



WELLINGTON
COLLEGE
EDUCATION

CHINA · 中国

Course Directory

惠灵顿(中国)教育集团职业培训手册

2025-26

Be You. Be The Difference. 从心, 致卓尔不群。

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乔英 Joy Qiao
Chair, Wellington College Education (China)
惠灵顿（中国）教育集团理事长

Guided by our motto 'Be You. Be More.', Wellington College Education China strives to cultivate talent and to provide an environment where people can be the best versions of themselves. This is just as true for our employees as it is for our pupils.

We are committed to supporting our teams across the entire Wellington College Education China Group as they realise their full potential and pursue their ambitions. We also aspire to equip all team members with the tools they need to build bridges across cultures, help us grow the Wellington community, and be a force for positive change in the world.

惠灵顿（中国）教育集团秉持“从心，致远”的教育格言，致力于培养学生成为“笃学、互通、善新”的未来人才。这一目标不仅是面向学子的教育愿景与目标，也是对全体教职员工的殷切期望。

我们将一如既往坚定支持每位团队成员充分发掘个人潜力，实现职业发展之路上的远大抱负。我们期待，所有教职员工可以与集团携手同行，搭建跨文化沟通的桥梁，共同为未来世界贡献积极改变的力量。



Julian Jeffrey
Master, Wellington College International Shanghai
上海惠灵顿外籍子女人员学校校长
Chief Executive Master, Wellington College Education (China)
惠灵顿（中国）教育集团首席总校长

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 The Bridge 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 WCEC 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 WCEC.

助力员工发展是确保我们持续提供高质量教学及非教学服务的关键。因此，我们投入了大量时间、精力和资源，邀请外部合作伙伴、集团内部的惠灵顿教育研究院成员及优秀员工代表等不同讲师开设高质量培训。每年，这本培训手册所含课程都将根据员工的个性化需求从广度和深度上进行调整。虽然手册无法事无巨细尽述所有课程细节，但已覆盖了所有核心培训内容，希望每一位惠灵顿（中国）教育集团的员工都能善加运用。只有保持对学习和进步的渴求，我们才能始终走在教育行业的前沿。为此，惠灵顿（中国）教育集团致力于支持员工发展，也希望广大员工能够把握每一个提升自我的机会。

Foreword

前言



Rowan Bell
Global Chief People Officer,
Wellington College Education (China)
惠灵顿（中国）教育集团全球首席人力资源官

I am delighted to introduce the 2025-26 WCEC Course Directory. This guide outlines our learning journeys and highlights the breadth of learning and development opportunities across our Group. Everything we offer is guided by a clear vision and purpose, built on three strong pillars and expressed in our inspiring EVP motto: 'Be You. Be The Difference.'

At WCEC we strongly believe that learning is a lifelong experience. Our commitment to professional development is a fundamental part of our ethos and employee value proposition as we look to build on the very strong portfolio already in place. As a Group, we are widely recognised for our strength and commitment in this area. External consultants, sector experts and leadership candidates often mention this to me, especially when I ask what attracted them to apply for roles in our schools.

However, we can always do more. We continue to strengthen our Group-wide learning and development strategy, ensuring it is inclusive, systematic and offers equal access for all staff, regardless of role, experience or location. Learning and development are central to Vision 27. This year, we are proud to introduce the newly designed WCEC Core Competency Framework, updated Leadership Competency Framework and Leadership Potential Model. We have also created tailored Learning Journey Guides, bringing together all L&D provision into a clear and cohesive framework to support you throughout your career with WCEC.

A varied, tailored programme of professional development supports our identity as learners, connectors and changemakers. We aim to be innovative, drawing on best practice from both education and the wider corporate sector, while continuously reviewing and enhancing our offer to maintain its leading edge.

None of this would be possible without the ongoing support of Joy, our Chair, and our Governors and Board, who are deeply committed to ensuring WCEC offers the best possible opportunities for our staff. We have retained our Best Companies to Work for in Asia award for the fifth year running and this year have also achieved the Digital Learning Transformation Pioneer Award from our e-learning platform partner, Udemy.

Whether you are new to WCEC this year or have been with us from the very start, we hope you find something of interest here and that this course directory helps you plan your learning and development throughout the year.

很荣幸向大家介绍2025-26年度《惠灵顿（中国）教育集团职业培训手册》。本手册秉承集团的愿景与目标，基于三大核心教育方向，精心整合了集团内部丰富的学习与发展资源，旨在为每一位员工提供专业成长的支持，切实践行“从心，致卓尔不群。”的员工价值主张格言。

在惠灵顿（中国）教育集团，我们始终坚信终身学习的价值。助力员工持续成长不仅是践行集团发展理念的重要基石，更是推动我们不断超越自我的动力源泉。集团在持续职业发展领域的深厚积淀与持续投入，已成为吸引众多行业专家和管理精英加入我们的重要因素。

追求卓越的脚步永不停歇。我们持续优化学习与发展体系，致力于打造更具包容性、系统性和公平性的学习发展平台，确保不同岗位、不同资历、不同工作地点的员工都能获得专业学习机会。作为“我们的愿景2027”战略的核心组成部分，今年我们特别推出：全新设计的全员核心胜任力框架，升级版的领导力框架和领导潜能模型，以及量身定制的学习旅程指南。这些工具将所有学习与发展资源整合成一个清晰而连贯的体系，以支持你在惠灵顿（中国）教育集团的职业发展。

契合集团“笃学、互通、善新”的教育方向，我们构建了多元化、个性化的学习发展体系。该体系不仅融合了教育行业的最佳实践，更广泛吸纳企业管理的先进经验，通过持续迭代保持领先优势，确保我们在快速变革的时代中始终保持竞争力。

在此，我们要特别感谢理事长乔英女士及全体理事会成员的大力支持。正是他们持之以恒的支持，确保了惠灵顿（中国）教育集团能够为员工提供最优质的学习发展平台。今年，我们不仅第五次蝉联HR Asia“亚洲最佳企业雇主”殊荣，更荣获Udemy优领思颁发的“数字化学习转型先锋奖”，能够获得这些荣誉，很大程度上归功于我们对人才发展所作的努力。

无论你是刚刚加入集团的新成员，还是资深员工，我们都期待你能在本手册中找到自己的兴趣所在，规划属于自己的年度学习与发展目标。

祝愿各位在新学年收获丰硕成果与成长喜悦！

New For 2025-26

2025-26学年新举措

Staff development has been a major focus of Vision 27. After conducting a learning and development audit, several engagement surveys and analysing our training needs, we have developed a three-year plan.

Year one is focused on building a solid foundation and structure. We have therefore broadened our Core Competency Framework. Previously, this was geared only towards leadership competencies. Now everyone has a clear roadmap for success.

We have also updated the previous leadership competencies and introduced a leadership potential model as an enhanced tool for leadership development.

In addition, the SLT Learning Journey Guide is now available. This is a roadmap for senior leaders that covers induction, probation and beyond. It helps senior leaders navigate WCEC's performance management system, plan long-term career growth and develop their teams.

Tailored Learning Journey Guides for Middle Leaders and all staff are coming soon as well.

These tools are designed to help you identify your strengths, set goals and track your progress in alignment with the Group's vision. Ready to explore? Dive into the frameworks and begin your journey towards continuous improvement today!

员工学习与发展是“我们的愿景2027”战略的核心组成部分。专项小组基于学习发展盘点、员工敬业度调查及培训需求分析，制定了三年计划，为团队提供学习发展支持体系，同时建立清晰的卓越标准——持续强化我们“笃学、互通、善新”的特质。

第一年重在打好基础、搭建体系。为此我们采取了以下措施：

新构建全员核心胜任力框架——过去仅设领导力模型，如今为每位员工提供了学习与发展基础指南。

升级原有领导力模型，新增领导力潜能模型，为领导力发展提供更清晰的框架。

发布《高层管理者学习旅程指南》，涵盖从入职到转正及后续发展的全周期规划，助力高管团队掌握绩效管理周期、规划长期职业发展并提升团队领导力。

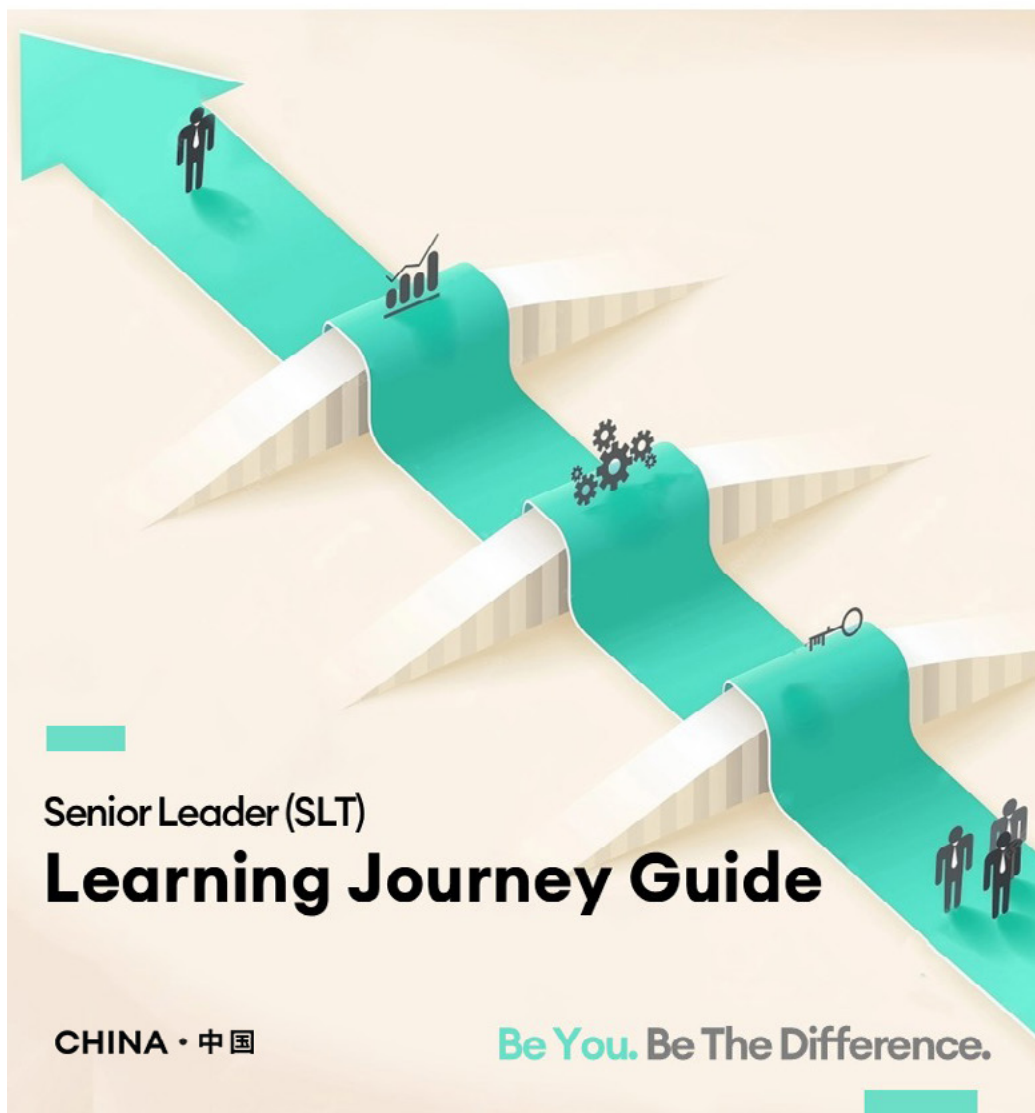
即将推出针对中层管理者与全体员工的定制化学习旅程指南——敬请期待！

这些工具将有助你识别个人优势，精准设定学习发展目标，系统追踪成长进度，确保发展路径与集团战略高度契合。现在就开始行动吧！深入了解这些资源，开启你的持续提升之旅。

2025-26



WELLINGTON
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Senior Leader (SLT)
Learning Journey Guide

CHINA · 中国

Be You. Be The Difference.

A Guide to
**The Leadership
Competency
Framework and
Leadership Potential Model**

Be You.
Be The Difference.



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A Guide to
**The Core
Competency
Framework**

Be You.
Be The Difference.



