



WELLINGTON COLLEGE
CHINA
惠灵顿(中国)

COURSE DIRECTORY

惠灵顿(中国)职业培训手册



2023-24



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As Steve Jobs once famously said, 'Stay hungry and stay foolish'. We wish that for everyone in our Wellington College China (WCC) Community. Lifelong learning and growing is a commitment to our staff and pupils alike, as we share in the journey of becoming the truest and highest expression of ourselves and pursue our vision of becoming the world's best bilingual education group.

乔布斯曾说：“求知若饥，虚心若愚”，这也是我们对惠灵顿（中国）所有成员的期望。终身学习和成长是我们对员工及学子的承诺，正如我们共同的目标——成就自我，实现最真实的自己；也正如我们的愿景——成为全球最好的双语教育集团。

乔英 Joy Qiao
Founder and Chairman
惠灵顿（中国）创始人、理事长



Developing our staff to ensure we continue to provide premium education and non-academic services is a critical part of our offer. We, therefore, invest a significant amount of time, effort and money into facilitating quality training, whether this be through external partners, internally from WCC's Institute of Learning, or indeed via our own Wellington staff. The courses in this directory, are reviewed each year with the hope they can be tailored to meet the individual's needs. They are not exhaustive, but they do form the heart of our offer, which we encourage every WCC employee to take advantage of. We will only remain at the cutting edge of education if we retain our desire to learn and to improve. And we will only do this if we invest in our staff and they, in turn, take up the array of opportunities offered to them by WCC.

助力员工发展是确保我们持续提供优质教育和非教学服务的关键。因此，我们投入了大量时间、精力和资源，通过外部合作伙伴、内部的惠立教育研究院，以及我们自己的员工等不同途径来提供高质量的培训。这本培训手册呈现的课程，每年将根据员工的个性化需求在广度和深度上进行调整。手册虽只呈现了部分课程，但已覆盖了所有核心培训内容，希望每一位惠灵顿（中国）员工都能积极参与这些课程。我们只有保持对学习和进步的渴求，把握惠灵顿（中国）给予我们的每个机遇，才能始终走在教育行业的前沿。

傅礼安 Julian Jeffrey
Chief Executive Master
首席总校长



Be You. Be More. 从心, 致远。

Foreword 前言



It is my pleasure to introduce this year's WCC Course Directory, which pulls together the fantastic range of learning and development opportunities across our Group, and highlights our ethos of 'Be You, Be More'.

Our talent and development strategy is now clearly grouped into three key pillars that are linked to the WCC Competency Model and show clear progression through to middle leadership, senior leadership and beyond. The framework ensures professional learning opportunities are available to every staff member, across all grades, roles and cities.

We have some exciting new talent programmes launching this year. The telescope programme, led by Julia Ji, Bursar of Wellington College Tianjin and Group Non-Academic Development Coordinator, it is aimed at growing high-potential non-academic leaders into bursar and deputy bursar roles. We also launched our Executive Leadership Accelerator Programme (ELAP) in partnership with Alliance Manchester Business School, part of the University of Manchester. This is a bespoke, MBA-level programme which has been developed exclusively for WCC, aimed at developing strategic, global leadership skills for our most senior leaders in the Group.

This year's directory also includes new training programmes on an excellent range of topics including Introduction to ChatGPT, Power Platform, Legal Knowledge Sharing, The 7 Habits of Highly Effective People, Speed of Trust, Crisis Communication, DEI (Diversity, Equity & Inclusion) and academic Joint Practice Development projects (JPDs).

None of this could be possible without the ongoing commitment of Joy Qiao, our Founder and Chairman, and our Governors and Board, who are so invested in ensuring WCC offers the best possible opportunities for our staff. We have also retained our Best Companies to Work for in Asia award for the third year running. This is in no small part due to our genuine commitment to employee's professional development.

Whether you are new to WCC this year or have been here since the very start, we hope you find something of interest here and that this course directory helps in planning your learning and development goals throughout the year.

Wishing everyone a successful and enjoyable academic year ahead!



很荣幸向大家介绍本年度的《惠灵顿(中国)职业培训手册》，这本手册汇集了我们集团内丰富的学习和发展机会，充分彰显了“从心，致远”的理念。

我们的人才发展战略现在清晰地分为三个关键层级，每个层级均与惠灵顿(中国)领导力模型相关联，清晰呈现了从中层管理到高层领导等逐步提升的学习发展路径。该框架确保横跨各职级、岗位、不同校区的所有成员均可享有专业学习机会。

今年，我们发布了多个振奋人心的全新人才培养项目，例如：由惠灵顿天津校区财务运营总监及集团非教学学习与发展协调员季萌女士主导的“领航”项目，该项目旨在内部定向培养运营总监或副总监。我们还与曼彻斯特大学下属的曼彻斯特商学院合作推出了行政领导者加速培养项目(ELAP)，这是为惠灵顿(中国)定制开发的MBA级别培训项目，旨在加速提升集团内最高级别领导者的战略性和全球化的领导力。

今年的手册还囊括了众多全新的培训主题，如：ChatGPT介绍、Power Platform、法务知识分享、高效能人士的7个习惯、信任的速度、危机沟通、DEI(多样化、公平和包容)、学术联合实践发展项目(JPDs)等。

这一切要特别感谢创始人、理事长乔英女士以及每一位理事会成员，正是他们持之以恒的支持，确保了惠灵顿(中国)可以为旗下所有员工提供最佳的学习发展机会。今年是我们连续第三年蝉联由HR Asia颁发的“亚洲最佳企业雇主奖”，能够获得这一奖项，很大程度上归功于我们对人才发展所作的努力。

无论你是新进员工，还是创始员工，我们都希望你能在这里找到自己的兴趣所在，也希望这本职业培训手册能够帮助你规划全年的学习与发展目标。

祝大家都能在即将到来的新学年收获成功与喜悦!

Rowan Bell
Group Chief People Officer
集团首席人力官

The Training Offer and Schedule 2023-24 惠灵顿(中国)2023-24学年培训项目计划表

This directory features professional development opportunities available for both academic and non-academic staff. Any continuous professional development (CPD) which is targeted at academic staff- including teachers, TAs and school leaders is highlighted, whilst other opportunities, such as team building and cultural awareness training, are suitable for all staff and are available group-wide.

We have included a range of session ideas that may be accessed by different schools as part of the support available from the IoL. Cross-group networks are included, and new aspects of this for 2023-24 include further development of the family of schools network, including WCC, The Wellington College (TWC) and Wellington College International (WCI). We recognise that education is a dynamic field. New ideas, revisions to current expectations and innovative practices will happen throughout the year. With this in mind, we aim for flexibility and responsiveness with our CPD offer. New sessions may be added during the academic year, and we will offer regular updates. These may include workshops and Q&A sessions. We will also signpost relevant external CPD opportunities, such as webinar sessions, to share a range of different development opportunities and education ideas. Alongside this schedule, we can work with individual schools to develop bespoke sessions.

CPD for non-academic staff will be updated regularly and shared via the HR team. Grace Wu, our Learning and Development Manager will keep teams up to date with this offer. WCC will offer training and development in the following six categories, delivered both internally and externally, based on a 70-20-10 learning and development model: 70% learning through experiences, 20% learning through exposure and 10% learning through education.

- Culture and Wellbeing
- Compliance Training
- General Skills
- Management Skills
- Leadership
- Coaching

We recognise that education continues to develop and change, so we should too. We aim to be flexible, responsive and proactive with our CPD offer, so please do get in touch with any suggestions as we move forward! We hope that we can support you to meet your CPD needs for 2023-24 and look forward to working with you.

