



WELLINGTON COLLEGE
CHINA

惠灵顿(中国)

Course Directory

惠灵顿(中国)职业培训手册

2024-25



WELLINGTON COLLEGE
CHINA
惠灵顿(中国)



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

Guided by our motto 'Be You. Be More.', Wellington College 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 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.

秉持“从心，致远”的教育格言，惠灵顿（中国）致力于培养“笃学、互通、善新”的未来人才，这不只是面向学子的教育愿景与目标，也是对教职员工的殷切期望。

我们将一如既往坚定支持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惠灵顿（中国）社群携手共进，为架起文化沟通的桥梁、为未来世界带去积极改变贡献力量。



傅礼安 Julian Jeffrey
Chief Executive Master
惠灵顿（中国）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 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）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）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



Rowan Bell
Global Chief People Officer
惠灵顿 (中国) 全球首席人力资源官

I am delighted to introduce the 2024-25 WCC Course Directory, which outlines the learning journeys and showcases the breadth of learning and development opportunities across our Group, guided by a clear Vision and Purpose founded upon three strong pillars and expressed in our motto: 'Be You. Be More.'

WCC strongly believes 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, WCC is starting to be widely recognized externally for our strength and commitment in this area and this is regularly mentioned to me by both external consultants and experts in the sector, as well as leadership candidates when I ask them what attracted them to apply for roles in our schools.

However, we can always do more, and we continue to strengthen our group-wide learning and development strategy, ensuring that it is inclusive, systematic and with equality of access for all staff regardless of role, level of experience and location. The three pillars of the talent

development framework align with the WCC Competency model to enable clear progression routes through the different levels of leadership. Our L&D provision also supports our wider mission of bridging and promoting cross-cultural understanding.

Ultimately, a varied, tailored programme of professional development supports our identity as Learners, Connectors and Changemakers by being innovative - drawing on external best practices from both the education and wider corporate sectors - as well as continuously reviewing and enhancing it to maintain its leading edge.

This year, we set to exploring new strategic partnerships, in addition to maintaining our current talent development programs. These efforts will include collaborating with the University of Manchester China Centre and offering new topics such as Introduction to WCC AI, Leading High Performing Teams Through Performance Management, Financial Thinking and Business Insights, The 7 Habits of Highly Effective People, EDI and more.

None of this could be possible without the ongoing support of Joy, 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 retained our Best Companies to Work for in Asia award for the 4th year running and have this year also achieved the status of ISLC (Institute of Strategic Leadership and Coaching, a Leading Asia-Pacific Coaching Institution) preferred leadership coaching partner, as a result of our commitment to training and coaching

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!

前言

很荣幸向大家介绍本学年的《惠灵顿(中国)职业培训手册》。秉持惠灵顿(中国)的愿景与目标,基于三大核心教育方向,这本手册汇集了集团内丰富的学习与发展机会,切实践行了“从心,致远”的教育格言。

惠灵顿(中国)坚信,学习是终身的课题。致力于助推员工成长是弘扬集团发展精神及员工价值主张的重要基础,我们期望在已有的卓越成就之上再攀高峰。作为教育集团,惠灵顿(中国)在这一专业领域的实力与投入已在业内外广受认可。无论是领域内的外部顾问专家,还是管理岗位候选人,在被问及申请加入我们集团的原因时,这一点都是提及率非常之高的因素。

然而,我们始终在精益求精的路上。我们持续加强集团学习与发展战略,确保其包容性、系统性及平等性,让不同职位、资历及在不同地点工作的成员均可享有专业学习机会。我们的人才发展框架分为三个关键层级,每个层级均与惠灵顿(中国)领导力模型相关联,为不同级别的管理层员工提供了清晰的学习发展路径。此外,学习与发展项目同样旨在达成更宏大的使命,即促进跨文化理解,搭建沟通桥梁。

最终,我们通过采用创新与借鉴相辅相成的方式,打造多元化、定制化的专业发展课程,以支持广大员工成长为笃学、互通、善新的人才。其中,“借鉴”旨在从教育领域及更广泛的企业领域汲取外部最佳实践经验,而“创新”则旨在不断审视、夯实自身以确保惠灵顿(中国)的行业领先地位。

本学年,在保持现有人才培养项目的基础上,我们还将寻求全新的战略合作伙伴,其中包括了与曼彻斯特大学中国中心的合作以及提供新的培训主题,例如:介绍惠灵顿(中国)如何运用人工智能技术,通过绩效管理领导高绩效团队,管理者的财务思维与经营洞察、高效能人士的七个习惯,平等、多元、包容(EDI)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,正是他们一如既往的支持,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。今年是我们连续第四年蝉联由HR Asia颁发的“亚洲最佳企业雇主奖”,惠灵顿(中国)还成为了亚太地区领先的教练机构——战略领导力与教练研究院(ISLC)的首选领导力教练合作伙伴。这些殊荣充分肯定了我们在员工培训及教练项目中所付出的努力。

无论您是新进员工,还是创始员工,我们都希望您能在这里找到自己的兴趣所在,也希望这本《职业培训手册》能够帮助您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!