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New For 2025-26

2025-26学年新举措

EHS (Environment, Health & Safety) Training Series

- Why Does EHS Matter?
- Common School Safety Incidents: Case Studies of Typical Safety Oversights
- When No Incidents Are Reported: Encouraging a Proactive Safety Culture
- Accident Prevention: Proactive Measures to Minimise Risks
- How to Build an Effective EHS System
- WCEC EHS Framework Overview: How to Make It Work
- Who Takes EHS Legal Responsibility?
- Hazard Recognition and Risk Assessment

In partnership with EFC—a leading sustainability solutions provider—we are rolling out this EHS Training Series to enhance safety awareness and ensure the well-being of our pupils and staff

Personal Investment Workshop

How are you investing your money? Will you have enough for financial independence upon retirement? Should you use third-party financial consultants? How does inflation impact your returns? How do you avoid the next stock market slump? What is the relationship between risk and return? Is crypto the next great investment opportunity?

We will start this session with addressing fundamental questions, like what is money, what is "time-value-of-money", and what is the efficient market thesis. We will review investing theories, including asset allocation, diversification of risk, and the impact of fees on long-term returns.

The course will not be giving the latest stock tips or a recommendation of an agent, but more importantly give you the confidence to make solid long-term investment decisions to reach your personal financial goals.

Target audience	All staff, with a global focus
Duration and Format	One hour, in person
Max Participants	No limit
2025-26 Dates	Delivered on-campus upon request
Facilitator	Allen Lueth, Chief Operating Officer

EHS (环境、健康与安全) 系列培训

- 为什么EHS至关重要？
- 常见校园安全事故：典型安全疏忽案例分析
- 零事故报告的背后：如何培养主动预防的安全文化
- 事故预防机制：主动降低风险的关键措施
- 如何建立高效的EHS体系？
- 惠灵顿（中国）教育集团EHS框架解析：如何让体系有效运转？
- 谁承担EHS法律责任？
- 危害识别与风险评估

我们与行业领先的可持续发展解决方案供应商环一科技（上海）有限公司合作，推出本系列培训，旨在提升全员安全意识，切实保障学生与教职工的健康与安全。

个人理财工作坊

你如何管理自己的投资？退休时能否实现财务自由？是否应该借助第三方理财顾问？通货膨胀如何影响收益？如何规避下一次股市下跌的风险？风险与回报之间有何关联？加密货币会是下一个绝佳投资机会吗？

本课程将从基础概念入手，探讨货币的本质、“货币的时间价值”理论以及有效市场假说。我们将系统学习资产配置、风险分散、长期收益中费率的影响等核心投资理论。

课程不提供个股推荐或理财师推介，而是赋予你制定长期投资策略的能力，助你稳健达成个人财务目标。

目标受众	全体人员
课程时长及方式	1小时（线下）
参加人数上限	无限制
2025-26学年培训日期	可应要求开课
主讲人	Allen Lueth 惠灵顿（中国）教育集团首席运营官

The Training Offer and Schedule

2025-26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 Culture and Wellbeing, Compliance Training, General Skills, Management, Leadership skills and Coaching, are suitable for all staff and are available group-wide.

We will continue to strengthen cross-group collaboration, with a key focus on further developing the Wellington College Education (WCE) network. 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 offering.

To ensure flexibility and responsiveness, we may introduce additional sessions during the academic year, with regular updates shared via the [WCEC CPD Hub](#). 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 opportunities for non-academic staff will be updated regularly and communicated through the [HR Connect L&D portal](#). Grace Wu, our Learning & Development Manager, will ensure teams stay informed about available opportunities.

Our professional development framework follows the 70-20-10 learning model, structured around six key categories to enhance core competencies and leadership competencies.

- 70% Learning through experience
- 20% Learning through exposure
- 10% Learning through formal education

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

Education never stands still, and neither do we. We welcome your feedback to ensure our CPD offerings remain relevant, impactful and aligned with your growth.

We look forward to supporting your professional journey in 2025-26 and beyond!

本《职业培训手册》涵盖了面向教学和非教学员工的学习与发展机会,包括专门针对教师、助教和教学管理者等教学员工的持续职业发展(CPD),以及面向集团所有员工的其他培训资源,例如:文化与幸福关怀、合规培训、通用技能、管理与领导力提升和教练相关培训。

我们将持续增进校际交流——着重推进惠灵顿教育集团各城市之间的深度交流。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,我们的持续职业发展旨在保持灵活应变和及时响应。

学年中可能会增设新课程,我们将于[WCEC CPD Hub](#)平台上定期分享最新动态,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。

针对非教学员工的培训将于[HR Connect L&D portal](#)平台上定期更新及分享。

我们的培训与发展框架基于70-20-10学习法则开展,内容分为六大类,旨在全面提升核心胜任力与领导力。

- 70% 在实践中学习
- 20% 在观察和交流中学习
- 10% 在正式授课中学习

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

教育永无止境,我们亦与时俱进。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。诚邀你提供宝贵建议,助力我们持续优化学习发展体系,确保其始终契合你的成长需求,发挥切实影响力。

我们期望能满足你在2025-26学年的学习需求,与你携手共进。

Core Competency-Based Training Offer

基于核心胜任力的培训方案

Training Offers 2025-26		Key Contact
Living Our Values	WCEC Organisation Culture Overview Understanding Our Core Values Culture of Excellence Overview Culture of Excellence Workshop Culture and Wellbeing Training @ L&D Portal	Grace Wu
Innovation and Adaptability	WCEC AI Updates Change Management Innovation related training @ Udemyl Adaptability related training @ Udemyl	
Continuous Growth	Coaching Training The 7 Habits of Highly Effective People Personal Finance Workshop Cultivating a Growth Mindset @ Udemyl Management Skills Training @ L&D Portal	
Professionalism and Accountability	EHS (Environment, Health, Safety) Training Series General Introduction: Property Insurance Marketing and Communication Training Series Compliance Training Series @ L&D Portal General Skills Training @ L&D Portal	
Collaboration and Teamwork	Building High-Potential Teams and Trust Collaboration and Teamwork @ Udemyl	
Embracing Differences	Cultural Awareness and Effective Collaboration Embracing Differences @ Udemyl	

Academic Training Offerings 2025-26		Key Contact
Coaching	Foundational, Advanced and Instructional Coaching Course that will equip you with the basic skills to guide and support others in maximizing their personal and professional potential.	Dean Clayden
Chinese Teaching Assistant to Teacher Programme (Early Years)	Designed to upskill Teaching Assistants (TAs) in early years education, equipping them with the knowledge, strategies, and confidence to transition into qualified teacher roles. Format: 1-hour sessions × 12 weeks facilitated by WCEC Chinese Early Years Leads.	Jeremy Birk
National Professional Qualifications (NPQs)	Prepares current and aspiring school leaders to excel in senior leadership (NPQSL), headship (NPQH), or leadership of teaching (NPQLT) through evidence-based training. Delivered in partnership with Wellington College International (WCI), and Leadership Learning Securing Excellence (LLSE). Weekly self-directed study: 90 minutes per week Guided discussions and group study: 6 hours across the programme	
iPGCE	International PGCE programme with the TES Institute (One year)	

ACADEMIC:CPD for academic staff will be updated regularly and communicated via [WCEC CPD Hub](#).

NON-ACADEMIC: Group Annual Training Calendar will be updated and communicated via [HR Connect L&D Portal](#).

Note: Please consult your HR department for actual training arrangements at your school. And leverage E-learning platforms to enrich your learning journeys.

2025-26学年培训课程		主要联系人
践行价值观	组织文化培训 核心价值观解析 卓越文化简介 卓越文化工作坊 文化与幸福关怀相关课程 @ L&D Portal	Grace Wu
创新与应变	WCEC AI Space最新动态 变革管理工作坊 创新类相关课程 @ Udemy 应变能力相关课程 @ Udemy	
持续成长	教练培训 卓越之道:高效能人士的七个习惯 个人理财工作坊 持续成长相关课程 @ Udemy 管理技能相关课程 @ L&D Portal	
专业与担当	EHS (环境、健康与安全) 系列培训 财产保险系列培训 市场营销沟通系列培训 合规类培训系列 @ L&D Portal	
团队协作	打造高潜力团队与建立信任 团队协作相关课程 @ Udemy	
包容多元	文化觉知力与高效协作 包容多元相关课程 @ Udemy	

以下仅适用于教学团队：		主要联系人
教练课程	教学相关的教练培训	Dean Clayden
助教晋升为教师培训项目	由惠灵顿(中国)教育集团早期教育阶段中方领导提供的早期教育阶段的中方助教晋升为教师的培训项目	Jeremy Birk
英国国家专业资格认证	与惠灵顿国际共同开展的英国国家校长专业资格认证(NPQH)、英国国家高级领导力专业资格认证(NPQSL)、英国国家教学领导专业资格认证(NPQLT)项目 每个模块含约90分钟的自主学习时间和6小时的指导性讨论	
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 (为期一年)	

教学：针对教学员工的持续进修相关信息定期更新发布于[WCEC CPD Hub](#)，你可以在该网页上进行预约和查询。

非教学：集团年度培训计划和学期培训日历将通过[HR Connect L&D Portal](#)定期更新发布。

注：各校实际的培训安排，请咨询你所在校区的人力资源部。同时，请充分利用在线学习平台丰富你的学习旅程。

E-Learning Platforms

在线学习平台

Our subscriptions to Tes Develop, The National College and Udemy demonstrate WCEC's ongoing commitment to staff continuing professional development with unlimited access to flexible online learning platforms, providing you with a more dynamic and personalised learning experience.

[Tes Develop](#)

Tes Develop provides the flexible personalised training you need to grow and progress with anytime, anywhere access to over 140 expert-written courses in safeguarding and duty of care, professional studies and subject knowledge.

Safeguarding and duty of care	Professional studies	Subject knowledge
Over 40 courses for whole school community covering the latest safeguarding and duty of care training.	Over 50 courses covering everything you need to improve your classroom practice and develop critical thinking skills.	Over 50 courses covering literacy for Primary and Secondary, the core Secondary subject areas and subject specific pedagogy.

[The National College](#)

The National College is the streaming home for high-quality professional development that benefits school leaders, staff, parents and pupils.

Unlimited access to expert knowledge and skills across all categories, including health and safety, leadership and governance, mental health and wellbeing, online safety, safeguarding, SEND and teaching and learning.

[Udemy](#)

Udemy is a leading global online learning platform. It offers courses on technology, business administration and career development developed by industry experts and professors around the world. Udemy's unique operating model allows it to consistently produce cutting-edge, up-to-the-minute skill content on a global scale.

- **Global Experts:** a team of over 70,000 global lecturers including front-line business experts from Silicon Valley are in charge of course development and iteration.
- **Rich in Categories:** Courses cover 14 content categories in the fields of technology, business and management, meeting different position demands.
- **Mass Courses:** A powerful online course resource library containing over 13,000 popular, cutting-edge courses.

Please consult your HR department for user information.

惠灵顿 (中国) 教育集团订阅Tes Develop、The National College、和Udemy优领思等在线学习平台, 提供无限的灵活在线学习资源, 旨在不断提升团队成员的知识与技能, 为大家提供更具活力和个性化的学习体验。



Tes Develop 为我们提供灵活个性化的培训, 随时随地学习超过 140 门专家开放的课程, 包括保护和责任关怀、专业研究和学科知识。

安全保护和责任	专业研究	学科知识
提供超过40门课程, 为整个学校社区提供最新的安全保护和责任关怀相关培训。	50多门课程, 包括了你需要提高课堂实践和发展批判性思维能力所需的所有内容。	超过50门课程, 涵盖了小学和中学的读写能力、核心中学学科领域和学科特定的教学法。



The National College是高质量专业发展的在线平台, 可让学校领导、员工、家长和学生受益。该平台提供无限制地访问专家知识和技能, 包括健康和安全、领导和治理、心理健康和幸福关怀、在线安全、保护、特殊教育需求和教学与学习的所有类别。



Udemy是一家总部位于硅谷的全球领先在线学习平台。它为我们提供由世界各地的行业专家和教授开发的技术、商业管理和职业发展类相关课程。其独特的运营模式使Udemy能够持续产出全球尖端的、领先的培训内容。

- 全球专家团队: 这个培训资源库拥有全球超过70,000位专家、包括来自硅谷的前线商业专家负责课程开发和改良。
- 课程类别丰富: 课程涵盖技术、商业和管理领域的14个内容类别, 能够满足不同级别需求。
- 海量培训资源: 拥有超过13,000个前沿和热门课程, 是强大的在线课程资源库。

注: 在线学习平台账号信息, 请咨询您所在校区人力资源部。

Partnership with University of Manchester China Centre

与英国曼彻斯特大学中国中心深化合作

We continue to seek networking opportunities with pupils and alumni from the University of Manchester China Centre who hold middle and senior management positions across various industries. We also collaborate at executive education forum events, aiming to identify leadership and management development needs.