本职业培训手册涵盖了面向教学和非教学员工的职业发展机会，包括专门针对教师、助教和学校领导等教学员工的持续进修(CPD)，以及面向集团所有员工的其他培训，例如：领导力发展项目、团队建设和文化觉知力培训。

作为惠立教育研究院提供支持的组成部分，我们开设了一系列面向各校开展的培训。培训课程还包含跨集团交流，2023-24学年的新增培训中就包括了进一步增进校际交流——如加强惠灵顿(中国)旗下各校、英国惠灵顿公学以及惠灵顿国际之间的交流。我们深知教育行业是一个动态发展的领域，一年之中毫无疑问会出现新的设想、对当前目标进行调整或开展创新实践的情况。因此，我们的持续进修旨在保持灵活的机动性。学年中可能会增设新课程，我们将定期分享最新动态，包括关于重要课题的工作坊和问答环节。我们还将发布相关的外部进修的参与机会，例如线上研讨会，以分享不同的发展机会和教育理念。

除了这份计划表以外，我们还可以与各校合作研发定制课程。

针对非教学员工的培训将由集团人力资源部定期更新及分享。集团学习与发展经理吴婷将向学校人力资源部发布最新的培训信息。我们的培训设计将基于70-20-10学习与发展法则开展(70%来自于工作任务，20%来自于合作与观察，10%来自于正式或虚拟的课堂学习)，内容分为六大类：

- 文化与幸福关怀
- 合规培训
- 通用技能
- 管理技能
- 领导力
- 教练课程

我们深知，教育行业是持续发展和变化的，作为教育行业从业者的我们也当如此。我们的目标是提供灵活机动、响应积极且具有前瞻性的持续性培训。如就培训项目有任何建议，请随时与我们联系！我们期望能满足您在2023-24学年的学习需求，并将与您携手共进。

Training Offer and Schedule		Key Contact
Leadership Development Programmes	<ol style="list-style-type: none"> Bo-Le programme (Academic Chinese Middle Leader Development, one-year programme, from August 2023 until June 2024) High Potential Programme (Identify and develop existing and future leaders, two-year programme, from February 2023 until December 2024) Telescope Programme (Internally develop bursars and deputy bursars, two-year programme, from August 2023 until May 2025) Executive Leadership Accelerator Programme (Targeted at existing STM members, from September 2023 until May 2025) 	Grace Wu
Coaching	<ol style="list-style-type: none"> Foundation Coaching (Two days, by Dean Clayden and Maja Rogic) Advanced Coaching (Two days, by Iain Henderson) 	Dean Clayden
Mentoring	Academic Mentoring (Varied- CPD plus ongoing support, by Kirsty Anderson)	Kirsty Anderson
Cultural Awareness	Cultural Awareness: Chinese Version/ English Version (One day, by external trainer)	Grace Wu
Team Building	<ol style="list-style-type: none"> Building High Performing Team Through DISC & Self-awareness (English version, half-day by Annabel Jones; Chinese version, half-day by Grace Wu) Team Cohesion and Level 5 Leadership (One day by Annabel Jones) 	Grace Wu
Academic	Range of CPD Opportunities, Networks and Support (Varied, by IoL and other providers)	Kirsty Anderson
TA to Teacher	Chinese TA to Teacher Programme in the Early Years (One hour x 12 weeks, by WCC Chinese Early Years Leads)	Kirsty Anderson
NPQs	NPQSL, NPQH, NPQEYL (start dates: Oct, Feb)	Kirsty Anderson
iPGCE	International PGCE programme with the TES Institute (One year)	Kirsty Anderson

ACADEMIC: CPD for academic staff will be updated regularly by Kirsty Anderson and will be communicated via the IoL Hub. Bookings and queries can be made via the IoL Hub [WCC IoL Hub - Home](#).

NON-ACADEMIC: We will share training dates via [HR Connect](#).

培训项目计划表		主要联系人
领导力发展项目	<ol style="list-style-type: none"> 伯乐项目(中方中层学术领导培训,为期一年,2023年8月至2024年6月) 高潜力人才发展项目(识别和发展未来高层领导,为期两年,2023年2月至2024年12月) 领航项目(内部定向培养财务运营总监/副总监,为期两年,2023年8月至2025年5月) 行政领导者加速培养项目(针对目前的高层领导团队,为期两年,2023年9月至2025年5月) 	Grace Wu
教练项目	<ol style="list-style-type: none"> 基础教练课程(2天,讲师:Dean Clayden / Maja Rogic) 高阶教练课程(2天,讲师:Iain Henderson) 	Dean Clayden
辅导项目	学术辅导项目(将根据实际情况制定培训并辅以持续支持)	Kirsty Anderson
文化觉知力	文化觉知力:中/英文版(1天,外部培训师)	Grace Wu
团队建设	<ol style="list-style-type: none"> 通过DISC"知己解彼"打造高绩效团队(半天,英文版讲师:Annabel Jones;中文版讲师:Grace Wu) 团队凝聚力和第5级领导力(1天,讲师:Annabel Jones) 	Grace Wu
教学	持续进修机会、跨校交流合作及支持(具体内容将根据实际情况制定,惠立教育研究院及外部讲师)	Kirsty Anderson
助教晋升为教师培训项目	早期教育阶段的中方助教晋升为教师的培训项目(每周1小时,持续12周,讲师:惠灵顿(中国)中文早期教育阶段领导)	Kirsty Anderson
英国国家专业资格认证	NPQSL, NPQH, NPQEYL (开始日期:10月、2月)	Kirsty Anderson
国际教育学教师资格(硕士文凭)	与泰晤士报教育副刊(TES Institute)合作开展国际教育学教师资格(硕士文凭)项目(为期1年)	Kirsty Anderson

教学:针对教学员工的持续进修将由Kirsty Anderson定期更新,发布于教育研究院网页(IoL Hub)上 [WCC IoL Hub - Home](#)。你可以在该网页上进行预约和查询。

非教学:我们将通过[HR Connect](#)分享具体培训日程。

New for 2023-24

2023-24学年新增培训



We know planning and reflecting are important when providing guidance and development opportunities. Alongside this academic and non-academic CPD offer, we are supporting schools in new ways, including:

- IPGCE with the TES Institute
- Regular updates on CPD opportunities via the IoL Hub
- Facilitating and promoting Joint Practice Development projects
- Continuing to develop cross-group networking
- Opportunities to share good practice through TeachMeets
- The Telescope Programme
- Executive Leadership Accelerator Programme
- Online learning resources

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IPGCE PROGRAMME

WCC is working with the TES Institute to support iPGCE participants in 2023-24. The iPGCE is an internationally recognised teacher training programme to support future teachers to become effective practitioners who use active teaching and learning approaches to enable children to achieve their potential.

JPDS

Alongside sharing CPD with different schools, the IoL would like to introduce Joint Practice Development (JPDs) projects for the 2023-24 academic year. JPDs focuses are developed through identified needs, pedagogical developments and interests. They are evidence-led projects designed to be explored over time. JPDs are facilitated and supported by the IoL and sustained by schools involved in projects. The intention is that schools play an active role in JPDs projects with support from the IoL.

MENTORING

It is valuable to have ongoing support from mentors at different stages of your career. Training and support for mentors will be developed throughout 2023-24.