The Training Offer and Schedule 2024-25

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 and Coaching, are suitable for all staff and are available group-wide.

Cross-group networks will continue and new aspects of this for 2024-25 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 via [WCC 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 for non-academic staff will be updated regularly and shared via [HR Connect](#). 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 2024-25 and look forward to working with you.

2024-25学年培训项目计划表

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职业发展 (CPD)，以及面向集团所有员工的其他培训，例如：文化与幸福关怀、合规培训、通用技能和教练相关培训。

跨集团交流仍将持续，2024-25学年的新增培训中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[WCC 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。

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于[HRConnect](#)平台上定期更新及分享。

惠灵顿（中国）提供的内外部培训与发展项目基于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2024-25学年的学习需求，与您携手共进。

Training Offers 2024-25		Key Contact
Culture and Wellbeing	<ol style="list-style-type: none"> 1. Organisational Culture 2. Cultural Awareness 3. Leading Multi-cultural Teams 4. Equality, Diversity & Inclusion (EDI) 	Grace Wu
Compliance Training	<ol style="list-style-type: none"> 1. Legal knowledge sharing 2. School/Pupil Safety 3. EHS Training 	Grace Wu
General Skills	<ol style="list-style-type: none"> 1. The 7 Habits of Highly Effective People 2. Introduction to WCC AI 3. The Dao of Data Analysis 4. Education 365 Workshop 	Grace Wu
Management Skills and Leadership	<ol style="list-style-type: none"> 1. SLT Induction 2. Leading High Performing Teams Through Performance Management 3. Building High Performing Teams through DISC & Self-awareness 4. Team Cohesion and Level 5 Leadership 5. Financial Thinking and Business Insights 	Grace Wu
Coaching	<ol style="list-style-type: none"> 1. Foundation Coaching 2. Advanced Coaching 	Dean Clayden Grace Wu
Academic Only: Range of CPD Opportunities, Networks and Support outlined on WCC CPD Hub		
Coaching	Instructional Coaching Training	Dean Clayden
TA to Teacher	Chinese TA to Teacher Programme in the Early Years (One hour x 12 weeks, by WCC Chinese Early Years Leads). Chinese TA to Teacher programme for specialists to be introduced.	Kirsty Anderson
NPQs	NPQH, NPQSL, NPQLT in conjunction with Wellington College International (WCI), Forest Learning Alliance (FLA) and Leadership Learning Securing Excellence (LLSE). Approximately 90 minutes of weekly self-directed study and six hours of directed discussion per module.	Kirsty Anderson
iPGCE	International PGCE programme with the TES Institute (One year)	Kirsty Anderson

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

NON-ACADEMIC: NON-ACADEMIC: Group Annual Training Plan and Termly Training Calendar will be updated and communicated via [HR Connect](#).

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

2024-25学年培训项目		主要联系人
文化与幸福关怀	1.组织文化 2.文化觉知力 3.领导跨文化团队 4.平等、多元、包容 (EDI)	Grace Wu
合规培训	1.法务知识宣讲 2.校园/学生安全 3.环境、健康、安全 (EHS) 培训	Grace Wu
通用技能	1.高效能人士的七个习惯 2.惠灵顿(中国)的人工智能技术运用 3.数据分析之道 4.Education 365工作坊	Grace Wu
管理技能与领导力	1.高层领导入职培训 2.通过绩效管理领导高绩效团队 3.通过DISC性格测试和自我意识打造高绩效团队 4.团队凝聚力和第5级领导力 5.管理者的财务思维与经营洞察	Grace Wu
教练课程	1.基础教练培训 2.高阶教练培训	Dean Clayden Grace Wu
以下仅适用于教学团队： 列于WCC CPD Hub平台上的持续职业发展机会、跨校交流合作及教学支持		
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)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 (每周1小时, 持续12周) 将推出专业定向的中方助教晋升为教师的培训项目。	Kirsty Anderson
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。 每个模块约90分钟的自主学习时间和6小时的指导性讨论。	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 (为期一年)	Kirsty Anderson

教学:针对教学员工的持续职业发展相关信息将定期更新于[WCC CPD Hub](#)。

非教学:集团年度培训计划及学期培训日历将通过[HR Connect](#)定期更新发布。

注:获取各校实际培训安排, 请咨询您所在学校的人力资源部。同时, 您可以充分利用在线学习平台丰富学习旅程。

E-Learning Platforms

Our subscriptions to Tes Develop, The National College, and Udemy demonstrate WCC'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 you with 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 the 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 & safety, leadership & governance, mental health & wellbeing, online safety, safeguarding, SEND and teaching & learning.

[Udemy](#)

Udemy is a leading global online learning platform from Silicon Valley. It offers courses on technology, business administration and career development developed by industry experts and professors around the world, and its unique operation mode enables Udemy to sustainably produce globally cutting-edge and up-to-the-minute skill content.

- 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 category: 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 cutting-edge and popular courses.

Please consult your HR department for user information.