Preferential discounted terms are available for WCEC employees:

- MA Educational Leadership in Practice
- Manchester Global MBA
- MSc Financial Management

Tuition Discount: 15% for WCEC staff

Contact:

Tel: +86 (21) -60701318

Email: master@uom.ac.cn / mab@uom.ac.cn

Address: 2901, 99 Xianxia Road, Changning, Shanghai

我们将持续探索通过教育论坛等活动, 拓展与英国曼彻斯特大学中国中心的学生和来自不同行业的校友交流学习的机会。今年, 曼彻斯特大学中国中心将继续为惠灵顿(中国)教育集团雇员提供各类课程的优先申请通道和录取程序。以下项目提供集团合作学费优惠。

- 教育领导力实践在职硕士课程
- 曼彻斯特全球在职 MBA
- 金融管理在职硕士课程

学费优惠: 8.5折

详情请咨询曼彻斯特大学中国中心:

电话: +86 (21) -60701318

邮箱: master@uom.ac.cn / mab@uom.ac.cn

地址: 上海市长宁区仙霞路99号尚嘉中心2901室



The University of Manchester

Leadership Development Opportunities

领导力发展机会

An organisation's future hinges on strong leadership. Becoming your best self takes hard work, but it is far easier with the right support. At WCEC, we are committed to providing the resources and guidance you need for both professional and personal growth. Our three core leadership development programmes are built on the WCEC Leadership Competency Framework, tailored to different leadership levels. They're designed to help you elevate your leadership skills to the next level.

The below infographic shows our leadership development opportunities.



For programmes operating on a nomination basis, please refer to the [WCEC Talent and Development Policy](#) for more details.

组织的未来发展，系于强有力的领导团队。成为“最好的自己”虽需持续努力，但专业支持能让成长事半功倍。

惠灵顿（中国）教育集团致力于为你提供全方位发展支持，匹配个人需求的资源，系统化专业赋能。我们的领导力发展项目，精准对接集团领导力框架三个层级。参与项目将助你持续提升领导力，实现职业发展的关键突破。

以下图表展示领导力发展路径：



以上基于提名的项目：详情请见《[惠灵顿（中国）教育集团人才及发展政策](#)》，该政策包含惠灵顿（中国）教育集团领导力框架及领导潜能模型、领导力发展项目提名程序及标准。

The High Potential Programme:

Our High Potential (HiPo) Programme develops and retain the best talents and is open to academic, non-academic, Chinese and international employees. First launched in 2020, it is now a two-year programme focused on moving participants from 'emerging' to 'effective' leaders based on the most updated WCEC leadership competency framework.

The programme is structured around:

The WCEC Leadership Competency Framework and Leadership Potential Model

- Professional (Job Specific) Knowledge and Skills
- Personalised Training Needs
- The 70-20-10 Learning Model

The programme integrates a blend of formal training, self-paced e-learning, peer learning, coaching and stretch projects and more. Additionally, it provides participants greater exposure and visibility to senior leadership, cross-school and cross-disciplinary communication opportunities.

Congratulations to Cohort 3.0 on their graduation in October 2024! We're excited to announce that Cohort 4.0 is all set. They will be starting fresh in the new academic year.

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，旨在帮助惠灵顿（中国）教育集团识别和培养集团内的高潜力优秀人才。该项目首次启动于2020年，目前已经发展为一个为期两年的项目，这次将是项目的第四次迭代。

该项目基于惠灵顿（中国）教育集团优化后的领导力框架设计，目标是将参与者的领导力从“稳健”提升到“高效”水平。

项目设计围绕以下几个方向：

- 惠灵顿（中国）教育集团领导力框架和领导潜能模型
- 专业（岗位特定）的知识和技能
- 个性化培训需求
- 70-20-10学习法则

该项目结合了多种形式的学习和发展方式，包括正式培训、自主进度的在线学习、同伴学习、教练辅导以及拓展项目等。此外，学员将获得与高层领导、跨校际、跨职能沟通交流的机会。

在此，恭喜第三期学员于2024年10月顺利完成培训。目前，第四期学员已经准备就绪，他们将在新学年开启自己的学习旅程。



Duration	Nomination	Kick-off	Completion
Two-year	May-June 2025	August 2025	April 2027

时长	提名时间	起始时间	结束时间
两年	2025 年5月至6月	2025年8月	2027年4月

The Telescope Programme:

The Telescope Programme underscores WCEC’s strategic commitment to nurturing critical roles from within. Launched in 2023, it focuses on developing future Bursars and Deputy Bursars internally.

It combines formal training, on-the-job learning, shadowing, mentoring from incumbents and cross-functional rotations. Key focus areas include financial expertise, governance, cross-functional collaboration and strategic planning.

The first cohort comprised a select group of High Potential (HiPo) Programme participants, chosen for their strong cross-functional leadership at the school level and deep functional expertise across schools. Congratulations to them on their graduation in May 2025!

Looking ahead, the next cohort—scheduled to begin in August 2026—will broaden its scope beyond Bursars and Deputy Bursars to include future Directors of Admissions and Marketing, further strengthening the talent pipeline.

引航项目

引航项目体现了惠灵顿（中国）教育集团针对关键岗位人才内部定向培养的战略承诺。该项目始于2023年，旨在内部培养未来的财务运营总监和副总监。

学习方式包括正式培训、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）教育集团治理结构、跨职能管理经验和战略规划。

首期学员从高潜力人才发展项目中甄选而来，他们展示了强大的跨职能领导力，并在各自学校的特定职能领域拥有丰富的专业知识。祝贺他们于 2025年5月顺利完成培训！

展望未来，下一期引航项目（预计2026年8月启动）将进一步扩大培养范围，在现有财务运营总监和副总监培养目标的基础上，新增对未来的市场招生总监的培育。



Duration	Nomination	Kick-off	Completion
Two-year	December 2025	August 2026	April 2028

时长	提名时间	起始时间	结束时间
两年	2026年12月	2026年8月	2028年4月

SLT Professional Development

To support the integration of senior leaders into WCEC and their ongoing development, we offer a range of support and resources, including:

- WCEC SLT Executive Coaching Programme
- Personal Profile Analysis (PPA), DISC Profiling and TEIQ Emotional Intelligence Assessments
- Personal Development Plans (PDPs)
- WCEC Leadership Competency Framework and Leadership Potential Model
- 360 Online Competency-Based Feedback Process
- Leadership Development Programmes
- Coaching Training: Foundation and Advanced levels
- Partnerships with leading business schools

For more details, please refer to the Senior Leader Learning Journey Guide.

We are thrilled to announce our first-ever 'all-SLT' leadership and professional development event- 'Be The Difference: WCEC SLT Leadership Summit 2025', taking place on 22-23 August 2025.

Day 1:

- A full-day professional development and networking carousel, featuring:
- Leadership development sessions
- Strategic updates
- Interactive networking opportunities
- Practical workshops
- New SLT induction sessions will also be included for senior leaders either new to WCEC or new to SLT roles.

Day 2:

Leadership Development Workshop: Leading High-Performing Teams and Talent

高层管理者的专业发展

为支持高层管理者融入集团及其个人持续发展需求, 我们为其提供了一系列支持和资源, 包括:

- 高管教练
- 个性特征DISC分析 (PPAs) 和 TEIQ 情商测试
- 个人发展计划 (PDP)
- 惠灵顿(中国)教育集团领导力框架和领导潜能模型
- 360 度在线评估
- 领导力发展项目
- 教练培训: 基础和高阶
- 与领先的商学院合作

详情请参阅《高层管理者学习旅程指南》

此外, 我们非常高兴于2025年8月22至23日, 首次将所有高层管理者聚集一堂, 举行领导力和专业发展活动——“从心, 致卓尔不群: 2025年惠灵顿(中国)教育集团高层管理者领导力峰会”。

活动内容:

第1天: 聚焦专业发展与交流活动, 包括领导力发展、战略更新、网络交流和研讨会。同时, 为新入职或新晋升的高层管理者提供入职培训。

第2天: 专注于领导力发展的工作坊, 内容涵盖如何领导高绩效团队以及人才的有效管理。

Recommended Course Introduction

推荐课程简介

Leading Through a Culture of Excellence

Course Outline:

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.

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
- Identifying 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

引领卓越文化

课程简介:

通过共同探索和定义卓越标准，学员需在培训结束后完成一个合作项目，并向学校高层管理团队汇报实践成果。

- 探索关于学校/组织文化的研究，反思自身学校文化
- 识别成功文化的关键要素及发展路径
- 规划改善学校文化的实施项目
- 运用规划工具与技巧
- 展示并研讨学校的行动计划

Target audience	Upper-Middle and Senior Leadership Teams (academic and non-academic)
Duration and Format	Two days, in person
Max participants	30
2025-26 Dates	On request
Facilitator	Karen Ardley

目标受众	中、高层管理者（教学与非教学）
培训时长及方式	2天（线下培训）
参加人数上限	30人
2025-26学年培训日期	可应要求开课
主讲人	Karen Ardley



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.

我们的领导力培养项目最初是与Karen Ardley咨询公司合作开发，中层管理者培训师均由Karen Ardley亲自培训指导。Karen在国际学校集团的领导力发展领域拥有丰富经验。

Team Cohesion and Level 5 Leadership

Course Outline:

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.

Target audience	Senior Leadership Teams (academic and non-academic)
Duration and Format	One day, in person/online
Max participants	15
2025-26 Dates	On request
Facilitator	Annabel Jones

团队凝聚力和第五级领导力

课程简介:

该工作坊围绕美国商业大师吉姆·柯林斯的研究成果，探讨如何引领组织与团队从优秀迈向卓越。培训将深入分析卓越领导者的特质——他们打造的团队与组织能够持续超越预期和目标，并提供培养这些特质的实践策略。

工作坊将具体涵盖以下主题内容：

- 理解第五级领导力的影响力
- 践行第五级领导力并建立超越个人的持久价值
- 识别鼓舞人心的领导行为
- 如何选拔最优团队成员并留住人才
- 专业意志与个人谦逊的平衡
- “刺猬理念”：激情与愿景统一的重要性
- 实现第五级领导力的行动路径

目标受众	高层管理者（教学与非教学）
培训时长及方式	1天（线下或线上）
参加人数上限	15人
2025-26学年培训日期	可应要求开课
主讲人	Annabel Jones



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。

Building High-Potential Teams and Trust

Course Outline:

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

Target audience	Upper-Middle and Senior Leadership Teams (academic and non-academic)
Duration and Format	Half day, in person/online
Max participants	20
2025-26 Dates	On request
Facilitator	<ul style="list-style-type: none">• Annabel Jones (English version)• Grace Wu (Chinese version)

建立高潜力团队和信任关系

课程简介:

该培训旨在解析行为自我认知与信任关系对提升个人及团队效能的促进作用，并通过行为特质调整来建立持久有效的人际关系。

培训将具体涵盖以下主题内容:

- 高绩效团队的核心特征分析
- 运用DISC性格特质打造高绩效且富有凝聚力的团队
- 识别团队优势、短板及互补方式
- DISC模型如何促进跨团队协作
- 高信任度行为的影响力解读
- 优化时间管理:要事第一

目标受众	中、高层管理者（教学与非教学）
培训时长及方式	半天（线下或线上）
参加人数上限	20人
2025-26学年培训日期	可应要求开课
主讲人	<ul style="list-style-type: none">• Annabel Jones（英文）• Grace Wu（中文）



Facilitator: Annabel Jones



主讲人: Grace Wu

Learning & Development Manager with WCEC for over three years, Grace is a Thomas International DISC profile (PPA) certified practitioner with a Master's degree in Human Resource Management, specialising in talent development.

担任惠灵顿（中国）教育集团学习与发展经理逾3年，获得托马斯国际DISC性格测评（PPA）认证资质，并拥有人力资源管理硕士学位，专注于人才发展领域。

Cultural Awareness and Effective Collaboration

Course Outline:

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 WCEC schools. At the end of the course, you will be equipped with more confidence in communicating with your team and steering your pupils in their acquisition of global thinking skills.