我们深知, 为提供最合适的指导和发展机会, 悉心规划和总结思考至关重要。除了提供教学和非教学领域的持续培训, 我们还将采用全新方式为学校提供支持, 其中包括:

- 与泰晤士报教育副刊 (TES Institute) 合作开展国际教育教师资格(硕士文凭)项目
- 定期更新惠立教育研究院网页 (IoL Hub) 上的持续进修内容
- 促进和推动联合实践发展项目
- 持续加强跨集团交流
- 通过 TeachMeet 分享优秀实践
- 引航项目
- 行政领导者加速培养项目
- 线上学习资源

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国际教育教师资格(硕士文凭)

惠灵顿(中国)与泰晤士报教育副刊 (TES Institute) 开展合作, 为2023-24学年国际教育教师资格(硕士文凭)项目的参与者提供支持。国际教育教师资格(硕士文凭)是一个国际公认的教师培训项目, 旨在支持未来的教师成为有效的从业者, 能够使用积极的教学方法帮助儿童发掘自身潜力。

联合实践发展项目

在与各校分享持续进修机会的同时, 惠立教育研究院于2023-24学年推出了联合实践发展项目 (JPDs)。JPDs 注重于围绕明确的需求、教学发展和兴趣进行研发。这一以证据为导向的项目, 其设计的初衷在于随着时间的推移进行探索与调整。JPDs 由惠立教育研究院发起与支持, 由参与项目的学校进行更新发展。其目的在于让学校在惠立教育研究院的支持下, 于 JPDs 项目中充分发挥积极的作用。

辅导项目

在职业生涯的不同阶段, 能够得到导师的持续辅导是非常重要的。在2023-24学年, 我们将进一步发展对导师的培训和他支持。

Leadership Development Opportunities

领导力发展机会

The future of an organization depends on strong leadership. Becoming your best self is hard work, but it is a lot easier when you have support. At WCC, we are committed to providing you with the resources and support you need for professional and personal development. Our three key 'pillars' leadership development programmes are designed based on the WCC Leadership Competency Model and level of leadership. They will help you take your leadership skills to the next level!

The below infographic shows our leadership development opportunities.



Generic training programmes accessible to all levels will be communicated termly via the Group training calendar publicized to all staff via HR Connect and you will receive training invitations by email. In addition, schools offer their own internal training programmes for a wide range of staff. Should you have a bespoke training need that is not covered by the Group or school-based training on offer, this can be considered on an individual basis linked to your PDP and SDP, and requested via your Line Manager.

一个组织的未来取决于强有力的领导团队。成为“最好的自己”虽任重道远，但获得外力的支持，就会事半功倍。在惠灵顿(中国)，我们致力于为您提供专业和个人发展所需的各项资源和支持。我们的领导力发展项目分为三个关键层级，均与惠灵顿(中国)领导力模型及领导力层级相关联。参与这些项目将有助于让你的领导能力更上层楼。

下方图表展示了领导力发展机会：



每学期，我们将通过HR Connect发布适合各级别教职员工的通用类培训计划，同时，我们将通过电子邮件发送培训邀请。此外，学校还会为各级员工提供内部培训。如果集团或学校提供的培训项目没有覆盖你的特定需求，你还可以根据个人发展计划(PDP)和组织战略发展计划(SDP)，通过你的直属经理申请定制培训。

For the programmes on a nomination basis: Please refer to the WCC Talent and Development Policy for more details, including the WCC leadership competency model, nomination procedure and criteria for programmes on a nomination basis.

The Bo-Le Programme:

The first cohort launched in the 2022-23 academic year, designed to support Chinese academic middle leaders to perform effectively in their current roles and equip them with skills for the future. It is focused on pedagogy and academic learning areas as well as leadership skills in a cross-cultural environment.

The High Potential Programme:

Our High Potential (HiPo) Programme is designed to develop and retain the best talent for our group and is open to academic, non-academic, Chinese and International employees. Launched in 2020, it is now a two-year programme focused on moving participants from 'emerging' to 'effective' leaders on our competency model. It comprises a combination of coaching, formal training, self-paced e-learning and stretch projects, a challenge hackathon and more. It also includes behavioural and psychometric tools to reflect on leadership competencies, individual PDPs and increased exposure to and visibility with senior leadership including CEM and Chairman.

The Telescope Programme (NEW):

This new programme will launch early in 2023-24. It is aimed at internally developing bursars and deputy bursars as well as a small number of carefully selected participants who are already on the High Potential Programme. It will comprise formal training, on-the-job training, shadowing, mentoring by current bursars and cross-function rotation. Focus areas: finance knowledge, governance, cross-functional experience and strategic planning.

Executive Leadership Accelerator Programme (NEW)

This is a bespoke programme developed for WCC with Alliance Manchester Business School (Manchester University). Its content is aligned to the MBA level and targeted at existing Senior Team Members (Masters, Bursars and senior Central Office Leaders) as well as named successors for Senior Team (STM) roles. Manchester was selected because of its cross-cultural exposure (experience in China and UK). It takes a hybrid approach, combining in-person (in Shanghai) and online modules.

以上基于提名的项目: 详情请见惠灵顿(中国)人才及发展政策, 该政策包含惠灵顿(中国)领导力模型、提名程序及标准。

伯乐项目

该项目为期一年, 首期已于2022-2023学年启动, 旨在支持中方中层学术领导在当前工作职责中提高效率, 并培养具备面向未来的领导力。项目聚焦于教学法、学术领域及跨文化环境中的领导力提升。2023-24学年第二期即将开班。

高潜力人才发展项目

高潜力人才发展项目向教学及非教学员工、中方及外籍员工开放, 旨在为惠灵顿(中国)识别和培养未来的高层领导。该计划于2020年启动, 目前是一个为期两年的项目。基于惠灵顿(中国)领导力模型, 项目致力于将参与者的领导力层级从“稳健”提升为“高效”。学习方式包括教练辅导、领导力培训、线上自学、拓展项目、“高潜挑战赛”等形式。项目还包括行为特征分析解读、个人发展计划以及与包括惠灵顿(中国)理事长和首席总校长在内的高层领导沟通交流的更多机会。

领航项目(新项目)

该项目是一个全新项目, 将于2023-24学年初启动, 旨在内部定向培养财务运营总监及副总监。该项目的参与者从高潜力人才发展项目中甄选而来。学习方式将包括正式培训、在岗培训、影子训练、现任财务运营总监辅导和跨职能部门轮岗等。重点关注领域: 财务管理、惠灵顿(中国)治理结构、跨职能管理经验和战略规划。

行政领导者加速培养项目(新项目)

这是惠灵顿(中国)与曼彻斯特大学下属的曼彻斯特商学院合作推出的全新定制项目。该项目面向在职的最高级别领导(校长、财务运营总监、资深集团高管)以及高层管理岗位的指定继任者。我们选择曼彻斯特商学院的原因在于, 该学院拥有跨文化(中国与英国)合作的经验。该项目采用混合授课形式, 线下(上海)和线上模块相结合。

From Aspiring to Emerging

Level 1: Middle Leadership Training
Level 2: Leading for Success
Cross-Cultural Awareness
PPA (DISC) Workshop
Foundation Coaching
Crisis Awareness (New)
7 Habits of Highly Effective People (New)
EDI (Equity, Diversity & Inclusion) (New)
And more...

From Emerging to Effective

Level 3: Stepping up to senior leadership
Level 4: Leading through a culture of Excellence
Introduction to Working Strategically
Building Trust and Team Cohesion
Crisis Management and Response (New)
Advanced Coaching
And more...

From Effective to Strength

SLT Induction
Team Cohesion and Level 5 Leadership
Effective leadership through The 7 Habits (New)
Executive Presence (New)
Crisis Communication (New)
Implementing Change
And more...

从“新进”到“稳健”

- 第1级: 中层领导力培训
- 第2级: 引领成功
- 跨文化觉知力
- PPA (DISC)工作坊
- 基础教练培训
- 危机意识 (New)
- 高效能人士的7个习惯 (New)
- EDI (多元化、公平和包容) (New)
- 以及更多...