在线学习平台

惠灵顿(中国)已订阅Tes Develop、The National College、Udemy等在线学习平台的课程服务,致力于为员工提供丰富的职业持续发展机会。灵活自由的线上学习将为您提供动态化及个性化的学习体验。

[Tes Develop](#)

Tes Develop 为您提供灵活且个性化的培训。逾140 门由行业专家主编的课程向您开放,课程类别包含校园安全与学生关怀、专业研究及学科知识。

校园安全与学生关怀	专业研究	学科知识
为全校社群提供逾40门课程,内容涵盖最新的校园安全及关怀责任培训。	提供逾50门课程,内容涵盖提高课堂实践及发展批判性思维能力所需的各项技能培训。	提供逾50门课程,内容涵盖中小学生读写能力培养、中学核心学科领域教学培训及学科特定教学法培训。

[The National College](#)

面向学校管理人员、员工、家长、学子的The National College,是提供高质量专业发展培训的在线学习平台。

您可以自由访问各领域专家所授的知识和技能,包括健康与安全、领导力与治理、心理健康与幸福关怀、网络安全、学生保护、特殊教育需求以及教育与学习。

[Udemy](#) 优领思™

源于硅谷的Udemy是世界领先的在线学习平台。该平台提供由全球行业专家及教授开发的技术、商业管理及职业发展课程。其独特的运营模式使Udemy得以持续产出前沿技能培训。

- 全球专家团队:全球逾70,000名讲师组成课程开发及迭代团队,其中包含来自硅谷前线的商业专家。
- 课程类别丰富:课程覆盖技术、商业及管理领域的14个内容类别,满足不同岗位的专业需求。
- 海量培训资源:强大的在线课程资源库提供逾13,000门热门前沿课程。

注:在线学习平台账号信息,请咨询您所在学校的人力资源部。

New for 2024-25

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:

- Regular updates on CPD opportunities via WCC CPD Hub and HR Connect
- Partnership with the University of Manchester China Centre

WCC CPD Hub

The WCC CPD Hub is a one-stop-shop for sharing academic professional development opportunities and is available to all staff through Microsoft SharePoint.

On the Hub, you will find up-to-date education resources, reading and research alongside a calendar of upcoming PD events including webinars and signposting to external PD events such as those offered by COBIS. Webinar recordings and slide decks are available from the Hub. Bookings can be made on the Hub, as well as requests for other professional development.

Please [click here](#) to access the WCC CPD Hub.

Hr Connect L&D Portal

To help you access all non-academic related Learning & Development information in one place, we've built a standalone Learning & Development portal on our HR Connect, which is available to everyone via Microsoft SharePoint.

On this portal, you can find a wealth of resources including the Talent & Development Policy, Group Annual Training Plan and Termly Training Calendar; If you happen to miss a live webinar, don't worry, you can access the recording from the Online Training Playback file; additionally, we provide comprehensive learning materials in the form of presentations (PPTs) and PDFs in the Training Decks section; for those interested in coaching, we highly encourage you to explore the Coaching part on HR Connect.

Furthermore, to simplify your access to various E-Learning Platforms, we have consolidated all platforms into one convenient location. Please be sure to check it out [here with one click](#).

Partnership with the University of Manchester China Centre

We continue to explore mutual networking opportunities with the University of Manchester China Centre's students and alumni in middle and senior management positions across diverse industry sectors. Additionally, we collaborate with them at strategic executive education forum events. Identify the skill needs for leadership and management development, and explore the solutions provided by the University of Manchester's MA in Educational Leadership in Practice course, Global MBA course, as well as in-house and executive programmes, including the ongoing Executive Leadership Accelerate Programme (ELAP).

Establish preferential discounted terms for WCC employees:

- **MA / PGCert Educational Leadership in Practice**
- **The Manchester MBA**
- **The MSc in Financial Management**

Tuition Fee: 15% for WCC staff

Direct Contact:

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2024-25学年新举措

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。在2024-25学年，除了提供教学和非教学领域的持续职业发展，集团还将采用全新方式为学校提供支持，其中包括：

- 进一步增进校际交流——加强惠灵顿（中国）旗下各校、英国惠灵顿公学及惠灵顿国际之间的交流。
- 通过WCC CPD Hub和HR Connect定期更新发布持续职业发展相关信息
- 与英国曼彻斯特大学中国中心深化合作

WCC CPD Hub

WCC CPD Hub是一个教学相关培训的一站式共享平台，通过Microsoft SharePoint向所有员工开放。

在该平台上，您可以获取最新的教育资源、阅读资料和研究，以及职业发展项目活动日历，如网络研讨会及英国国际学校理事会（COBIS）提供的外部学习机会，包含研讨会录屏回放及培训课件。您还可以通过该平台预订、申请其他职业发展学习机会。

请点击访问[WCC CPD Hub](#)。

HR Connect L&D Portal

为帮助您一站式获取所有非教学学习与发展信息，我们在HR Connect上开设了一个独立的学习与发展网页，并通过Microsoft SharePoint向所有员工开放。