Target audience	Employees who want to learn how to balance the Eastern and Western approaches to education and leadership (academic and non-academic)
Duration and Format	Half day, in person / online
Max participants	25
2025-26 Dates	On request
Facilitator	John Dorris

文化觉知力与高效协作

课程简介:

学员将学习在文化和认知多元化的环境中开展高效协作的最佳实践与策略,掌握有效沟通、协作及消除文化盲区与误解的工具。该课程教授的文化理论与惠灵顿(中国)教育集团融汇中西的教育理念息息相关。课程结束后,学员不仅可以提升自信与团队开展有效沟通,还能更好地指导学生/团队成员培养全球化思维能力。

目标受众	希望学习平衡中西方教育方法和领导方式的人员
培训时长及方式	半天(线下或线上)
参加人数上限	25人
2025-26学年培训日期	可应要求开课
主讲人	John Dorris



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服务,旨在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。

他持有覆盖12个标准的跨文化工具认证,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。

得益于其多元化背景,John 能够向客户传递丰富的知识。他的生活和工作足迹遍及9个国家和地区。除了给企业客户提供服务以外,他还曾在亚太经济合作组织(APEC)会议上发表过企业全球化发展方面的主题演讲。

Mental Health and Wellbeing training

Course Outline:

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
- Building the confidence to support someone in distress or experiencing a mental health issue

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

Target audience	Open to all academic and non-academic staff
Duration and Format	Half day, online
Max participants	25
2025-26 Dates	On request
Facilitator	Jon Wood or WPO (EAP Partner)

心理健康与幸福关怀培训

课程简介:

通过半天的课程提升学员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础知识
- 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、参考手册及工作手册。

目标受众	教学与非教学岗位所有人员
培训时长及方式	半天（线上）
参加人数上限	25人
2025-26学年培训日期	可应要求开课
主讲人	Jon Wood或WPO员工支持计划（EAP）合作机构



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，并为一系列英国国家专业资格认证（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）和英国国家校长专业资格认证。同时他还是一名心理健康急救（英格兰）认证讲师。

www.headmatters.co.uk

Leading High-Performing Teams Through Performance Management

Course Outline:

Course Details: This workshop helps leaders assess, manage and improve individual and team performance by setting clear expectations, identifying growth areas, giving continuous feedback and creating action plans for success. It also helps to foster a culture of continuous learning and improvement, where employees are encouraged to strive for excellence and managers are equipped to support them in their efforts.

It will specifically deal with the following subject material:

- Employee Relations (ER) Training
- Giving and Receiving Feedback
- Career Conversation
- Courageous Conversation

Target audience	Open to all academic and non-academic staff
Duration and Format	One day, in person
Max participants	25
2025-26 Dates	On request
Facilitator	<ul style="list-style-type: none">• Karen Harbisher (English version)• Anna Zhang (Chinese and English version)



Facilitator: Karen Harbisher

Karen is a senior human resources and service delivery professional with substantial experience and expertise in leading strategic change, business transformation, and multi-site operational delivery. She has over 25 years of senior strategic leadership

experience in the financial service, healthcare and Early Years sectors, operating in sales, service, HR and business change disciplines. She is recognised as focused, committed and driven – a truly inspiring strategic leader and executive coach with an impressive track record of delivery across a range of functions and commercial environments driving sustainable improvements to the bottom line.



Facilitator: Anna Zhang

Anna is a seasoned HR senior executive renowned for her proven track record in high-growth and turnaround business environments. As a strategic business partner, she excels at aligning human capital with organisational goals, driving

impactful talent initiatives and leading transformative organisational development.

Her distinguished career includes being the youngest executive at HP China and the first Chinese local leader inducted into Bayer Group's Global Leadership Circle. With early exposure to global operations, she brings deep corporate insights and a strong ability to influence senior leadership across diverse industries.

通过绩效管理领导高绩效团队

课程简介：

该培训旨在帮助领导者通过设定清晰期望、识别成长空间、持续提供反馈及制定成功行动计划，有效评估、管理与提升个人及团队绩效。同时助力营造持续学习与改进的文化氛围，激励员工追求卓越，并赋能管理者为其提供有力支持。

课程将重点涵盖以下主题：

- 员工关系 (ER) 培训
- 反馈给予与接收技巧
- 职业发展对话
- 如何开展艰难对话

目标受众	中、高层管理者（教学与非教学）
培训时长及方式	一天（线下）
参加人数上限	25人
2025-26学年培训日期	可应要求开课
主讲人	<ul style="list-style-type: none">• Karen Harbisher（英文）• Anna Zhang（中、英文）

主讲人：Karen Harbisher

Karen具备丰富的人力资源管理经验和专业知识，擅长领导战略性变革、业务转型以及多地点运营交付。她在金融服务、医疗保健和早期教育领域拥有逾25年资深战略领导经验，涉及销售、服务、人力资源、业务变革等职能。Karen以其专注力、定力及驱动力而备受认可，是一位鼓舞人心的战略领袖和执行教练。她在各种职能和商业环境中都有出色的业绩记录，致力于推动服务企业可持续发展。

主讲人：Anna Zhang

Anna是一位资深的人力资源高管，以在高增长和业务转型环境中卓有成效的业绩而闻名。作为战略业务伙伴，她擅长将人才资本与组织目标对齐，推动有影响力的人才计划，并领导变革性的组织发展。

她的杰出职业生涯包括曾担任惠普中国最年轻的高管，以及首位入选拜耳集团全球领导力圈的中国本土领导者。早期接触全球运营的经历，使她具备深厚的企业洞察力和强大的影响力，能够影响跨行业的资深领导层。

Financial Thinking and Business Insights

Course Outline:

Management Perspectives Combined with Daily Operations: Supporting Decisions with Financial Thinking, presented in a clear, engaging, and practical manner.

It will specifically deal with the following subject material:

- Understanding the three key financial statements of a business is crucial for gaining a comprehensive and essential grasp of the operations of a school or group from a managerial perspective. By delving into these financial documents, you can identify the overarching goals of the school's/group's operations and see their direct reflection in financial data.
- Recognising the relationship between daily operational activities, financial risk management, and the efficiency of fund utilisation is vital. These insights help reveal the direct impact of routine operations on the school's/group's overall financial outcomes. Each department can then align its performance with the organisation's ultimate objectives, enhancing pivotal focus areas.
- Deep analysis of costs from a managerial perspective provides a foundation for making informed, scientific decisions and identifying effective cost-management strategies. This holistic view empowers leaders to drive continuous improvement and succeed in their financial and operational goals.

Target audience	Senior Leadership Teams (academic and non-academic)
Duration and Format	Two days, in person
Max participants	25
2025-26 Dates	On request
Facilitator	Liqiong Liu

管理者的财务思维与经营洞察

课程简介:

结合管理视角与日常运营，用深入浅出、生动活泼、切实有效的方式，讲解如何以财务思维支持决策。

该培训将涵盖以下主题内容:

- 解读企业的三张财务报表，学会从管理者的角度把握学校/集团运营的全局观和本质
- 深刻认识学校/集团运营的目标及其在财务数据上的具体反映
- 洞悉日常运营活动与资金管理风险和资金使用效率之间的关系
- 认识日常运营活动对学校/集团最终财务成果的影响，明确各部门围绕学校/集团运营的最终目标的绩效，提升关键着力点
- 从管理的视角对成本进行深入分析，找到科学决策的依据和成本管理的抓手

目标受众	高层管理者（教学与非教学）
培训时长及方式	2天（线下）
参加人数上限	25人
2025-26学年培训日期	可应要求开课
主讲人	刘丽琼

Facilitator:Liu Liqiong



Liqiong Liu holds a CPA (Canada), a Master's in Management from Paris School of Management (France), and an MBA from the University of Quebec (Canada).

With nearly 20 years of international experience, she has worked at: Capgemini (Paris & New York) – Europe's top management consulting firm,

Deloitte (Montreal) – one of the "Big Four" audit firms, National Bank of Canada (Montreal HQ).

Her dual perspective—from internal corporate roles and external consulting—gives her deep insights into financial management. She identifies practical, replicable financial strategies and delivers actionable training and consulting for organizations.

Fluent in Chinese, English, and French, she brings firsthand industry case studies and exposure to cutting-edge global management practices.

主讲人: 刘丽琼

加拿大注册会计师(CPA)/法国巴黎高等商学院管理硕士学位 / 加拿大魁北克大学工商管理硕士(MBA)学位

刘丽琼先后任职于欧洲最大的企业管理咨询公司——凯捷咨询公司的巴黎和纽约分公司、世界四大审计和咨询公司之一的德勤公司蒙特利尔分公司，以及加拿大国民银行蒙特利尔总部。她曾在欧美和日本等七个国家为日产、微软、森科石油、安万特药业等几十个大型跨国公司做过财务优化、绩效评估、财务共享服务等多方面的管理咨询项目。其丰富而独特的近20年的海外工作经历，让她既可以从企业内部，又可以作为外部咨询项目的视角去探究企业财务管理，挖掘兼具实用性和高度可复制性的财务实践经验，从而更好地为组织提供可落地的财务培训和咨询服务。刘丽琼熟练掌握中英法三种语言，她在多年的咨询工作中，积累了大量第一手的多个行业的实战案例，接触到国际最前沿的管理理念。

Presentation Skills Training - Present to Persuade and Influence

Course Outline:

- Understanding different audience expectations and how to tailor communications to persuade and influence.
- Using revolutionary Presentation Mapper™ methodology to structure a clear, compelling narrative that enhances persuasive storytelling.
- Creating a strong first impression, projecting leadership authority, and building credibility.
- Emotional Intelligence techniques to engage, persuade, and influence an audience, including those who are sceptical about the message.
- Mastering body language, voice, and movement to enhance personal presence and leadership impact.
- Using emphasis techniques to reinforce key messages: siren words, attention grabs, gestures, and pausing.
- Strategies to remain composed and maintain control in high-pressure situations.
- Handling tough questions effectively to navigate resistance and influence outcomes.
- Best practice for impactful PowerPoint® slides and visual storytelling

For details or more topics please visit: secondnatureuk.co.uk

Target audience	Senior Leadership Team and Upper-Middle Management professionals who need to influence stakeholders, communicate persuasively and use storytelling to drive action.
Duration and Format	<ul style="list-style-type: none"> • In-Person: 2-day group workshop for up to 5 people, or 2 half-day coaching sessions 1-to-1. • Online: Group or 1-to-1, six 1-hour modules.
Max participants	5
2025-26 Dates	On request
Facilitator	Sonia Legg



Facilitator: Sonia Legg

Sonia Legg is the Senior Consultant & Coach with SecondNature International. Sonia is a charismatic and enthusiastic presenter, coach and trainer with a desire to teach others the skills she has learned over three decades in business and broadcasting.

As a former television reporter and presenter (BBC & Independent TV) she has been a frontline communicator, reaching a wide audience by using clear and concise language, key visuals, and her own personality.

For a decade, she was Editor of Business Video at Reuters News Agency, specialising in business, finance and economics across the globe.

Since 2019 she has worked with SecondNature as a Senior Consultant. She helps senior leaders - including those at Wellington Colleges and Hiba Academies - with advanced presentation skills, ensuring they educate and influence their audiences with engaging and informative content.

She appreciates the importance of understanding an audience and using appropriate information and language while building a bond with those around you

演讲技巧培训： 以说服力与影响力为核心的演讲

课程简介：

- 洞悉不同受众期待，掌握精准定制沟通策略以增强说服力与影响力
- 运用全新的Presentation Mapper™方法论，构建清晰有力的叙事框架，提升故事化说服力
- 塑造权威第一印象，彰显领导者风范并建立可信形象
- 运用情商技巧吸引听众（包括持怀疑态度者），实现有效说服与影响
- 精进肢体语言、声线及仪态管理，强化个人气场与领导力呈现
- 掌握关键信息强化技术：警示性词汇、注意力捕捉、手势运用及节奏停顿
- 高压情境下保持沉着与控制力的实战策略
- 巧妙应对棘手提问，化解阻力并导向预期结果
- 打造高影响力PowerPoint®幻灯片与视觉化叙事的最佳实践

课程详情或了解更多相关课程，可访问: secondnatureuk.co.uk

目标受众	中、高层管理者（教学与非教学）
培训时长及方式	<ul style="list-style-type: none">线下培训：2天团体或2次半天的1对1教练辅导线上培训：团体或1对1形式，含6个模块（1小时/模块）
参加人数上限	5人
2025-26学年培训日期	可应要求开设课程
主讲人	Sonia Legg

主讲人：Sonia Legg

Sonia Legg是SecondNature国际咨询公司的高级顾问兼培训教练。她是一位极具魅力且充满激情的演讲者、教练和培训师，致力于将三十年来在商界与广播电视领域积累的专业技能倾囊相授。

作为英国广播公司（BBC）和独立电视台的前任电视记者与主持人，她始终身处传播第一线，凭借简洁精准的语言表达、关键视觉元素的运用以及独特的个人魅力，成功触达广泛受众群体。

在路透社担任商业视频编辑的十年间，她深耕全球商业、金融与经济领域的专业报道。自2019年加入SecondNature以来，她为各行各业，包括惠灵顿（中国）教育集团的高级管理人员提供高阶演讲技巧培训，通过极具吸引力的内容设计帮助学员实现有效传播，提升影响力。

她深谙受众心理的重要性，擅长精准运用信息与语言策略与他人建立情感共鸣。

Presentation Skills Training-Public Speaking & Influential Leadership

Course Outline:

Your Words Define You—Make Them Powerful.