从“稳健”到“高效”

- 第3级: 晋升为资深领导
- 第4级: 引领卓越的文化
- 战略思维入门
- 建立信任和团队凝聚力
- 高阶教练培训
- 危机管理和应对 (New)
- 以及更多...

从“高效”到“卓越”

- 高管就职培训
- 团队凝聚力和第5级领导力
- 高效能人士7个习惯-经理版 (New)
- 高管风度 (New)
- 危机沟通 (New)
- 引领变革
- 以及更多...

Leadership 领导力课程

LEVEL 1: MIDDLE LEADERSHIP

Target Audience: experienced and/or recently appointed middle leaders from academic or non-academic areas.

Course Details: This two-day course provides middle leaders with the opportunity to improve their leadership behaviours and develop the skills required to make real changes to standards in their area of responsibility.

Outline and duration:

Two days covering:

- Personal Leadership
- Leading and Developing Your Team
- Leading Teaching and Learning

Practitioners from different schools can deliver Level 1 Middle Leadership sessions independently or with support from Kirsty Anderson.

LEVEL 2: LEADING FOR SUCCESS

Target audience: Existing leaders as a progression route from middle leadership. Relevant for leaders in academic or non-academic areas.

Course details: Participants will reflect on the current provision in their area of responsibility and create an informed and focused plan to increase the success of their leadership and provision. Participants will explore how to put their plans into action through understanding how to lead change.

Outline and duration:

Two days covering the following topics:

- What Makes a Successful Leader: Styles and Actions
- Using Data to Inform Strategic Planning
- Leading and Managing Change

第1级: 中层领导力培训

授课对象: 有经验的和/或新晋中层领导, 教学或非教学领域均适用

课程详情: 这一为期两天的课程致力于改善中层领导的领导行为, 提升相关的领导力技能, 从而在其责任范围内实现工作标准的提升。

课程大纲和时间:

为期两天, 涵盖内容如下:

- 个人领导力
- 领导和建设团队
- 领导教学

第1级: 中层领导力培训, 各校区的认证讲师可以独立授课, 如需帮助可联系Kirsty Anderson。

第2级: 引领成功

授课对象: 正在步向晋升的中层领导, 教学或非教学领域均适用

课程详情: 参加者将对其职责范围内的现有规则进行反思, 并制定一个更明智、有针对性的计划提高个人领导力和成功度, 学习并探索如何通过引领变革来实施计划。

课程大纲和时间:

为期两天, 涵盖内容如下:

- 如何成为一个成功的领导者: 风格和行动
- 利用数据来指导战略规划
- 领导和管理变革

LEVEL 3: STEPPING UP TO SENIOR LEADERSHIP

Target Audience: Recently appointed and potential senior leaders. Relevant to leaders in academic or non-academic roles.

Course Details: This two-day programme explores the opportunities and challenges encountered in senior leadership. Participants will have the opportunity to review and extend their leadership learning and will leave the programme, confident, inspired and ready for action.

Outline and duration:

Two days providing a personalised approach to leadership development:

- Reflection, self-review and identification of the qualities and actions of effective and successful senior leaders.
- Flexibly planned for participants' needs, the course may include developing high-performing teams, curriculum design and implementation, leadership in EYFS, planning successful change and leading professional development.

LEVEL 4: LEADING THROUGH A CULTURE OF EXCELLENCE

Target Audience: Identified high-potential and experienced senior leaders.

Course Details: Working together to explore and define excellence, participants are expected to complete a collaborative project post-programme and to present the results of the implementation to their school's senior leadership team.

Outline and duration:

Two days followed by project work and end-of-year presentations to senior teams as relevant.

- Exploration of research into school/organisational culture and reflections on own school culture.
- Identification of aspects of a successful culture and ways to develop.
- Planning for the implementation of projects to improve school culture.
- Use of planning tools and techniques.
- Presentation and discussion of school action plans.

Maximum participants: 30

- The above-mentioned leadership courses were developed initially in partnership with Karen Ardley Associates, an organisation with extensive leadership development in international school groups.

第3级: 晋升至资深领导

授课对象: 新晋、有潜力的资深领导, 教学或非教学领域均适用

课程详情: 该课程为期两天, 将探讨高层领导会遇到的机遇与挑战。参加者将有机会回顾和拓展他们的领导力学习。完成课程后, 他们将倍感自信、深受启发, 并做好充分准备将所学付诸实践。

课程大纲和时间:

为期两天的课程将提供个性化的领导力发展途径:

- 反思、自我评估和识别有效且成功的资深领导力特质和行为
- 根据参加者的需求灵活安排。内容可能会涉及: 发展高效能团队、课程设计和实施、英国早期基础教育体系 (EYFS) 领域的领导力及规划成功的变革、引领专业发展等主题

第4级: 引领卓越文化

授课对象: 入选的高潜力资深领导和经验丰富的高层领导, 教学或非教学领域均适用

课程详情: 共同探索和定义卓越。课程结束后, 参加者将完成一个合作项目, 并向学校管理层团队汇报项目实施的结果。

课程大纲和时间:

课程为期两天, 后续需完成一个项目, 年底向相关的学校高管团队进行项目汇报。

- 探讨有关学校/组织文化的研究, 并就本校的组织文化进行反思
- 识别成功文化的各个层面和发展方式
- 对改善学校文化进行规划
- 使用规划工具和技巧
- 汇报和讨论学校的行动计划

每个工作坊的参加人数上限: 30人

以上提及的领导力课程最初是与Karen Ardley Associates合作开发的, 内部培训师由Karen Ardley亲自培训。Karen在国际学校集团的领导力发展领域拥有丰富经验。



Our Leadership Programmes have been developed initially in partnership with Karen Ardley Associates, and the middle leader trainers were trained by Karen Ardley herself. Karen has extensive experience with leadership development in international school groups.

我们的领导力课程最初是与Karen Ardley Associates合作开发的, 中层领导的培训师由Karen Ardley亲自培训。Karen在国际学校集团的领导力发展领域有着广泛丰富的经验。

TEAM COHESION AND LEVEL 5 LEADERSHIP

Target Audience: senior leadership teams (academic and non-academic) and middle leadership teams.

Course Details: This workshop focuses on the research of US business guru Jim Collins to understand how to lead companies and teams from good to great. It will explore the traits of exceptional leaders who build organisations and teams which consistently outperform against expectations and targets and offer strategies to develop them.

It will specifically deal with the following subject material:

- Understanding the impact of Level 5 leadership
- Role modelling Level 5 leadership and building a legacy greater than you
- Recognising inspiring leadership
- How to get the best people on your teams and keep them
- Professional will and personal humility
- The 'hedgehog' concept: the importance of passion and aligned vision
- Actions for achieving level 5 leadership.

Duration	1 day
Max participants	15
2023-24 Dates	On request
Facilitator	Annabel Jones

团队凝聚力和第5级领导力

授课对象: 中、高层领导团队, 教学或非教学领域均适用

课程详情: 该工作坊围绕美国商业巨头吉姆·柯林斯的研究, 以了解如何引领公司和团队从优秀迈向卓越。这类领导人建立的组织和团队, 往往表现超出预期且能持续超额完成目标。该工作坊将探索这类杰出领导人的特质, 并提供培养这些特质的策略。

课程大纲:

- 了解第5级领导力的影响
- 以第5级领导力为榜样: 建立一个更加强大的领导机制
- 识别富有启发性的领导模式
- 如何吸引最优秀的人才加入并留在您的团队
- 专业素养和内在谦逊
- 刺猬理念——热情和共同愿景的重要性
- 实现第5级领导力的行为

课程时间	1天
参加人数上限	15人
2023-24学年培训日期	可应要求开设课程
主讲人	Annabel Jones

BUILDING HIGH-POTENTIAL TEAMS AND TRUST

Target Audience: senior leadership teams (academic and non-academic) and middle leadership teams.