在这个平台上，您可以找到丰富的资源，包括集团人才和发展政策、集团年度培训计划和学期培训日历。如果您错过了在线研讨会也不用担心，您可以在线上培训回放文件夹中获取录屏回放，还可以在培训课件文件夹中下载感兴趣的培训资料。另外，如您对教练项目感兴趣，您可随时访问HR Connect中的教练文件夹，获取教练学习相关资源。

此外，为简化在线学习平台的操作方法，我们已将所有平台链接渠道进行整合，您可以点击[HR Connect](#)一键访问。

与英国曼彻斯特大学中国中心深化合作

我们将持续拓展与英国曼彻斯特大学中国中心的学生及其身居各行各业中高层领导岗位的校友之间相互交流的机会，此外，我们还将战略高管教育论坛活动中与他们合作。通过识别管理技能和领导力发展需求，我们已经与曼彻斯特大学中国中心合作开展行政领导力加速培养项目（ELAP）。今年开始，曼彻斯特大学中国中心为惠灵顿（中国）雇员提供各类课程优先的申请通道和录取程序；以下项目提供集团合作学费八五折优惠。

- 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

详情请咨询曼彻斯特大学中国中心：

电话：+86 (21) -60701321

邮箱：master@uom.ac.cn

地址：上海市长宁区仙霞路99号尚嘉中心2901室

Leadership Development Opportunities

The future of an organisation 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 Core 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.



领导力发展机会

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您的领导能力更上层楼。

下方图表展示了领导力发展机会：





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

The Bo Le Programme:

The Bo Le programme is a one-year programme designed to support development of Chinese academic middle leaders who demonstrate potential, aspiration and effectiveness in line with the group-wide focus on striving for excellence globally. The programme aims to foster the knowledge and practice of Chinese academic leaders to further embrace their potential to become leaders with a global education mind and skillset. The cohort 3.0 of the 2024-25 academic year is about to start.

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。秉承集团追求卓越的精神, 该项目旨在支持富有潜力、志向远大、高效能的中方中层学术领导的发展, 培养其具备中方学术领导所需的知识与实践技能, 进一步发掘其潜能, 助其成长为拥有全球教育理念及能力的领导者。2024-25 学年第三期即将开班。

Duration	Nomination	Kick-off	Completion
One-year	June-July 2024	September 2024	August 2025

时长	提名时间	起始时间	结束时间
一年	2024年6至7月	2024年9月	2025年8月



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 the COO, CEM and Chairman. The cohort 4.0 of the 2024-26 academic year is about to start.

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。该项目于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”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、首席总校长和首席运营官在内的高层领导沟通交流的更多机会。2024-26学年第四期即将开班。

Duration	Nomination	Kick-off	Completion
Two-year	November-December 2024	January 2025	October 2026

时长	提名时间	起始时间	结束时间
两年	2024年11月至12月	2025年1月	2026年10月



The Telescope Programme:

This programme launched in 2023. 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 comprises 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. The current cohort is on-going.

引航项目

引航项目始于2023年，该项目旨在内部定向培养财务运营总监及副总监。该项目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。第一期正在进行中。

Duration	Nomination	Kick-off	Completion
Two-year	July-August 2023	September 2023	July 2025

时长	提名时间	起始时间	结束时间
两年	2023年7月至8月	2023年9月	2025年7月



Executive Leadership Accelerator Programme

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 Meeting (STM) roles. Manchester was selected because of its cross-cultural exposure (experience in China and the UK). It takes a hybrid approach, combining in-person (in Shanghai) and online modules.

行政领导者加速培养项目

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定制项目。该项目面向在职的高级别领导（校长、财务运营总监、集团办公室高层领导）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，该商学院拥有跨文化（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。第一期正在进行中。

Duration	Nomination	Kick-off	Completion
Two-year	July-August 2023	September 2023	May 2025

时长	提名时间	起始时间	结束时间
两年	2023年7月至8月	2023年9月	2025年5月

Course Introduction

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.

Duration	2 day
Max participants	30
2024-25 Dates	On request
Facilitator	Karen Ardley

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。课程完结后，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

课程时间	2天
参加人数上限	30人
2024-25学年培训日期	可应要求开设课程
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。

课程介绍

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.

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，探索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的表现往往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
- 为达到第5级领导力采取的措施

Duration	1 day
Max participants	15
2024-25 Dates	On request
Facilitator	Annabel Jones

课程时间	1天
参加人数上限	15人
2024-25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 nonacademic)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

Duration	1 days
Max participants	15
2024-25 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

课程时间	1天
参加人数上限	15人
2024-25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.

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: 参与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（中国）学校融汇中西的文化背景息息相关。课程结束时，参与者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。

Duration	1 day
Max participants	25
2024-25 Dates	Autumn term

课程时间	1天
参加人数上限	25人
2024-25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

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
2024-25 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，参与者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
2024-25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

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

Leading High-Performing Teams Through Performance Management

Target Audience: Senior leadership teams (academic and non-academic) and HR teams.