Every word you speak is the fastest way to leave a lasting impression. Whether sharing a story, a unique perspective, compelling data, or an inspiring quote—whether in an intimate conversation or a grand speech—your words reflect your competence, charisma, and leadership.

How can you turn every speaking opportunity into a defining moment? Master the art of powerful communication and gain a competitive edge. Refining your speaking skills is the ultimate accelerator for influence.

What You’ll Learn:

- Discover Your Speaking Purpose – Uncover what drives you to speak and connect authentically.
- Gather Impactful Material – Learn to collect precise, compelling content that resonates.
- Structure for Maximum Impact – Craft clear, persuasive speeches that captivate audiences.
- Master Emotional Engagement – Use proven techniques to move and inspire listeners.
- Adapt to Any Speaking Scenario – Excel in diverse settings, from boardrooms to keynote stages.

From Knowledge to Action, Listening to Speaking—Transform public speaking into your career superpower. Every professional can harness the power of words to drive change, inspire action, and lead with influence.

Target audience	Senior Leadership Team and Upper-Middle Management professionals who need to influence stakeholders, communicate persuasively and use storytelling to drive action.
Duration and Format	One day, in person
Max participants	25
2025-26 Dates	On request
Facilitator	Jinqiu Liu



Facilitator: Jinqiu Liu

Jinqiu Liu is a seasoned communication expert and executive coach. She is the bestselling author of Precision Persuasion and Those Who Tell Stories Will Have Bright Futures. With over 13 years in corporate training, she has delivered more than 1,200 lectures, trained over 10,000 professionals and maintained an outstanding 98.67% satisfaction rate. Clients include Fortune 500: Alibaba, Xiaomi, Bayer, Mercedes-Benz, and IBM. Specializing in communication skills, public speaking, and sales expression, she is a highly sought-after trainer.

演讲技巧培训： 公众表达与具有影响力的领导方式

课程简介：

你说的每一句话，都是别人记住你的最快途径。一个故事、一个观点，一组数据、一句金句，无论是小众分享，还是大型演说，都充分体现了你的个人能力。

如何让每一次公众表达都成为高光时刻，通过表达赢得核心竞争力？答案就是：让语言永远走在能力的前面。提升演说力，就是获得影响力的“加速器”。

通过该培训你将学到：

- 演说表达的动机找寻，建立真诚联结
- 精准有力的素材搜集
- 高效清晰的演说框架
- 制造情感共鸣 的核心技巧
- 不同演说场景的演说方法

从知道到做到，让你从听到到表达；让演说，成为职场优势。借助演说，为语言赋能，让改变发生！

目标受众	中、高层管理者（教学与非教学）
培训时长及方式	一天（线下）
参加人数上限	25人
2025-26学年培训日期	可应要求开课
主讲人	柳金秋（中文）

主讲人：柳金秋

柳金秋是一位资深的沟通演说类培训专家与高管教练。她是畅销书《精准说服》、《会讲故事的人前程都不会太差》的作者。拥有13年以上企业培训经验，累计授课超1200场，培训学员逾万人，客户满意度高达98.67%。服务客户包括阿里巴巴、小米、拜耳、梅赛德斯-奔驰、IBM等世界500强企业。专注沟通技巧、公众演讲与销售表达领域，是头部企业争相邀请的金牌培训师。

Compliance and Legal Related Course

Course A: Legal Responsibilities of Schools in Student Injury Incidents and Parent-School Communication

Course Details: This course introduces the legal liability principles, key legal elements, and judicial adjudication principles for schools in student injury incidents, based on applicable Chinese laws, the latest court cases, and major social news events in recent years. It also presents real-life case studies to illustrate effective parent-school communication methods (especially in cross-cultural contexts) and common pitfalls to avoid.

Target audience	Frontline Teachers, Middle and Senior Leadership Teams (academic and non-academic)
Duration and Format	3 hours / Half-day, in person
Max participants	40
2025-26 Dates	On request

合规及法务相关课程

有关学校在学生伤害事件中的法律责任及家校沟通

课程简介:

结合中国适用法律规定、最新的法院判例及近年重大社会新闻事件,介绍学校在学生伤害事件中的法律责任承担原则、法律责任构成要件、法院审判原则等。同时,结合真实案例介绍学校在家校沟通(尤其涉及跨文化沟通)中的沟通方法以及应避免的错误沟通方式。培训可帮助学校提高整体风险防范意识和学校安全管理水平,帮助其在学生安全事故发生后更准确地预判学校可能承担的责任,建立更积极、有效的事故处理流程,并帮助其建立积极、有效的家校沟通方式。

目标受众	一线教师、中、高层管理者 (教学与非教学)
培训时长及方式	3 小时 / 半天 (线下)
参加人数上限	40人
2025-26 学年培训日期	可应要求开课



Facilitator: Rebeca Li Xin

Rebeca Li Xin, a senior partner at Kejie Law Firm, holds a law degree from UIBE and an EMBA from Peking University. With 18+ years of expertise in securities, M&A, and private equity, she serves clients across education, finance, real estate, and more. As long-term legal advisor to Wellington College Education China, she specializes in school compliance, student injury liability, and cross-cultural parent-school communication. Since 2021, she has been a board member of Wellington College International Shanghai SAB. Her training sessions combine legal frameworks, case studies, and practical strategies to enhance institutional risk management and operational compliance.

Course B: Compliance and Legal Training for School Management and Operations

Course Outline:

This training enhances legal and compliance awareness for school management teams in daily operations. Using real-world cases, it guides school teams in practical exercises for negotiating major commercial contracts, covering pre-negotiation preparation, planning, strategies, and techniques.

与学校管理、运营相关的合规法律培训

课程简介:

为学校中、高层非教学管理团队提升在学校日常管理、运营中的法律和合规管理意识。结合真实案例指导学校对外团队实战演练重大商业合同的谈判，包括谈判前准备、谈判计划制定、谈判策略和技巧等。

Target audience	Middle and Senior Leadership Teams (non-academic)
Duration and Format	One day, in person
Max participants	25
2025-26 Dates	On request

目标受众	中、高层管理者（非教学）
培训时长及方式	一天（线下）
参加人数上限	25人
2025-26学年培训日期	可应要求开课

主讲人: 李欣

李欣，柯杰律师事务所高级合伙人、中国注册律师，拥有对外经济贸易大学法学学士、北京大学光华管理学院高级管理人员工商管理硕士（EMBA）。在证券发行和资本市场、私募基金和风险投资、公司和兼并收购等领域拥有丰富的执业记录。作为惠灵顿（中国）教育集团以及旗下学校的长期法律顾问，专精于校园合规管理、学生伤害责任认定及跨文化家校沟通。自2021年8月起，李欣律师受邀担任上海惠灵顿外籍人员子女学校的校务委员会（SAB）理事成员。

其培训课程融合法律框架、案例分析与实操策略，有助于提升风险管理与合规运营能力。

Coaching at Wellington College Education China

教练学习及教练服务

What is coaching?

Coaching is a collaborative solution-focused, systematic process in which the coach facilitates the enhancement of life experience and goal attainment in the personal and/or professional life of others (Grant, 2003).

What are the benefits and strategic purpose of coaching?

We believe in the power of coaching at every leadership level—to accelerate individual growth and elevate our collective performance. Coaching is a cornerstone of our professional culture, fostering self-directed learning and providing personalized support across your professional growth journey.

Below, we've outlined the transformative outcomes of our robust coaching programme—proof of how we nurture potential, together.

什么是教练？

是一种合作性、以解决方案为导向的系统化过程，在这一过程中，教练帮助他人提升生活体验并实现其个人和/或职业目标。（Grant, 2003）

教练的益处和战略意义是什么？

教练项目适用于各个管理层级，旨在加速个人与组织效能提升。该技术同时支持学生及成人开展自主学习，并增强自我效能感。下文将概述健全而渐进式的教练项目所能达成的成果：



Accelerated Leadership Skills

Accelerated leadership skills accessed through coaching can support leaders at all levels to upgrade their skills leading to better decision-making and increased employee engagement.

加速领导力提升

教练助力各级管理者提升领导力技能，使其能做出更优决策，并最终提高员工敬业度。



Learning Culture

Coaching helps create a culture of continuous learning and development, where employees are encouraged to seek out new challenges, research and learn new skills to enhance performance.

学习文化

教练有助于创造持续学习与发展的文化，鼓励员工寻求新挑战、研究并学习新技能以提升绩效。



Talent Development

Coaching plays a key role in our talent development and succession planning approach, fostering career growth, promotions, and cross-school mobility—all of which strengthen WCEC's leadership pipeline and strategic objectives. Research has found that organizations leveraging coaching achieve, on average, a 10% higher performance level compared to those that do not.

人才发展

作为集团人才发展的关键要素，教练机制有效驱动职业发展、晋升以及继任计划协同的跨校调动，保障了强大的管理梯队建设，为惠灵顿（中国）教育集团达成战略目标提供关键支撑。全球顶尖商学院研究证实，引入教练机制的企业，其绩效表现普遍领先未推行者约10%。



Improved Academic Performance and Enhanced Wellbeing

Hundreds of studies have demonstrated that positive outcomes arise for young people, teachers and parents, including “enhanced well-being, self-efficacy, resilience, engagement, academic attainment and performance as well as reductions in anxiety, stress, and depressive symptoms” (Quinlan et al., 2019; Harzer et al., 2017; Waters & Sun, 2016; Peterson & Seligman 2004).

提升学业表现与幸福感

数百项研究已证明，教练技术对年轻人、教师和家长产生了积极效果，包括“提升幸福感、自我效能感、韧性、参与度、学业成绩和表现，以及减少焦虑、压力和抑郁症状”（Quinlan et al., 2019; Harzer et al., 2017; Waters & Sun, 2016; Peterson & Seligman 2004）。



Staff Retention

Coaching contributes to retention of top talent by helping identify and develop high-potential employees and enhancing the competencies required for growth and success within the organisation. Coaching also enables colleagues to achieve their personal career vision. Coaching conversations form part of our approach to teacher evaluation and appraisal, supporting staff to be the best they can be.

员工留任

教练在保留顶尖人才方面发挥关键作用：识别与发展高潜力人才，提升其在组织内成长与成功所需能力。此外，教练助力员工实现个人职业愿景。作为实践体现，教练对话已纳入教师评估体系，持续支持员工追求卓越。

A Transformative Coaching Programme

变革型教练课程

A proven, tested methodology based on years of empirical research.

Coaching is one of the most powerful tools for unlocking a person's potential. Not only does it support the performance, leadership and independent learning of pupils, it enhances teachers' performance in the classroom by providing tools and frameworks for self-reflection, feedback and growth. Whether you are a teacher looking to develop and grow your pupils or a leader looking to integrate coaching competencies as part of your leadership, our coaching programme offers a range of courses to meet your needs.

Coaching is an integrative approach blending the science of positive psychology with the theory of transformative learning.

Real, lasting change requires reflection and self-awareness. When people start to reflect on their values, beliefs and assumptions they learn, change and build new meaning that empowers people to make meaningful change. You will learn how to use a simple yet profound conversational framework to enable people to reflect deeply and unleash their potential. Impactful conversations need to encourage deep reflection that empower people to explore different perspectives. This involves questioning and challenges our assumptions, actions or decisions. Self-examination and self-discovery lead to deeper and more meaningful change and growth. Coaching conversations play a crucial role in self-appraisal and evaluation processes, enabling staff to learn, grow and develop.