Course Details: This workshop focuses on understanding the impact of behavioural self-awareness and trust to accelerate individual and team performance and modify behavioural traits to build enduring and effective relationships.

It will specifically deal with the following subject material:

- Considering the attributes of high-performing teams
- Using DISC personality traits to become a high-performing and cohesive team
- Determining team strengths, limitations and compensations
- How DISC can build inter-team collaboration
- Understanding the impact of high-trust behaviours
- Optimising time, putting first things first.
- Actions for embedding DISC and trust.

Duration	1 days
Max participants	15
2023-24 Dates	On request

建立高潜力团队和信任

授课对象: 中、高层领导团队, 教学或非教学领域均适用

课程详情: 该工作坊聚焦于了解行为上的自我认识和信任对于提升个人和团队绩效的影响, 以及改善行为特征对建立持久有效的关系的影响。

课程大纲:

- 思考高绩效团队的特质
- 运用DISC性格特质打造一支高绩效且富有凝聚力的团队
- 识别团队的优势、局限性和互补方式
- 就如何基于DISC性格特质构建团队内协作进行思考
- 理解高度信任行为的影响
- 优化时间管理——要事第一
- 将DISC和信任付诸行动行为

课程时间	1天
参加人数上限	15人
2023-24学年培训日期	可应要求开设课程



Facilitator: Annabel Jones

Annabel Jones is a senior leadership coach and organisation development consultant based in the UK. She has extensive experience in senior HR positions within private equity, publicly listed, privately owned and not-for-profit companies across diverse sectors including education, FMCG, manufacturing, media and support services.

Her current clients include international school groups based in China and UAE and a premium leader in the UK early childhood education sector. Her previous senior roles include HR Director of Nord Anglia Education and Kids Unlimited.

Annabel has successfully developed future capacity and succession pipelines within senior leadership and HR teams and enabled clients to develop cultures of performance excellence to build value and support growth. Her specialisms are leadership development, coaching and mentoring, organisation design and development, board-level recruitment and facilitation of business strategy events.

主讲人: Annabel Jones

Annabel Jones是一位常驻于英国的资深领导力教练和组织发展顾问, 她在教育、快消品、制造业、媒体和其他服务等行业拥有多年人力资源管理经验, 并曾为私募股权、上市公司、私企和非营利组织等多种组织提供服务。

目前, 她的客户包括中国和阿联酋的国际学校集团, 以及英国早期教育行业的高端领导者。她之前担任过的资深职位包括诺德安达和Kids Unlimited的人力资源总监。

Annabel擅长为高管团队和人力资源团队开发人才梯队计划, 并赋能客户发展卓越绩效的企业文化, 以提升价值并助力成长。她的专业领域包括: 领导力发展、教练和辅导、组织设计和发展、董事会级别的人才招聘和商业战略辅导。

CULTURAL AWARENESS AND EFFECTIVE COLLABORATION

Target Audience: Expat employees who want to learn to balance the Eastern and Western approaches to education and leadership.

Course Details: You will learn best practices and strategies for working effectively with cultural and cognitive diversity. You will be equipped with the tools for effective communication, collaboration and sharing of cultural blind spots and misunderstandings. The cultural theories will be relevant to the largely British/Chinese context of Wellington schools. At the end of the course, you will be equipped with stronger confidence in communicating with your team and steering your pupils in their acquisition of global thinking skills.

Duration	1 day
Max participants	25
2023-24 Dates	Autumn term

文化觉知力和有效合作

授课对象: 希望学习平衡中西方教育方法和领导方式的员工

课程详情: 参加者将学习在文化和认知多元化的环境中实施有效合作的最佳实践策略。该课程将介绍一些能确保有效沟通、协作的方法，并分享文化盲点和误解。该课程教授的文化理论与惠灵顿学校融汇中西的文化背景息息相关。课程结束时，参加者不仅可以提升自信更有效地进行团队沟通，还能更好地指导学生/团队成员培养全球化思维能力。

课程时间	1天
参加人数上限	25人
2023-24学年培训日期	秋季学期



Facilitator: John Dorris

John is a Founder and the Chief Cultural Officer of Sino Associates with more than 22 years of training, coaching, and facilitation experience in Asia. John has developed tens of thousands of professionals in leadership practices across Asia and North America with a focus on Global Leadership and coaching leaders transitioning to new roles.

John is certified in 12 standard cross-cultural tools including assessments and training courses covering all major academic and business settings. His Global Leadership courses prepare leaders to create impact and drive results on international teams and leverage proprietary tools such Sino's VAE and 3A Global Leadership.

John brings a wealth of knowledge to his clients through his rich international background having lived and worked in nine countries. Besides providing services to corporate clients, John has served as an APEC speaker on global balance in business.

主讲人: John Dorris

John是赛诺公司创始人之一兼首席文化官，在亚洲有超过22年的培训、教练以及引导经验。他曾为亚洲及北美的数万名企业中高层管理者提供教练和咨询，聚焦于帮助他们提高跨国领导力，并为接任新职位的领导者提供教练服务。

他拥有跨12个标准跨文化工具认证，涵盖了所有主要学术领域和商业环境认可的重要跨文化评估和培训课程。他的“跨国领导力”课程运用赛诺的VAE领导力模型和3A全球化领导力模型来帮助跨国团队中的领导者们提升自己的影响力和团队及组织的效能。

John能够向客户传递丰富的知识，得益于他的多元化背景。他的生活和工作足迹遍及9个国家和地区：出生于新加坡，受教于美国外交之家，后来在亚洲、美国以及中东长大成人。除了给企业客户提供服务以外，他还在亚太经济会议上及高校等组织中提供领导力和企业全球化发展方面的主题演讲。



MENTAL HEALTH AND WELLBEING TRAINING

Target Audience: Open to Academic and Non-Academic staff

Course Details: This half-day session raises awareness of mental health.

It covers:

- What mental health is and how to challenge stigma
- A basic knowledge of some common mental health issues
- An introduction to looking after your own mental health and maintaining wellbeing
- Confidence to support someone in distress or who may be experiencing a mental health issue

Participants receive a certificate of attendance, a reference manual and workbook.

Duration	4 hours/half day
Max participants	25
2023-24 Dates	On request

心理健康与幸福关怀培训

授课对象: 所有学术及非学术员工

课程详情: 通过半天的课程提升参与者对心理健康的觉知力。

内容涵盖:

- 什么是心理健康以及如何克服来自心理问题方面的挑战
- 常见心理健康问题的基本知识
- 介绍如何保持自身心理健康和幸福关怀
- 有信心为处于困境或遭遇心理健康问题的人提供帮助

完成培训后, 学员将获得参加课程的证书、参考手册和工作手册。

课程时间	4小时/半天
参加人数上限	25人
2023-24学年培训日期	可应要求开设课程



Facilitator: Jon Wood

Jon is a senior leadership coach, school improvement adviser, associate lecturer and mental health and wellbeing instructor based in Somerset, UK. Qualifying as a teacher in 1996, he has extensive and current experience leading and working alongside schools both nationally and internationally.

Jon has successfully developed individual leadership capacity working with existing, new and emerging leaders to fulfil their potential and coaching leadership teams on their strategic approach to school improvement.

More widely, Jon is an associate lecturer for the University of Worcester and contributes to a range of NPQ awards. As a mental health and wellbeing instructor Jon has trained over 300 mental health first aiders to better support colleagues in the workplace and beyond. A Physical Education graduate from Reading University, Jon holds the Certificate for Executive and Senior Level Coaches and Mentors (ILM level 7), National Professional Qualification for Headteachers and is a Mental Health First Aid (England) approved instructor.