Course Details: This workshop aims to equip leaders with the knowledge and skills necessary to effectively assess, manage, and improve individual and team performance, to establish clear expectations, identify areas for improvement, provide ongoing feedback, and develop action plans to achieve desired results. This training 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
- Career Talk
- Courageous conversation

Duration	One day
Max participants	20
2024-25 Dates	On request

通过绩效管理领导高绩效团队

授课对象: 管理层 (学术及非学术) 及人力资源部

课程详情: 该培训旨在为领导者提供必要的知识和技能, 以有效评估、管理及提升个人和团队绩效, 确立清晰目标, 明确短板, 提供持续反馈, 并制定行动计划以实现预期目标。该培训还有助于打造持续学习及改进的文化氛围, 鼓励员工追求卓越, 使领导者有能力支持下属不断发展。

该培训将围绕以下主题内容:

- 员工关系管理培训
- 职业发展对话
- 勇敢的对话

课程时间	1天
参加人数上限	20人
2024-25学年培训日期	可应要求开设课程

Facilitator: Karen Harbisher

Senior Human Resources and Service Delivery professional with substantial experience and expertise in leading strategic change, business transformation, and multi-site operational delivery. Over 25 years of senior strategic leadership experience in the Financial Service, Healthcare and Early Years Sectors, operating in the Sales, Service, HR and Business Change disciplines. 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.

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。



Financial Thinking and Business Insights

Target Audience: Senior leadership teams (academic and non-academic)

Course Details: 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.

Duration	2 day
Max participants	25
2024-25 Dates	On request

管理者的财务思维与经营洞察

授课对象: 管理层 (学术及非学术)

课程详情: 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。

该培训将围绕以下主题内容:

- 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

课程时间	2天
参加人数上限	25人
2024-25学年培训日期	可应要求开设课程

Facilitator: Liu Liqiong

CPA (Canada) / Master in Management at Paris School of Management, France / MBA in University of Quebec, Canada

Liu Liqiong has held positions at the Paris and New York branches of Capgemini, Europe's largest corporate management consulting firm; at the Montreal branch of Deloitte, one of the world's "Big Four" audit and consulting firms; and at the Montreal headquarters of the National Bank of Canada. She has conducted a wide range of management consulting projects, including financial optimisation, performance evaluation, and financial shared services, for dozens of large multinational companies such as Nissan, Microsoft, Suncor Energy, and Aventis Pharmaceuticals, in seven countries spanning Europe, North America, and Japan. Liu brings nearly 20 years of rich and unique international work experience, allowing her to examine corporate financial management from both internal and external consulting perspectives. This enables her to identify highly practical and replicable financial practices, providing actionable financial training and consulting services for organisations. Ms. Liu is fluent in Chinese, English, and French, and has accumulated a wealth of firsthand practical case studies from various industries throughout her years of consulting work. She has been exposed to cutting-edge international management concepts.

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。

Coaching Learning and Coaching Pairing

教练学习及教练服务

Wellington College China promotes and supports coaching for all levels of leadership to accelerate individual and organisational performance. Coaching supports self-directed learning and enables colleagues to achieve their career vision. 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.

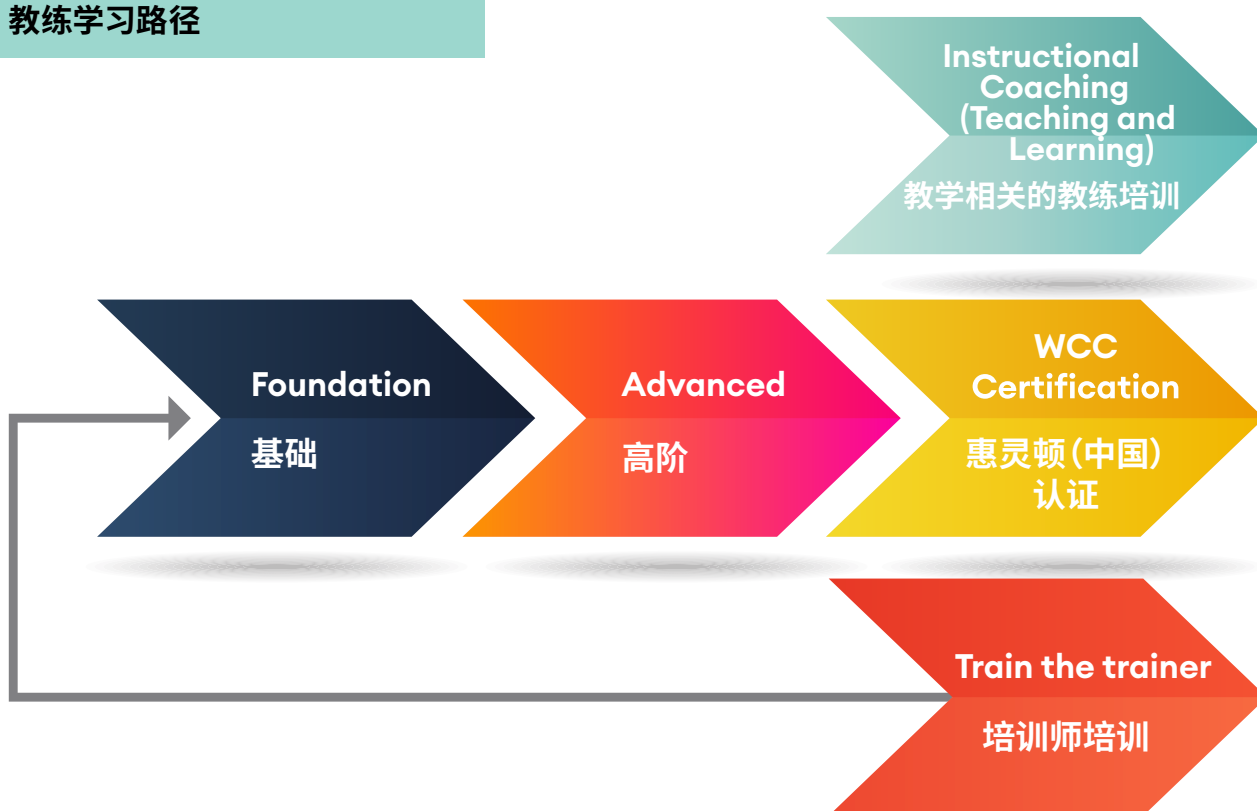
Schools are encouraged to promote coaching and set up formal coaching networks within the school and across campuses.