一个经过多年实证研究验证、测试的方法论。

教练是释放个人潜力的最强大工具之一。它不仅支持学生提升学业表现、领导力和自主学习能力，还通过为自我反思、反馈和成长提供工具和框架，优化教师在课堂上的表现。无论你是寻求发展及支持学生成长的教师，还是希望将教练能力融入领导力的管理者，我们将提供一系列课程以满足你的需求。

教练是一种融合积极心理学科学与变革型学习理论的综合性方法。

真正、持久的改变需要反思和自我觉察。当人们开始反思自己的价值观、信念和假设时，他们会学习、改变并构建新的意义，从而赋能人们做出有意义的改变。你将学习如何使用一个简单而深刻的对话框架，使人们能够深入反思并释放他们的潜力。有影响力的对话需要鼓励深度反思，赋能人们探索不同的视角。这涉及质疑和挑战我们的假设、行动或决策。自我审视和自我发现会带来更深层次、更有意义的改变和成长。教练对话在自我评价和评估过程中发挥着至关重要的作用，使员工能够学习、成长和发展。

At A Glance: Course Overview

教练课程概览

Our coaching courses comprise two distinct pathways. Both pathways start with foundation coaching skills, then branch into specialised application of coaching based on job role and intended outcomes.

1. All Employees Pathway: Begins with foundational training in core coaching skills, followed by advanced skill development.
2. Academic Teams Pathway: Includes the same foundation, with an additional instructional coaching track for academic leaders to enhance teaching practices through coaching methodology.

我们的教练课程包含两条不同的路径。两条路径都从基础教练技能开始，随后依据具体岗位与发展目标，分化为专业化应用领域。

1. **全体员工路径**: 从基础教练培训开始学习核心技能，然后参加高阶培训继续精进。
2. **教学团队路径**: 同样始于基础教练培训，并额外增加一条教学型教练路径，以教练方法提升教学实践。

ALL EMPLOYEES 全体员工

ADVANCED COACHING: BECOMING A COACH 高阶教练培训：成为教练

Accelerate your coaching competency to create deeper and more meaningful change in yourself and others. Advance your understanding of the science of transformation.

In-person training
12-24 participants
12-16 weeks for completion

加速你的教练技能发展，在自己和他人中创造更深入、更有意义的改变。加深你对变革科学的理解。

线下培训
12-24 名参与者
12-16 周完成

ACADEMIC TEAMS 教学团队

ADVANCED COACHING: BECOMING A COACH 高阶教练培训：成为教练

AN INTRODUCTION TO INSTRUCTIONAL COACHING 教学教练培训

Learn how teacher growth cycles can be used to improve pupil outcomes and achieve student-focused goals. Apply your coaching skills to support the growth of teachers in your team.

Online or in-person training
12-24 participants
10-12 weeks for completion

了解如何利用教师成长周期来提高学生成绩并实现以学生为中心的目标。运用你的教练技能来支持团队中教师的成长。

线上或线下培训
12-24 名参与者
10-12 周完成

FOUNDATION COACHING: AN INTRODUCTION TO COACHING SKILLS

Acquire the skills to use coaching as an empowering communication and development tool. Learn how to have better conversations that enable others to set and achieve their goals.

In-person training
12-24 participants
6-10 weeks for completion

基础教练培训：教练技巧

掌握将教练技术作为赋能沟通与发展工具的技能。学会如何开展更有效的对话，赋能他人设定并达成目标。

线下培训
12-24 名参与者
6-10 周完成

Foundation Coaching: An Introduction To Coaching Skills

基础教练培训:教练技巧简介

Coaching is unique from other interventions because it is based on the needs of the person being coached. It uses a clearly defined process that helps people develop and realise potential that is already present but not yet fully realised.

The foundation training course expands your capacity to create a **reflective learning conversation that develops motivation and independence in others**. As opposed to focusing on solving problems and situations, the intention is to develop increased awareness in self and others leading to action and long term transformation.

PROGRAMME STRUCTURE

It comprises three phases which include a pre-reading assignment, Learning Lab, and Practical Lab, leading to the Foundation Coaching skills certification. You can expect to complete it within 6-10 weeks.

- Pre-course preparation**
Reading assignments
- Learning Lab**
2 full days or 4 half days of training
- Practical Lab**
3 hours of supervised practical coaching designed to apply your learning into your role at work.
- Certification**
Upon completion of the practical workshop, you will qualify for certification for Foundation Coaching Skills.

Intended audience	All staff
Pre-requisites	No previous training required
Duration	2 full days of learning, followed by 3 hours coaching practice
Delivery format	In-person
Max Participants	12-24
2025-26 Dates	On request
Facilitator	<ul style="list-style-type: none">Dean Clayden (English)Grace Wu (Chinese)

教练技术区别于其他干预手段，其独特性在于以被教练者的需求为核心。它通过明确定义的操作流程，帮助个人发掘并实现既已存在但尚未完全开发的潜能。

本基础培训课程将提升你开展反思式学习对话的能力，从而激发他人的动力与自主性。其核心意图并非聚焦解决问题或应对困境，而是培养对自我及他人更深层次的觉察力，进而推动行动并实现持久的转变。

课程结构

该课程体系包含三个阶段：课前预习任务、学习工作坊与实践应用实验室，完成即可获得基础教练技能认证。整个培训周期预计为6至10周。

- 课前准备**
阅读预习
- 学习工作坊**
2天或4个半天的培训
- 实践应用实验室**
3小时的监督实践辅导，旨在将你的学习应用到你的工作角色中。
- 认证**
完成实践应用实验后，你将有资格获得基础教练技能认证。

目标受众	全体员工
基础要求	无
培训时长	2天集中学习 + 3小时教练实践
培训方式	线下
最大参与者数	12-24人
2025-26学年日期	可应要求开课
主讲人	<ul style="list-style-type: none">Dean Clayden (英文)Grace Wu (中文)

Foundation Coaching: An Introduction To Coaching Skills

基础教练培训:教练技巧简介

Learning Lab

Two full days or four half days of training

Coaching as a communication tool develops stronger relationships between staff and a more supportive and collaborative culture. As a participant, you will learn to use coaching as an empowering communication and development technique.

This course promotes self-awareness, personal responsibility and action in yourself, your colleagues, your pupils and others. You will have opportunities to coach, be coached and receive coaching feedback. By the end of the course, you will have gained an understanding of how to use basic professional coaching skills in a variety of contexts. The training marks the beginning of your coaching journey.

What you will learn:

- How to effectively set goals
- How to build independence and motivation in yourself and others
- How to explore values and how to have values-based conversations
- How to enhance your active listening skills
- How to have powerful and empathetic conversations
- How to improve your questioning skills to inspire deep reflection and growth

学习工作坊

2 天或 4 次半天的培训

教练式沟通作为一种沟通工具，能够加强员工之间的关系，培育更具支持性与协作性的文化。通过本课程，你将掌握如何运用教练技术这一赋能型沟通与发展方法。

课程将提升你对自身、同事、学生及其他人的自我认知、责任感与行动力。你将通过实践教练对话、接受教练指导及获取反馈的机会，最终掌握在不同场景中运用专业教练基础技能的诀窍。这个培训标志着你教练学习之旅的启航。

学习要点:

- 如何有效设定目标
- 如何培养自己与他人的自主性与内驱力
- 如何探索价值观并开展基于价值观的对话
- 如何提升积极倾听能力
- 如何展开有力且共情的对话
- 如何优化提问技巧以激发深度思考与成长

An Introduction to Instructional Coaching

教学教练入门简介

Instructional coaching is a professional development model that supports teachers in improving their teaching and achieving better student outcomes. This course is aimed at Middle and Senior academic leaders who lead teaching, learning and curriculum and want to incorporate a coaching approach to developing their team. You will learn how to apply your skills from the Foundation Coaching training into a specific academic context, using coaching tools to support teachers to enhance their practice.

PROGRAMME STRUCTURE

This course comprises three phases, including a pre-reading assignment, Learning Lab, and Practical Lab, leading to the Instructional Coaching certification. You can expect to complete it across 10-12 weeks.

- Pre-course preparation**
Reading assignmen
- Learning Lab**
Five hours of learning (One full day)
- Practical Lab**
You will have the opportunity to complete two to three IMPACT cycles with a teacher in your school or department
- Certification**
After the Practical Lab, you will qualify for certification in Instructional Coaching Skills.

教学教练是一种支持教师提升教学水平、优化学生学习成果的专业发展模式。本课程面向负责教学、培训与课程管理的中高层学术领导者，帮助其运用教练方法培养团队。你将学习如何将基础教练培训技能迁移至教学场景，通过教练工具助力教师专业成长。

课程结构

该课程体系包含三个阶段：课前预习任务、实验室学习工作坊与实践应用，完成即可获得教学教练认证。整个培训周期预计为10至12周。

- 课前准备**
阅读预习
- 学习工作坊**
5小时的培训 (一天)
- 实践应用实验室**
你将有机会与本校或本部门的教师共同完成2-3个IMPACT实践循环。
- 认证**
完成实践应用实验后，你将获得教学教练技能认证。

Intended audience	Middle or Senior Academic Leaders, Instructional Coaches, Leaders of Teaching, Learning & Pedagogy
Pre-requisites	Foundation coaching skills training
Duration	5 hours of learning, followed by 3-5 hours of coaching practice
Delivery format	In-person
Max Participants	12-24
2025-26 Dates	On request
Facilitator	Dean Clayden

目标受众	教学团队中高层管理者、教学教练、教学及培训相关负责人
基础要求	已完成基础教练培训
培训时长	5小时集中学习 + 3至5小时的教练实践
培训方式	线下
最大参与者数	24人
2025-26学年日期	可应要求开课
主讲人	Dean Clayden

An Introduction to Instructional Coaching

教学教练入门简介

Learning Lab

Five hours of learning (One full day)

This course focuses on how to set and achieve pupil-focused goals that will make an impact on pupil learning. Participants will learn about the partnership principles and how coaches can effectively partner with teachers to reflect and improve their practice. You will learn how to use the Impact Cycle (Jim Knight, 2019) as a tool to support teacher growth and how to use a toolkit of instructional strategies to enhance teaching and learning.

By the end of the course, you will have gained a basic understanding of how to use instructional coaching as a tool to develop your teams' teaching practice.

What you will learn:

- Key principles for a successful coaching partnership
- How instructional coaching is different to other forms of coaching and teacher evaluation
- How the Impact Cycle (Jim Knight) can be used for teacher reflection and growth
- How to use video recording as a tool for teacher reflection and growth
- How to access the Walkthrus (Tom Sherrington)
- How to devise coaching cycles in your context

Further learning opportunities- The Intensive Instructional Coaching Institute

After completing this introductory course, you will have the opportunity to attend the Annual Instructional Coaching Institute hosted by Jim Knight. This five-day course will give participants a deep understanding of instructional coaching and will enable them to confidently coach teachers across the school. The Bridge | China has partnered with the Instructional Coaching Group and Growth Coaching International to bring world leading professional development and over 25 years of research in coaching to our Wellington College Education China community. More information can be found here:

<https://www.instructionalcoaching.com>

<https://www.growthcoaching.com.au>

学习工作坊

5小时的培训(一天)

课程聚焦如何设定以学生为中心的目标并有效达成,从而提升学生学习成效。学员将掌握教练合作协议原则,学习如何与教师建立伙伴关系,共同反思并改进教学实践。你将运用影响力周期 (Jim Knight, 2019) 作为教师成长工具,并通过教学策略工具包优化教与学。

课程结束时,你将掌握运用教学教练技术发展团队教学能力的基础方法。

学习要点:

- 成功教练伙伴关系的核心原则
- 教学教练与其他教练形式及教学评估的区别
- 如何运用影响力周期促进教师反思与成长
- 视频记录作为教师发展工具的应用方法
- Walkthrus (Tom Sherrington) 的使用技巧
- 如何根据实际情境设计教练周期

进阶学习机会——教学教练强化研修院

完成本入门课程后,你将有机会参加由Jim Knight主办的年度教学教练研修院。这一为期5天的深度课程将使学员全面掌握教学教练精髓,具备在全校范围内开展教师教练指导的能力。

惠灵顿教育研究院中国分院(The Bridge | China) 携手教学教练集团(Instructional Coaching Group) 与国际成长教练机构(Growth Coaching International), 为惠灵顿(中国) 教育集团带来全球领先的专业发展资源及逾25年教练技术研究成果。

更多信息请访问:

<https://www.instructionalcoaching.com>

<https://www.growthcoaching.com.au>

Advanced Coaching Skills:

Becoming A Coach

高阶教练技能:成为教练

The Advanced Coaching training builds on the knowledge and skills from the Foundation course. Foundational skills are reaffirmed, improved and developed. You will learn ways to grow your coaches' internal resources and coach them to achieve long-term goals. As well as enhancing your coaching competency you will begin to understand how to integrate coaching practices more deeply within your school system and culture.

