PROGRAMME

It doesn't end at week fourteen.

The programme finishes but the community carries on, through The Circles. Monthly catch-ups, fresh research, and the people who were in the room with you.

Monthly catch-ups

Online sessions with fellow graduates to keep the momentum going.

In person

Face-to-face gatherings for connection and learning when paths cross.

Going further

Deeper skill sessions and new research through Education Leaders.

READY WHEN YOU ARE

Ready to lead the change?

Applications for the January 2027 cohort are open now. Shane speaks with every applicant before anything is agreed, so you'll know it's the right fit before you commit.

Apply at educationleaders.co/intensive →

HOW TO JOIN

1. Complete the online application, about 30 minutes
2. Have a one-to-one conversation with Shane
3. We confirm your place and send joining materials

OR JUST SAY HELLO

EMAIL

shane@shaneleaning.com

WEB

educationleaders.co/intensive

BOOK A CHAT

zcal.co/leaningshane/intensive