惠灵顿（中国）致力于促进和支持各层级教练项目的实行，以加速个人和组织绩效的提升。教练项目支持自主学习，助力员工实现其职业愿景。教练项目有助于营造持续学习和发展的文化氛围，鼓励员工寻求新挑战、研究和学习新技能以提升绩效表现。

我们鼓励学校推广教练项目，并正式建立校内及跨校教练网络。

Coaching Learning Pathways

教练学习路径





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.

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, 参与者将学习使用教练技术作为一种沟通和发展技巧, 助其提升自我意识、个人责任感和行动力, 这不仅适用于自身, 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。参与者将有机会教练别人、被教练并得到实时反馈。在课程结束后, 参与者将理解如何在不同的情境下运用基本的教练技能。

Duration	2 days
Max participants	12 (online) or 24 (in-person)
2024-25 Dates	Autumn term
Facilitator	Dean Clayden & Maja Rogic

课程时间	2天
参加人数上限	12人(线上)或24人(线下)
2024-25学年培训日期	秋季学期
主讲人	Dean Clayden 和 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)
2024-25 Dates	Spring term

Instructional Coaching

Target audience: Open to academic staff and coaches who have demonstrated prior coaching training and learning

Course details: In this course, participants will develop a strong understanding of instructional coaching and how it can be used as a professional development model to improve teaching and achieve better student outcomes. Participants will learn about the partnership principles and how coaches can effectively partner with teachers to reflect on and improve their practice. Participants 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 strategies (Tom Sherrington, 2020) to enhance teaching and learning.

Duration	6 half-day workshops throughout the academic year (x2 workshops per term)
Max participants	12 (online) or 24 (in-person)
2024-25 Dates	Autumn term, Spring term, Summer term

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: 识别和提升自身资源, 以及实现长期或重大目标。

课程时间	2天
参加人数上限	12人 (线上) 或18人 (线下)
2024-25学年培训日期	春季学期

教学相关的教练培训

授课对象: 已完成基础和高阶教练培训的教学员工

课程详情: 该课程将帮助学员深入了解教学教练, 以及如何运用教练技能支持职业发展, 并改善教学以帮助学生提升学习表现。学员将学习合作原则, 以及教练如何与教师开展有效合作, 共同反思并改进教学实践; 还将学习如何使用Impact Cycle(Jim Knight, 2019)作为支持教师成长的工具, 以及如何使用策略工具包 (Tom Sherrington, 2020) 来提升教学质量。

课程时间	6场工作坊/学年, 每场工作坊为时半日 (每学期举行2次工作坊)
参加人数上限	12人 (线上) 或24人 (线下)
2024-25 学年培训日期	秋季学期、春季学期、夏季学期

**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, 其中包括两所上海顶尖的国际学校。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, 并为参与高潜力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: James Ellis**

James is a professional coach, trainer and education consultant with over 500 hours of 1:1 coaching. James 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. James is the resident coach at Wellington College, one of the world's leading boarding schools, where he is responsible for training all staff in coaching and developing the school's coaching culture in tandem with the Director of the Bridge, Iain Henderson. James 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, 并与英国惠灵顿公学The Bridge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。

Coaching Pairing

SLT and HiPo Programme participants will automatically be provided 1:1 coaching.

Other team members' requests for coaching should form part of your Personal Development Plan (PDP) and should be linked to the Strategic Development Plan (SDP). This should be signed off by the Line Manager as part of the appraisal process.

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.