PROGRAMME STRUCTURE

It comprises three phases which include a pre-reading assignment, Learning Lab, and Practical Lab, leading to the Advanced Coaching certification. You can expect to complete it across 12-16 weeks.

- Pre-course preparation**
Reading assignments
- Learning Lab**
Two full days or four half days of training
- Practical Lab**
You will have the opportunity to offer **six one-hour coaching sessions** across the academic year to a member of staff within or beyond your immediate team.
- Certification**
Upon completion of the Practical Lab, you will qualify for certification for Advanced Coaching Skills.

高级教练培训建立在基础课程的知识与技能之上，对基础技能进行巩固、提升与发展。你将学习如何帮助被教练者增强内在资源，并教练他们实现长期目标。在提升自身教练能力的同时，你还将开始理解如何将教练实践更深度地融入学校体系与文化中。

课程结构

该课程体系包含三个阶段：课前预习任务、学习工作坊与实践应用实验室，完成即可获得高阶教练认证。整个学习周期预计为12至16周。

- 课前准备**
阅读预习
- 学习工作坊**
2天或4次半天的培训
- 实践应用实验室**
在一个学年中，你将通过实践练习，为所在团队或跨部门的同事提供六次一小时的教练。
- 认证**
完成实践应用实验后，你将获得教学教练技能认证。

Intended audience	Pastoral or academic staff who are responsible for goal setting with adults or pupils. Recommended for those progressing into management or leadership roles.
Pre-requisites	Foundation coaching training and recommendation from line manager.
Duration	Two full days of training, followed by six hours of applied practice
Delivery format	In-person
Max Participants	12-24
2025-26 Dates	On request
Facilitator	Dean Clayden and James Ellis

目标受众	适用于辅导员或负责指导成人学员、为学生制定目标的教学负责人，特别推荐新晋管理者参与（教学与非教学均适用）
基础要求	已完成基础教练学习，建议应由直线经理推荐
培训时长	2天培训 + 6小时应用练习
培训方式	线下
最大参与者数	12-24人
2025-26学年日期	可应要求开课
主讲人	Dean Clayden及James Ellis

Advanced Coaching Skills: Becoming A Coach

高阶教练技能:成为教练

Learning Lab

Two full days or four half days of training

Coaching Federation (ICF) or the European Mentoring & Coaching Council (EMCC). The Advanced Coaching course will expand your knowledge of the science of transformation to enable long-lasting and intentional change in your coachees. You will accelerate your coaching competency to create a deeper and more meaningful conversation.

This programme acts as a stepping stone for those who are interested in pursuing coaching accreditation through an accredited coaching body, such as the International

What you will learn:

- How to develop and embed foundation coaching skills
- How to use advanced tools and techniques to enhance your coaching practice
- To improve your ability to support pupils and staff to achieve long-term goals
- How to improve levels of self-efficacy in yourself and others
- How to deepen your understanding of how to utilise peoples' internal resources and strengths

Supporting our coaching culture through peer coaching

After completing this course, you will have the opportunity to coach a member of the Wellington College Education China family. You can either select someone in your school to partner with and offer peer coaching. Alternatively, a participant from one of our internal training programmes (High Potential, Middle Leadership) can be assigned to you. You will have the opportunity to offer **six one-hour coaching sessions** across the academic year. This will help to strengthen your practice and apply the skills you have learned from the coaching training.

学习工作坊

2天或4次半天的培训

高阶教练课程将带你掌握促进个体系统性改变背后的科学原理,助你引导被教练者实现持久而积极的改变。课程将加速提升你的教练专业能力,让你能够开展更深层次、更具启发性的对话。

本课程是获得专业教练认证的重要一步,特别适合有意通过国际教练联合会 (ICF) 或欧洲导师与教练协会 (EMCC) 等权威机构认证的学员。

学习要点:

- 如何进一步精进与夯实基础教练技能
- 掌握高阶教练工具与技巧优化教练实践
- 提升支持学生、同事实现长期目标的能力
- 提升自我效能感,增强自身及他人的信心与动力
- 激发内在潜能,学会调动个人优势与内在资源

通过“同伴教练”推动教练文化发展

完成高阶教练培训后,你将有机会为集团内部成员提供教练支持。参与方式有以下两种:你可以选择与本校同事自主结对开展“同伴教练”,或通过人力资源部为你匹配内部培训项目(如高潜力人才发展项目、中层领导力培训项目)的学员。在一个学年中,你将提供总计六次、每次一小时的教练实践。这将有效强化你的教练实战能力,并帮助你充分运用在教练培训中所学的各项技能。

Coaching Course Facilitators:

教练培训主讲人:



Facilitator: Dean Clayden

Dean Clayden is from the UK and has been living and working in Shanghai for 13 years. He graduated from the University of Edinburgh with an honours degree in Education. He also holds a Master's in Psychology and made a significant contribution to the field through his research on the impacts of coaching on teachers' mental health and wellbeing. As an accredited organisational coach, Dean is passionate

about partnering with teachers and leaders to unlock their potential through coaching conversations. His expertise is centred around enhancing teaching and learning through instructional coaching and leadership coaching. Dean draws on expertise, research and evidence-based strategies from the field of positive psychology. He has spoken at the International Positive Psychology Association World Congress in Montreal and Festivals of Education in Washington DC, Bangkok and Shanghai.

主讲人: Dean Clayden

Dean来自英国,已在上海工作生活13年。他毕业于爱丁堡大学,获教育学荣誉学位,并拥有心理学硕士学位,其关于教练技术对教师心理健康与幸福感影响的研究在业内颇具建树。作为一名认证的组织教练,Dean热衷于通过教练对话与教师及管理者合作,激发他们的潜能。他的专业领域聚焦于通过教学教练与领导力教练提升教育质量,并运用积极心理学领域的专业研究及实证策略。他曾受邀在蒙特利尔国际积极心理学协会世界大会、华盛顿特区、惠灵顿教育节(中国站及泰国站)等场合发表演讲。



Facilitator: James Ellis

James is a professional coach, trainer and education consultant with over 500 hours of one-to-one coaching. He trained with the gold standard in professional coach training and the Co-Active Training Institute. He is a Certified Professional Co-Active Coach and an ICF-accredited Associate Certified Coach. He is the resident coach at Wellington College in the UK, where he is responsible for training all staff in coaching and developing the school's coaching

culture in tandem with Iain Henderson, the Director of the Bridge. He also supports Wellington College International in developing coaching cultures in Wellington's schools across the globe.

主讲人: James Ellis

James是一位专业教练、培训师和教育顾问,拥有逾500个小时的一对一教练经验。James曾接受专业教练培训的金牌机构——Co-Active培训学院的培训,是一位经认证的专业协同教练和国际教练联合会(ICF)认证的准持证教练。James还是全球领先的寄宿学校英国惠灵顿公学的常驻教练,负责开展面向所有员工的教练培训,并与惠灵顿教育研究院总监Iain Henderson共同推广学校的教练文化。同时,James还支持惠灵顿国际在全球各地的惠灵顿学校中发展教练文化。



Facilitator: Grace Wu

Grace is a certified organizational coach with a Master's degree in Human Resource Management specialising in talent development. Known for her friendly, amiable personality and genuine interest in people, Grace excels at creating a supportive coaching environment. Over the past three years, Grace has completed WCEC Coaching Train-the-Trainer training, the Executive and Leadership Coaching Essential Level One from ISLC, accumulated

100+ hours of coaching experience with middle managers, helping them refine and achieve their professional and personal development goals. Passionate about coaching, she firmly believes it is a powerful tool for growth and transformation.

主讲人: Grace Wu

Grace拥有人力资源管理硕士学位,专注于人才发展领域,是一名认证的组织教练。她善于以亲和力和真诚的共情能力营造支持性的教练环境。过去三年间,她系统完成了惠灵顿(中国)教育集团教练培训师认证、战略领导力与教练研究院(ISLC)高管与领导力教练一级认证,累计为中层管理者提供100+小时教练服务,助力他们厘清发展路径并达成职业与个人发展目标。作为教练实践的笃行者,她坚信教练技术是推动成长与蜕变的强大工具。

Coaching Pairing

教练服务

How to access and request leadership coaching

Requests for coaching should form part of an employee's Personal Development Plan (PDP) and should be linked to the school's Strategic Development Plan (SDP). This should be signed off by the Line Manager as part of an employee's appraisal.

Coach pairings can take place within or across schools. Coaching pairings will usually be in place for one academic year and are reviewed at the end of each year. This review ensures the best support is given to individual employee's needs and development goals.

The table below summarises the options to receive coaching at different levels.

如何申请教练服务

申请教练应纳入员工的个人发展计划 (PDP)，并与学校的战略发展计划 (SDP) 相关联。该申请需由直线经理在员工评估中签字确认。

教练配对可在校内或跨校进行，通常以一个学年为周期，并在每学年结束时进行审核。审核旨在确保为员工个人需求和发展目标提供最佳支持。

下表列明了不同层级的教练参与方式：

Staff 员工	HiPo Participants 高潜力人才发展项目成员	Middle Leader/SMT and SLT below Head of School level 中层管理人员/高管层非校长 级人员	SLT/Executive Leaders 高层管理人员
A coach can be selected from school or cross school peer coaching team 可从学校内部同伴教练团队中匹配教练	HiPo participants are assigned a WCEC internal coach who has completed coaching training 提供集团内部教练	Schools can request an external coach through the Middle Leadership Coaching Programme 学校可通过中层管理者教练项目申请外部教练	An external coach is assigned as part of the Senior Leadership Coaching Programme 通过高层管理者教练项目提供外部教练

Access More information on Coaching via 更多有关教练学习与服务的信息，请访问: [HR Connect- L&D Portal: Coaching](#)



Academic Support

教学支持

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, FLA and LLSE to facilitate national professional qualification programmes (NPQs). The NPQ programmes use a blended approach, with weekly self-directed study tasks and three webinar sessions during each 12-week module. The NPQs currently offered include:

惠灵顿（中国）教育集团与惠灵顿国际、FLA及LLSE合作推出英国国家专业资格（NPQ）培训项目。英国国家专业资格培训项目采用混合式培训方式，每个培训模块为期12周，每周均设有自主学习任务及3场网络研讨会。目前提供的英国国家专业资格培训项目包括：

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.

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:

- 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.

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:

- 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

英国国家校长专业资格认证 (NPQH)

目标受众: 目前正担任或有志于成为校长或院校负责人的教学管理人员

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

从校长的角度探讨以下关键主题:

- 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)

目标受众: 目前正担任或有志于承担跨校区职责的教学高层管理人员

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

从高层领导的角度探讨以下关键主题:

- 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

National Qualification for Leading Teaching (NPQLT)

This programme is designed for middle leaders including subject and year group leaders. This is a 12-month programme.

Three modules:

- 1. School culture and how pupils learn
- 2. Curriculum and classroom practice
- 3. Adaptive teaching and assessment

Key topics:

- Implementing effective practice
- Understanding an implementation process
- Understanding SEND
- Developing literacy and mathematics
- Metacognition and mastery
- Homework
- Effective professional development
- High-quality feedback

英国国家教学领导专业资格认证 (NPQLT)

目标受众: 包括学科、年级组领导在内的中层管理人员

培训时长: 1年

课程简介:

该课程包含以下三个模块:

- 1. 学校文化与学生学习方式
- 2. 课程与课堂实践
- 3. 适应性教学与评估

从引领教学的角度探讨以下关键主题:

- 实施有效实践
- 理解实施过程
- 理解特殊教育需求
- 发展读写能力和数学能力
- 元认知与掌握程度
- 家庭作业
- 有效专业发展
- 高质量反馈

Chinese TA-to-Teacher Programme in the Early Years

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.

中方助教晋升为教师培训 (早期教育阶段)

课程详情:

本课程由惠灵顿 (中国) 教育集团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, 并提供扩大培训影响力的机会。培训期间, 中方负责人将进行校内观察。一旦准备就绪, 学员将报考中国的幼儿园教师资格考试, 具体报考时间请见当地考试政策。

Target audience	Current Chinese TAs looking to progress
Duration	One hour x 12 weeks
2025-26 Dates	August to December (flexible)
Facilitator	WCEC Chinese Early Years Leads

目标受众	有志成为教师的现任中方助教
培训时长	每周1小时, 持续12周
2025-26学年日期	8月至12月 (弹性)
主讲人	惠灵顿 (中国) 教育集团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)



WCEC 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.