主讲人: Jon Wood

Jon来自英国萨默塞特郡, 是一位高级领导力教练、学校发展顾问、副讲师和心理健康与幸福关怀教练。Jon于1996年获得教师资格, 在引领英国国内学校和国际学校发展方面拥有丰富的经验。Jon与现任以及新晋领导合作, 帮助他们充分发挥自身潜力, 提升个人领导力, 并指导领导团队制定改善学校发展的战略。

此外, Jon还是英国伍斯特大学的副讲师, 并为一系列国家职业资格(NPQ)奖项做出贡献。作为一名心理健康和幸福关怀教练, 他培训了300多名心理健康急救人员, 旨在为业内外同仁提供更好的支持。Jon毕业于雷丁大学体育教育专业, 拥有高管及高级教练导师证书(ILM 7级)和校长NPQ证书。同时他还是一名心理健康急救(英格兰)认证讲师。

www.headmatters.co.uk

<https://www.linkedin.com/in/jon-wood-814469156/>

COURAGEOUS CONVERSATIONS: LEADING POSITIVE AND PRODUCTIVE CONVERSATIONS WITH YOUR TEAM

Target Audience: Open to middle and senior leaders (academic and non-academic)

Course Details: School leaders have hundreds of conversations daily that can influence relationships, culture and results. This interactive programme helps middle and senior leaders develop the skills and confidence to give feedback and hold challenging conversations with increased grace and ease. This three-session programme builds your courageous conversation toolkit with practical strategies and includes:

- Managing emotions
- Planning and preparation
- Core communication skills
- Two powerful feedback frameworks

Duration	3 x 90 minutes sessions (ideally 2 weeks apart)
Max participants	12
2023-24 Dates	On request

勇于沟通: 引领团队成员开展积极有效的对话

授课对象: 中层领导者及管理层(学术及非学术)

课程详情: 学校领导每天都要进行大量沟通, 这些对话会对人际关系、文化和结果产生积极或消极的影响。这一互动课程将帮助中层领导和管理层提升提供反馈的能力和信心, 从而更加优雅从容地掌握富有挑战性的对话。本课程分为三部分, 将为参与者提供有助于勇敢沟通的工具包, 其中涵盖以下实用性策略:

- 情绪管理
- 规划和准备
- 核心沟通技巧
- 两种有力的反馈框架

课程时间	3节课, 每节课90分钟(间隔2周为宜)
参加人数上限	12人
2023-24学年培训日期	可应要求开设课程



Facilitator: Dr Sarah Howling
DSocSci, MBA, PGCE, MP

Dr Sarah Howling is an experienced international school leader, highly qualified leadership coach (accredited with the Institute of Leadership and Management and the International Association of Coaching) and education consultant. Her passion is accelerating leadership and supporting and encouraging others to connect to their strengths and to flourish. She is an expert in coaching in education, leadership development and professional and organisational learning. As an experienced international school principal, Sarah has worked in leading schools in Dubai, Hong Kong, Buenos Aires and currently in Kuala Lumpur. She has successfully created thriving coaching cultures building increased individual, team and organisational capacity, resulting in improved student outcomes and wellbeing, increased staff engagement and significantly reduced staff turnover. She integrates the latest findings in the science of leadership, psychology, and organisational excellence into her work. She believes that building professional capacity and community, prioritising people and coaching, and creating a culture of support and accountability, is central to move organisations forward.

主讲人: Sarah Howling博士

社会科学博士、工商管理硕士、出版硕士、PGCE证书

Sarah Howling博士是一位经验丰富的国际学校领导、高素质领导力教练(获得领导与管理机构以及国际教练协会认证)和教育顾问。她热衷于帮助学员提高领导力, 支持并鼓励学员发挥自身优势以实现更好的发展。她是教育、领导力发展、专业和组织学习方面的教练专家。作为一名经验丰富的国际学校校长, Sarah曾在迪拜、香港、布宜诺斯艾利斯的顶尖学校任职, 目前就职于吉隆坡一所知名国际学校。她成功创建了丰富的教练文化, 帮助个人、团队和组织提高领导能力, 从而改善学生表现及幸福感, 提升员工参与度, 并显著降低员工流失率。她将领导力、心理学和组织优化领域的最新发现与工作实际相结合。她认为, 增强专业能力、构建社群、重视人员和教练, 以及打造鼓励、负责的文化是推动组织向前发展的核心动力。

<https://www.linkedin.com/in/drsarahhowling/>

Coaching 教练培训

FOUNDATION COACHING

Target Audience: Open to academic and non-academic staff

Course Outcome: In this course, you will learn to use coaching as an empowering communication and development technique. It promotes self-awareness, personal responsibility and action in yourself, your colleagues, your pupils and others. The course features hands-on training, emphasising participation and practical experience. You will have opportunities to coach, be coached and receive coaching feedback. By the end of the course, you will understand how to use basic professional coaching skills in a variety of contexts.

Duration	2 days
Max participants	12 (online) or 24 (in-person)
2023-24 Dates	Autumn term
Facilitator	Dean Clayden & Maja Rogic

ADVANCED COACHING

Target Audience: Those who have completed Foundation Coaching.

Course Details: The Advanced Coaching course builds on the knowledge and experience of Foundational Coaching. Foundational skills are reaffirmed, improved and developed as participants also learn and practise new and transformative tools and techniques to enhance their coaching. Topics covered include identifying and growing internal resources and making long-term or major goals a reality.

Duration	2 day
Max participants	12 (online) or 18 (in-person)
2023-24 Dates	Spring term

基础教练培训

授课对象: 向所有教学和非教学员工开放

课程目标: 通过该课程, 你将学习使用教练技术作为一种沟通和发展技巧, 帮助你提升自我意识、个人责任感和行动力, 这不仅适用于自己, 也适用于同事、学生和其他人。本课程注重实践和参与, 提供大量的练习。你将有机会教练别人、被教练并得到实时反馈。在课程结束后, 你将理解如何在不同的情境下运用基本的教练技能。

课程时间	2天
参加人数上限	12人(线上)或24人(线下)
2023-24学年培训日期	秋季学期
主讲人	Dean Clayden & Maja Rogic

高阶教练培训

授课对象: 已完成基础教练培训的员工

课程详情: 高阶教练培训课程将基于基础教练培训所掌握的知识和经验, 帮助参与者复习、巩固和精进他们的基础教练技能, 并学习及练习全新的、变革性的工具与技术, 以强化教练能力。培训主要包括: 识别和提升自身的资源, 以及将长期或重大目标转化为现实。

课程时间	2天
参加人数上限	12人(线上)或18人(现场)
2023-24学年培训日期	春季学期



Facilitator: Dean Clayden

Dean Clayden is from the UK and has been living and working in Shanghai for twelve years. He has worked in a variety of UK and international schools, including two top-tier international schools in Shanghai. He graduated from the University of Edinburgh with a first-class honours degree in Primary Education and is currently studying for his master's in psychology. As a certified organisational coach, Dean is passionate about developing teachers and has trained over 100 staff across the Wellington Family to become coaches. He facilitates the Wellington College China coaching programme and supports staff on the High Potential Programme.