For criteria and how to request coaching please refer to:

[Talent and Development Policy Appendix 8: Coaching](#)

教练服务

高层管理人员及高潜力人才发展项目参与者将自动获得一对一教练服务。

其他员工提出的教练服务申请应纳入个人发展计划（PDP），并应与组织战略发展计划（SDP）相关联，该申请应于年度评估过程中与直属上级沟通确认。

教练服务通常会持续一学年，并在每年结束时进行审查，以确保该服务为满足员工个人需求、实现其发展目标提供最佳支持。

相关标准与教练服务申请流程，请参阅：[《惠灵顿（中国）人才及发展政策》附录8：教练](#)。





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）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.

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

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

英国国家校长专业资格认证 (NPQH)

授课对象: 有志于晋升至校长等引领学校发展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

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)

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

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.

There are three modules:

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

Key topics explored through the lens of leading teaching:

- 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)

授课对象：包括学科、年级组领导在内的中层领导

课程时间：1年

课程详情：

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

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.

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：本课程由惠灵顿（中国）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，参与者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。

Duration	One hour x 12 weeks
2024-25 Dates	August to December (flexible)
Facilitator	WCC Chinese Early Years leads

课程时间	每周1小时，持续12周
2024-25学年培训日期	8月至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)



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.

惠灵顿(中国)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。

JPDs

联合实践发展项目

Alongside sharing CPD with different schools, The Bridge would like to share joint practice development (JPD) projects for the 2024-25 academic year. JPD 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 Bridge and sustained by schools involved in projects. The intention is that schools play an active role in JPD projects with support from the Bridge.

在与各校分享持续职业发展的同时,The Bridge希望推出2024-25学年的联合实践发展项目(JPDs)。联合实践发展项目的重点课程是基于明确的需求、教学法发展及兴趣进行研发的。该项目以证据为导向,旨在开展长期探索与调整。联合实践发展项目由The Bridge协助及支持研发,参与项目的学校主持开展,这一举措将使学校在The Bridge的助推下,于联合实践发展项目中发挥积极作用。



The Bridge | China

惠灵顿教育研究院(中国分院)

The Bridge | China is Wellington College China's centre for supporting all aspects of the educational provision of our schools. As such, the Bridge provides a tangible link between colleagues, ideas, and good practice across the global Wellington family.

It gives explicit impetus to creating an innovation and research-informed community where staff can make a meaningful contribution to Wellington College China schools as they evolve from 'good to great'. Bridges are by their nature connectors, and thus the Bridge | China will be positioned not only as a point of contact for Wellington but as a centre of engagement with progressive, likeminded institutions and individuals who share our vision of an education that meets the needs of 21st-century learners, staff and parents.

The work on school improvement, research-based practice and innovation in education will thus be marked by greater collaboration across our schools and the family of Wellington College schools.

The Bridge | China是惠灵顿(中国)旗下的教育支持中心,旨在为旗下各校提供全方位、多领域的教育教学支持。The Bridge在惠灵顿学校大家庭中发挥桥梁纽带作用,帮助员工建立联系,为思想交流与实践分享疏通渠道。

The Bridge致力于推动建设主张创新和研究的社群,鼓励广大员工为助力惠灵顿学校大家庭不断迈向卓越贡献自己的力量。The Bridge本意为互通彼此,惠灵顿(中国)期望,The Bridge | China不仅是加强社群联结的内部核心,更是汇聚与时俱进且志同道合的组织机构与有识之士的交流中心。秉持共同的教育愿景,凝聚全球多方力量,The Bridge | China将为21世纪学子、教职员工、家长等所有社群成员架起成就自我的逐梦之桥、为世界带去积极改变的革新之桥。

惠灵顿(中国)旗下各校与惠灵顿学校大家庭日益紧密的合作,将持续推动学校建设、完善教学实践、引领教育创新。

The Bridge China Team



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 IOL team since 2021 in her role as support for Senior Schools. Before that, she was a transformational leader of the Senior School in Tianjin, delivering the group's first Oxbridge and Ivy League successes during her tenure. In her IOL role, she has supported schools in the consistency of reporting, data analysis, quality of teaching and building sustainable networks across subject areas.

In her new role, Dragana will focus initially on three areas: (i) building a new team to work collaboratively across the group on a peer review of teaching and learning. As the IOL will no longer exist, school leaders will share the work of developing consistency in practice and ensuring common understanding of what is meant by high-quality learning in a Wellington College China context. (ii) She will lead on helping schools with their governance responsibilities through the Academic sub-committee, reporting templates and dashboards; and (iii) Dragana will lead the DSL teams and monitor safeguarding and child protection standards across the group.

Dragana自2021年起担任惠灵顿(中国)惠立教育研究院中学学术总监。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(中国)惠立教育研究院任职期间,她协助各校规范汇报流程、分析数据、把控教学质量、建立跨学科领域的可持续交流网络。

Dragana如今的新职能主要涵盖以下三方面:(1)建设一支新团队,在集团内合作开展教学同仁之间的审查工作。学校领导将共同承担责任,保障教学实践的一致性,确保在惠灵顿(中国)集团背景下,各校对高质量学习的定义达成共识。

(2)她将助力学校通过学术专项委员会、汇报模板及数据汇总表,履行治理责任。(3)她将领导DSL团队监督集团各校安全保障及儿童保护标准的实行情况。



Jeremy Birk

Director of School Services

学校服务总监

The division of the Bridge that leads on School Services is a new one to the group, and its first Director is also new to WCC. Jeremy Birk is a hugely experienced school leader, working most recently as Executive Vice President of Spring Education, a major operator of schools in the US. Jeremy also worked for the United Nations School in New York as High School Principal and Director of Curriculum, Research and Innovation. His international experience includes a spell at the American School in Switzerland.