惠灵顿(中国)教育集团与《泰晤士报教育副刊》旗下培训机构 Tes Institute 合作, 为教师提供攻读国际教师资格认证(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, 其课程设计对标英国标准的教育学研究生证书(PGCE)项目, 包含导师支持、职业发展导师指导及定期课堂观察。学员需完成两项硕士层级作业, 并持续反思教学实践。

iPGCE作为国际认可的教师培训项目, 致力于赋能教师成长——通过系统掌握专业知识和技能, 助力其逐步发展为高效资深教育者。

项目强调教师应主动采用积极教学法, 充分释放学生的潜能。

JPDs

联合实践发展项目

Alongside sharing CPD with different schools, The Bridge | China would like to continue Joint Practice Development (JPD) projects for the 2025-26 academic year. JPD focuses are developed through identified needs, pedagogical developments and interests. These are evidence-led projects designed to be explored over time. JPD projects are facilitated and supported by The Bridge and sustained by schools involved in the projects. The intention is for schools to play an active role in JPD projects with support from The Bridge.

惠灵顿教育研究院(中国分院)在与各校共享持续职业发展资源的同时, 2025-26 学年继续推广联合实践发展项目(JPD)。

本项目课程体系基于三重驱动原则:

- 精准需求定位,
- 前沿教学法发展
- 校本兴趣导向

作为循证导向的长期教育实践项目, 联合实践发展项目采用 "研究院支持+学校主导" 联合共建模式:

- 惠灵顿教育研究院提供专业框架设计及学术支持
- 参与学校主持项目落地实施与创新迭代

此模式确保各校在研究院赋能下, 成为教育革新的积极建构者与实践引领者。

The Bridge | China

惠灵顿教育研究院(中国分院)

The Bridge | China is a Wellington College China initiative to build global education partnerships and connections. It gives our teachers the chance to engage more deeply with schools across China, fostering collaboration between schools and helping them evolve from good to great through innovative education programmes.

Our Mission: Advancing Teacher Development and International Collaboration

We are a collaborative hub that partners with like-minded institutions to support 21st-century learners. We focus on teacher development programmes and fostering collaboration between schools to create impactful international education partnerships. By working closely with Wellington College in the UK, we enhance school improvement, implement research-based practice and drive innovation in education. The Bridge | China by Wellington College China is committed to building strong global networks between schools and preparing pupils for the future.

What We Do: Driving Innovation and Excellence in Education

The Bridge | China plays a vital role in advancing teaching and learning across the Wellington College Education network. Through our focus on teacher development programmes and innovative education programmes, we research teaching methodologies, assessment strategies and approaches to learning. We also foster collaboration between schools and develop new programmes for Chinese language instruction, pupil wellbeing, coaching and staff leadership development. To support Wellington College China's strategic priorities, we drive excellence in academic outcomes, university placements, staff recruitment and retention and the deployment of educational technology.

Global Education Partnerships and Teacher Development

As part of our commitment to international education partnerships, we facilitate cross-school collaboration, positioning ourselves as a global thought leader in international and bilingual education. By providing professional development opportunities for educators at all career stages, we ensure quality and consistency in teaching and assessment across the entire Wellington College China network.

Our team dynamic

Our highly talented educators work with us full-time, part-time or on a seconded basis. This flexible model enables broader project engagement, more research opportunities, and chances for staff throughout the Wellington College China network to gain new and enriching career experiences through travel and secondments.

惠灵顿教育研究院(中国分院)是惠灵顿(中国)教育集团为构建全球教育网络所设立。该机构旨在通过为教师提供深入参与惠灵顿(中国)教育集团旗下各校交流活动的丰富机会,以助其不断进取,追求卓越。

我们的使命

惠灵顿教育研究院(中国分院)积极与志同道合的机构开展合作,为培养21世纪学习者提供支持。同时,其与英国惠灵顿公学保持密切协作,以期加强学校发展、应用研究型教学实践、持续推动教育创新。

我们的职责

通过研究教学方法、评估策略、学习途径,以及研发全新课程,包括中文教学、幸福教育、教练项目、员工领导力发展等,惠灵顿教育研究院(中国分院)在提高惠灵顿教育网络的教学质量方面发挥着至关重要的作用。为支持惠灵顿(中国)教育集团的战略重点工作,惠灵顿教育研究院(中国分院)致力于在学术成果、大学录取结果、员工招聘及留任、教育科技发展等方面精益求精。此外,惠灵顿教育研究院(中国分院)希望发挥其在国际化教育及双语教育上的全球影响力,引领跨校合作与交流。为保障惠灵顿(中国)教育集团旗下学校教学及评估的高质量及一致性,惠灵顿教育研究院(中国分院)全力为处于不同职业发展阶段的教职员提供多样化的专业发展机会。

我们的团队

优秀的教育工作者可以以全职、兼任、借调等多种形式与惠灵顿教育研究院(中国分院)合作。这种灵活弹性的工作模式可以保障惠灵顿(中国)教育集团的员工能够通过差旅、借调等多途径,参与更多项目及研究,从而收获丰富多彩的职业发展新体验。

The Bridge | China Team

惠灵顿教育研究院(中国分院)



Jeremy Birk

Director of The Bridge | China
惠灵顿教育研究院(中国分院) 总监

Jeremy is an experienced school leader, having served as Executive Vice President at Spring Education, a significant school operator in the US and as High School Principal and Director of Curriculum, Research and Innovation at the United Nations School in New York. He also brings international expertise from his time at the American School in Switzerland.

Jeremy focuses on consolidating CPD efforts in schools, tapping into internal expertise and engaging external providers as needed. He supports schools' improvement journeys with customised training programmes like Middle Leadership Programme, HiPo Programme and ITE. Jeremy collaborates with school leaders to pinpoint needs and commission targeted projects, while building a Wellington College group-wide talent pool of trainers, mentors and coaches.

Furthermore, he works to bolster the group's reputation, particularly in China and globally, through initiatives like the Festivals of Education. He facilitates opportunities for colleagues to engage with conferences, publications and research, enhancing the overall profile of Wellington College Education China schools.

Jeremy是一位经验丰富的学校领导者，曾担任美国知名教育集团Spring Education的执行副总裁，以及在位于纽约的联合国国际学校担任高中部校长和课程、研究及创新总监。他还曾在瑞士美国学校任职，积累了多元化的国际教育工作经验。

他专注于整合学校的持续专业发展(CPD)资源，充分挖掘内部专业知识，并在必要时引入外部支持。通过“中层领导力培训项目”、“高潜力人才发展项目”(HiPo)和“教师培训计划”(ITE)等定制化培训项目，推动学校不断发展。

Jeremy与学校领导团队紧密合作，精准定位发展需求并推进针对性项目，同时致力于构建惠灵顿(中国)教育集团内部的培训师、导师及教练人才库。

此外，他积极筹划惠灵顿教育节(中国站)等活动，旨在持续提升集团在中国及全球范围内的声誉。他积极为同事创造参与学术会议、发表研究成果的机会，多维度提高惠灵顿(中国)教育集团旗下学校的品牌影响力。



Dragana Popovic

Director of Quality Assurance and Standards
教学质量保障与标准评估总监

Dragana is a familiar face across the group, having been part of The Bridge | China team since 2021, where she has supported Secondary Schools throughout the group. Previously, she was a transformational leader at the Senior School in Tianjin, achieving the group's first Oxbridge and Ivy League successes during her tenure. In her role at The Bridge | China, she has been instrumental in ensuring Wellington College Education China schools maintain consistent reporting, data analysis, teaching quality, and sustainable networks across various subjects.

Within the Wellington College Education China Group, Dragana facilitates collaboration for peer reviews of teaching and learning, ensuring consistency in practice and a shared understanding of high-quality education. She assists schools with governance duties, including organising the Academic Sub-Committee, reporting templates, and dashboards. Furthermore, Dragana leads the Designated Safeguarding Lead teams and oversees safeguarding and child protection standards.

Dragana自2021年起加入惠灵顿教育研究院(中国分院)。在此之前，她曾任惠灵顿天津校区高中部校长，助力学子成功迈向牛津大学、剑桥大学、常春藤盟校等知名院校。在惠灵顿教育研究院(中国分院)任职期间，她通过建立标准化报告体系、数据分析模型、教学质量评估框架及跨学科可持续发展网络，有力保障了惠灵顿(中国)教育集团各校的教育一致性。

在集团层面，Dragana主导教学同行评审协作机制，确保教学实践的统一性及对优质教育的共识落地。她协助各校完善治理体系，包括学术分委会组建、标准化报告模板设计及数据看板开发。此外，她还负责领导儿童保护专员团队，全面监督校园安全保障与儿童保护标准的实施。

**Dean Clayden**

Director of Professional Learning and
Organizational Growth
专业学习与组织发展总监

Dean Clayden is from the UK and has been living and working in Shanghai for 13 years. He graduated from the University of Edinburgh with an honours degree in Education. He also holds a Master's in Psychology and made a significant contribution to the field through his research on the impacts of coaching on teachers' mental health and wellbeing. As an accredited organisational coach, Dean is passionate about partnering with teachers and leaders to unlock their potential through coaching conversations. His expertise is centred around enhancing teaching and learning through instructional coaching and leadership coaching. Dean draws on expertise, research and evidence-based strategies from the field of positive psychology. He has spoken at the International Positive Psychology Association World Congress in Montreal and Festivals of Education in Washington DC, Bangkok and Shanghai.

Dean来自英国，已在上海工作生活13年。他毕业于爱丁堡大学，获教育学荣誉学位，并拥有心理学硕士学位，其关于教练技术对教师心理健康与幸福感影响的研究在业内颇具建树。作为一名认证的组织教练，Dean热衷于通过教练对话与教师及领导者合作，激发他们的潜能。他的专业领域聚焦于通过教学教练与领导力教练提升教育质量，并运用积极心理学领域的专业研究及实证策略。他曾受邀在蒙特利尔国际积极心理学协会世界大会、华盛顿特区、曼谷及上海教育节等场合发表演讲。

**Yang Zhou 周鸯**

Chinese Coordinator (PT) /
Head of Mandarin
中文协调员（兼职）、惠灵顿天津校区中文部部长

Yang Zhou is The Bridge | China's Chinese Coordinator and Head of Mandarin at Wellington College Tianjin. She leads the annual Chinese Conference and provides bespoke support to schools.

周鸯是惠灵顿教育研究院（中国分院）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
Learning and
Development
Manager
学习与发展经理

Grace oversees the coordination of all leadership development programs and non-academic training support across the group. Holding a Master's degree in Human Resource Management and professional coaching certifications, she specializes in talent development, with a focus on: enhancing middle leadership capabilities, coaching skill development, delivering exceptional customer service experiences, facilitating The 7 Habits of Highly Effective People workshops business etiquette training.

Grace Wu全面协调集团领导力发展项目及非教学类培训支持。拥有人力资源管理硕士学位及教练专业认证资质，深耕人才发展领域，专注中层领导力提升、教练技能、卓越客户服务体验、《高效能人士的七个习惯》工作坊、商务礼仪规范等相关培训。

Key Contacts

主要联系人

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

Academic:

– **Jeremy Birk**
Director of the Bridge | China
jeremy.birk@wellingtoncollege.cn

– **Debbie Zhang**
PA to the Bridge | China
debbie.zhang@wellingtoncollege.cn

Non-academic:

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

If the training support you need is not included in this directory, our team is happy to assist in finding a suitable provider. We are continuously expanding our connection by collaborating with external partners and welcome any recommendations you may have. Please don't hesitate to share your suggestions with us.

We look forward to working with you in 2025–26.

Thank you!

想要为你的学校或部门提出任何培训需求，请联系：

教学部门：

• **Jeremy Birk**
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非教学部门：

• **吴婷**
学习与发展经理
grace.wu@wellingtoncollege.cn

若你所需的培训项目未收录于《职业培训手册》，我们的团队将全力协助对接优质培训资源。目前我们正积极拓展外部合作机构网络，同时也诚挚欢迎你推荐优质培训供应商。如有任何需求或建议，请随时与我们联系。

2025-26学年，我们期待与您携手共进。

感谢大家的支持！



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