主讲人: Dean Clayden

Dean来自英国, 在上海生活和工作已有12年。他曾在多所英国学校和国际学校任职, 其中包括上海两所顶尖的国际学校。他毕业于爱丁堡大学, 拥有小学教育一等荣誉学位, 目前正在攻读心理学硕士学位。作为一名获得认证的组织教练, Dean致力于为教师提供培训支持。在惠灵顿(中国), 他已为100余位教职人员提供教练培训。他是惠灵顿(中国)教练项目的负责人, 并为参与高潜人才发展项目的员工提供支持。



Facilitator: Maja Rogic

Maja developed interest in coaching in 2016 and was instantly drawn to it. After completing training organized by the school, she went a step further and completed a rigorous "Co-Active Coach Training" programme. This programme helped her to establish a coaching framework that she has been successfully using ever since. Maja is known around the Wellington China group for leading and co-leading coaching courses, and for helping Wellington staff and pupils unlock their potential and move forward. Maja continues broadening her knowledge on coaching - she will start her master's degree program in October 2023 (MBA: Coaching, Mentoring and Leadership).

主讲人: Maja Rogic

自2016年起, Maja对教练技术产生了浓厚兴趣。在完成了学校举办的教练培训课程后, 她进一步完成了一套要求严谨、更具挑战的“共创式教练培训”项目。该项目帮助她搭建起完整的教练框架体系, 让她受益至今。在惠灵顿(中国), Maja会共同或独立开展教练培训课程, 帮助教职员工和学生释放潜能, 不断取得进步。Maja仍在继续拓展教练领域的知识, 她将于2023年10月开始攻读“教练、辅导及领导力”MBA硕士学位。



Facilitator: Iain Henderson

Iain has taught in both state and independent sectors in the UK. He has been a biology teacher, a head of year, a boarding housemaster, an assistant head and a deputy head. He works with all the schools in the Wellington Family to embed the Wellington DNA, ethos and culture across the Group. He also oversees educational conferences, the Wellington College Teaching School Partnership, the Independent State School Partnership and the Wheeler Programme. He is a trained coach and has introduced and grown a coaching culture at Wellington. He has now trained over 300 teachers across the Wellington Family and at other schools to become coaches.

主讲人: Iain Henderson

Iain曾在英国的公立及私立学校任教。在多年的教学生涯里, 他曾任生物教师、年级长、寄宿学院、助理校长和副校长。与惠灵顿大家庭中所有学校合作的他, 将惠灵顿的基因、精神和文化融入了培训之中。此外, 他也负责监管教育峰会、惠灵顿公学学校教育伙伴关系、私立学校伙伴关系和惠勒计划(Wheeler Programme)。他是位训练有素的教练, 在惠灵顿引入并建立了教练文化。目前, 他已培训了逾300名来自于惠灵顿大家庭和其他学校的教师成为教练。

NPQs and TA-to-Teacher Programme

英国国家专业资格证书及助教晋升为教师培训

WCC partners with WCI and LLSE to facilitate national professional qualification programmes (NPQs). These currently include:

NATIONAL PROFESSIONAL QUALIFICATION FOR HEADSHIP (NPQH)

This programme is designed for school leaders who are, or aspire to be, a headteacher, principal, head of school/college.

There are four modules:

1. An exploration of the characteristics of effective teaching
2. Behaviour, additional and special educational needs and disabilities
3. Organisational management, working in partnership and governance and accountability
4. Effective professional development for improving teaching

Key topics explored - through the lens of a Headteacher:

- School culture
- Teaching
- Curriculum and assessment
- Behaviour
- Additional and special educational needs and disabilities
- Professional development
- Organisational management
- Implementation
- Working in partnership
- Governance and accountability

NATIONAL QUALIFICATION FOR SENIOR LEADERSHIP (NPQSL)

This programme is designed for school leaders who are, or aspire to be, a senior leader with cross-school responsibilities.

There are four modules:

1. An exploration of the characteristics of effective teaching
2. Behaviour, additional and special educational needs and disabilities
3. Organisational management, working in partnership and governance and accountability
4. Effective professional development for improving teaching

惠灵顿(中国)与惠灵顿国际及LLSE合作推出英国国家专业资格(NPQ)培训项目。目前项目包括:

英国国家校长专业资格认证(NPQH)

授课对象: 有志于成长为负责学校发展的领导, 及晋升至校长级别岗位的现任学校领导

课程详情:

该课程包含以下四个模块:

1. 对有效教学特点的探索
2. 行为、额外和特殊教育需求及残障学子教育
3. 组织管理、伙伴关系、学校治理及问责制度
4. 有效的专业发展以提升教学质量

关键话题包括 - 基于校长的视角:

- 校园文化
- 教学
- 课程与评估
- 行为
- 额外和特殊教育需求及残障学子教育
- 专业发展
- 组织管理
- 政策实施
- 伙伴关系
- 学校治理及问责制度

英国国家高级领导力专业资格认证(NPQSL)

授课对象: 有志于晋升为肩负跨校责任的高层领导的现任学校领导。

课程详情:

该课程包含以下四个模块:

1. 对有效教学特点的探索
2. 行为、额外和特殊教育需求及残障学子教育
3. 组织管理、伙伴关系、学校治理及问责制度
4. 有效的专业发展以提升教学质量

Key topics explored through the lens of a senior leader:

- School / college culture
- Teaching
- Curriculum and assessment
- Behaviour
- Additional and special educational needs and disabilities
- Professional development
- Organisational management
- Implementation
- Working in partnership
- Governance and accountability

Duration	over 18 month, 1.5 - 2.5 hour per week
2023-24 Dates	start dates in October and February
NPQs are fee paying programmes (NPQH GBP 1975 +VAT; NPQSL GBP 1130 +VAT)	

CHINESE TA-TO-TEACHER PROGRAMME IN THE EARLY YEARS

Target audience: Current Chinese TAs looking to progress

Course details: This programme was designed by our Early Years Chinese leaders with support from WCI's Early Years lead. It centres on the essential features of excellent provision for young children. Comprising one-hour sessions across 12 weeks, it addresses all aspects of best practice and pedagogical approaches and offers opportunities to share the impact of the training. In-school observations by the Chinese lead accompany the training. Once ready, participants will go onto the Chinese Early Years qualification and timings decided and agreed upon locally.

Duration	One hour x 12 weeks
2023-24 Dates	August to December (flexible)
Facilitator	WCC Chinese Early Years leads

关键话题包括 - 基于校长的视角:

- 校园文化
- 教学
- 课程与评估
- 行为
- 额外和特殊教育需求及残障学子教育
- 专业发展
- 组织管理
- 政策实施
- 伙伴关系
- 学校治理及问责制度

课程时间	每周1.5至2.5小时, 持续18个月
2023-24学年培训日期	开始时间10月和2月
英国国家专业资格培训项目为付费项目: 英国国家校长专业资格认证(NPQH) 费用为1975英镑外加增值税; 英国国家高级领导力专业资格认证(NPQSL) 费用为1130英镑外加增值税。	

中方助教晋升为教师培训(早期教育阶段)

授课对象: 有志成为教师的现任中方助教

课程详情: 本课程由我们早期教育阶段的中方领导设计, 并得到了惠灵顿国际早期教育领导的支持, 内容围绕优质幼儿教育的基本特质展开。

本课程为期12周, 每周一小时。课程将涉及最佳教育实践和教学法的方方面面, 并提供分享培训影响力的机会。培训期间, 中方负责人将进行校内观察。一旦准备就绪, 参加者将报考中国的幼儿园教师资格考试, 具体报考时间详见当地考试政策。

课程时间	每周1小时, 持续12周
2023-24学年培训日期	8至12月(弹性)
主讲人	惠灵顿(中国) 早期教育阶段中方领导

iPGCE Programme 国际教育学教师资格(硕士文凭)



Starting in the 2023-24 academic year, WCC and the Tes Institute are collaborating to provide support for participants in the iPGCE programme. The iPGCE programme is offered by the Tes Institute in partnership with the University of East London. It is designed to closely resemble the standard PGCE programme in England and includes various components such as mentor support, a pathway tutor and regular classroom observations. Participants are expected to complete two assignments at the master's level and engage in ongoing reflection on their teaching practices.