Jeremy's focus in the first year will be to consolidate the work done within CPD provision in schools. Working through internal expertise and outside vendors where necessary, the focus is on ensuring that schools continue their improvement pathways with tailor-made training and development such as the BoLe, High Potential and ITE programmes. Jeremy will be working with school leaders to identify areas of need and commission projects to address these whilst growing a WCC-wide talent pool of staff trainers, mentors, and coaches.

In addition, Jeremy will lead on enhancing the group's reputation across China and the world. In part, this will be through the Festivals of Education, but equally importantly, giving colleagues across the schools the chance to contribute to conferences, publications, and research.

Jeremy Birk是一位经验丰富的学校领导者,此前他曾于美国著名学校运营商——Spring Education担任执行副总裁,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,还曾于瑞士的美国学校工作过,积累了多元化的国际工作经验。

Jeremy第一年的工作重点是在巩固学校的持续职业发展成果。在内部专家及外部培训供应商的支持下,量身定制、完善培训和发展项目,如:伯乐项目、高潜力人才发展项目、ITE项目等,推动学校不断发展。Jeremy将与学校领导通力合作,识别有发展需求的领域并通过研发相应项目解决问题,同时培养惠灵顿(中国)集团内部的员工培训师、辅导及教练,建立人才蓄水池。

此外,Jeremy还将致力于提升集团在中国乃至全球范围内的声誉。这部分工作将主要通过惠灵顿教育节(中国站)来实现,但更重要的是,这样的平台将为各校同仁提供更丰富的交流机会,参与到各项会议讨论、出版物制作及学术研究中。

惠灵顿教育研究院中国团队



Dean Clayden
Head of Coaching
教练总监

Dean has been appointed Head of Coaching for Wellington College China, with a remit to build our capacity in leadership, team and instructional coaching. 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. 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.

Dean被任命为惠灵顿（中国）教练总监，负责提升学校的领导力、团队合作和教学教练项目。作为一位拥有专业资格认证的组织教练，Dean为集团高潜力人才发展项目提供支持，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对提升学生参与度及支持每位学生为自己发声颇具兴趣。他还在惠灵顿（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。



Kirsty Anderson
Training Consultant (PT)
培训顾问（兼职）

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。



Yang Zhou 周鸯
Head of Mandarin/Chinese Coordinator (PT)
中文部主任/中文协调员（兼职）

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

周鸯是中文协调员及惠灵顿天津校区中文部主任。她负责年度中文大会，并为各校提供定制化支持。

Signposting 信息发布

A wide range of accessible CPD opportunities is available, such as free good practice webinars and school case studies. We will share upcoming sessions throughout the year as we continue to explore various opportunities. Some recommended providers include:

ATM – Association of Teachers of Mathematics:

www.atm.org.uk

COBIS – Council of British International Schools:

www.cobis.org.uk

EEF – Education Endowment Foundation:

www.educationendowmentfoundation.org.uk

UKLA – United Kingdom Literacy Association:

www.ukla.org

NALDIC – National Association for Language Development in the Curriculum:

www.naldic.org.uk (members only)

NFER – National Foundation for Educational Research:

www.nfer.ac.uk

您可以参与丰富多样的持续职业发展，如：免费的优秀实践网络分享会及学校案例研究。在持续探索各种机会的过程中，我们也将同步分享相关课程的全年安排。以下为培训服务提供商（部分），供参考：

ATM数学教师协会: www.atm.org.uk

COBIS英国国际学校理事会: www.cobis.org.uk

EEF教育捐赠基金会:

www.educationendowmentfoundation.org.uk

UKLA英国文学协会: www.ukla.org

NALDIC全国课程语言发展协会: www.naldic.org.uk
(仅限会员)

NFER国家教育研究基金会: www.nfer.ac.uk

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

– **Kirsty Anderson**
Consultant, the Bridge | China
kirsty.anderson@wellingtoncollege.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 2024-25.

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：

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

教学部门：

• **Debbie Zhang**
惠灵顿教育研究院(中国分院) 助理
debbie.zhang@wellingtoncollege.cn

• **Kirsty Anderson**
惠灵顿教育研究院(中国分院) 教育顾问
kirsty.anderson@wellingtoncollege.cn

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您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，同样真诚欢迎您的推荐。如有任何建议或意见，敬请联系Kirsty Anderson或吴婷。

2024-25学年，我们期待与您携手共进。

非常感谢！



WELLINGTON COLLEGE
CHINA

惠灵顿(中国)