The iPGCE programme holds international recognition as a teacher training programme that aims to equip aspiring educators with the necessary knowledge and skills to become effective teachers. It emphasises the use of active teaching and learning methods to help pupils achieve their full potential.

New Teacher Support 新教师专业发展支持

We provide support to both expat and local teachers, including those who have recently become qualified. This includes individuals who have obtained qualified teacher status (QTS) through iPGCE or the assessment-only route while overseas, making them early career teachers (ECTs). We also offer support to any teacher who would benefit from a personalized, structured support programme to excel in their teaching. The Institute of Learning (IoL) can collaborate with schools to provide this support.

Examples of support methods include:

- Online
- Module audits
- Mentor support and target setting
- Self-directed study to revisit content
- Explore shared materials
- Observing and learning from expert colleagues
- Collaboration and networking with peers
- Reflective sharing

Support can be accessed throughout the year, with opportunities for teachers to personalise support to their needs.

惠灵顿(中国)将于2023-24学年与泰晤士报教育副刊旗下培训机构 Tes Institute合作,为教师提供参加国际教育学教师资格(硕士文凭) iPGCE项目的机会。该项目由Tes Institute与东伦敦大学联合提供,课程设计与英国标准的学位教师教育证书课程(PGCE)项目类似,包括导师支持、路径导师和定期课堂观摩。参与者需要完成两项硕士级别的作业,并持续反思他们的教学实践。

iPGCE项目是国际认可的教师培训项目,旨在助力有志发展的教师掌握必要知识和技能,逐步成长为高效率的资深教师。该项目强调,教师应采用积极的教学方法,帮助学生充分发挥潜能。

惠灵顿(中国)为新教师提供持续、系统的支持,帮助获得教师资格的外籍和中国新晋教师,其中包括通过国际教育学教师资格(硕士文凭)或在海外经由评估途径获得教师资格的教师,成长为早期职业教师(ECT)。我们也为每一位需要个性化、结构化支持的新教师提供帮助,助力他们在教学领域成就卓越。新教师专业发展支持由惠灵顿(中国)惠立教育研究院与学校联合提供。

我们提供的支持,包括以下方向:

- 在线交流
- 课程模块审核
- 辅导及目标设定
- 自主学习并温习内容
- 知识共享
- 观察并向专家同事学习
- 与同行合作并建立联系
- 反思性分享
-

新教师将在全年内持续获得专业发展支持,并得到个性化协助以满足自身专业发展需求。

Institute of Learning Team 惠立教育研究院团队

The IoL academic team have a range of skills and interests. The IoL can support JPDs that are cross-phase and/or cross-group. 惠立教育研究院的学术团队的专业能力及研究兴趣覆盖广泛,并可支持跨学段及/或跨集团的学术联合实践发展项目(JPDs)。



Kirsty Anderson

Kirsty is interested in all aspects of education and coordinates various group-wide projects. She has extensive experience in leadership development, including leading and implementing change; curriculum development; English teaching- T4W, RfP, Drawing Club; supporting EAL learners and CLIL approaches for English language learners and developing early career teachers; and developing mentors.

Kirsty对教育行业各领域均满怀热情,她负责协调组织集团旗下的不同项目。在以下诸多领域,她拥有丰富的经验:领导力发展,包括领导及实施变革;课程研发;英语教学(谈话式写作技巧、快乐阅读、绘画俱乐部);支持英语语言学者的英语作为第二外语的课程(EAL)及内容与语言融合学习(CLIL);培养处于职业生涯发展早期的教师;导师培训。



Dean Clayden

As an accredited organisational coach, Dean works with leaders on the High-Potential Programme to realise professional and personal goals. Dean also co-facilitates coaching training and runs regular coaching practice sessions. In 23/24 he will be introducing instructional coaching. He is interested in pupil engagement and enabling the voice of every child. He can also deliver oracy workshops across the WCC group to embed talk across the curriculum.

作为一位拥有专业资格认证的组织教练,Dean为集团高潜力人才提供支持,以助力参与者实现专业及个人目标。Dean还是集团教练培训的共同推动者,并定期组织教练实践课程。Dean对学生参与度及支持每位学生为自己发声颇具兴趣。他还可以在惠灵顿(中国)集团范围内开展口语工作坊,以鼓励老师将谈话融入课程。



Monica Mukherjee

Monica can provide support in all aspects of Early Years curriculum development, pedagogy and practices. She can also help establish effective assessment practices and data habits and support staff to meaningfully analyse data and use it to ensure progress in children. She is interested in developing and mentoring curriculum leaders and senior leaders. She can train and support the teaching staff and teaching assistants to improve their quality of teaching through effective interactions and impactful teaching and learning strategies.

Monica致力于在早期教育课程发展、教学法、实践等各方面提供支持。她的专业领域还包括建立有效的评估方法、数据习惯、支持员工有效分析数据,并结合分析结果保障学子进步。她对发展和指导课程领导及高层领导富有兴趣。她可以培训及支持教学员工及助教,通过有效互动、有影响力的教学策略来提升教学质量。



Dragana Popovic

Dragana is interested in all aspects of leadership development and Senior School improvements, including teaching and learning, curriculum development and the use of data and pedagogy in the classroom. She can offer bespoke training, workshops and one-on-one coaching and mentoring support for senior and middle leaders.

Dragana对领导力发展的各方面及包括教学、中学部课程研发、教室中的数据使用和教学法在内的发展感兴趣。她可以为高层及中层领导提供定制培训、工作坊、一对一教练、辅导支持。



Yang Zhou
周鸯

Yang Zhou is the IoL Chinese Coordinator Wellington College Tianjin Head of Mandarin. She leads the annual Chinese Conference and can provide bespoke support to schools.

周鸯是惠立教育研究院中文协调员及惠灵顿天津校区中文部部长。她负责年度中文大会,并为各校提供定制化支持。

Central Office Human Resources

集团办公室人力资源部



Grace Wu
吴婷

Grace is the Learning and Development Manager at central office. She supports and facilitates all talent development programmes and non-academic related training across the group. She holds a Master's degree in Human Resource Management and focuses on training for middle-level leadership improvement, coaching skills, excellent customer service, business etiquette, and related areas.

吴婷是集团学习与发展经理，负责协调集团所有领导力发展项目和非教学领域的培训支持。她拥有人力资源管理硕士学位。专注于中层领导力提升、教练技能、卓越客户服务、商务礼仪等相关培训。

Key Contacts

主要联系人

To request any training for your school or department please contact:

Non-academic:

– **Grace Wu**
Learning and Development Manager
grace.wu@wellingtoncollege.cn

Academic:

– **Debbie Zhang**
WCC IoL PA
debbie.zhang@wellingtoncollege.cn

– **Kirsty Anderson**
WCC IoL Training Consultant
kirsty.anderson@huilieducation.cn

If the training support you require is not listed within this directory, our teams are always happy to help you to source a suitable provider. We are building connections and collaborations with different external providers, and we are always keen to hear any recommendations too. Please contact Kirsty Anderson or Grace Wu if you have any suggestions you would like to share.

We look forward to working with you in 2023-24.

Thank you!

想要为您的学校或部门提出任何培训需求，请联系：

非教学部门：

• **Grace Wu**
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教学部门：

• **Debbie Zhang**
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• **Kirsty Anderson**
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如所需培训未在《职业培训手册》中列出，我们的团队很乐意为你寻找合适的培训供应商。我们正在与不同的外部培训供应商建立联系和合作，同样真诚欢迎大家的推荐。如有任何建议或意见，敬请联系Kirsty Anderson及吴婷。

2023-24学年，我们期待与你携手共进。

非常感谢！



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