



Management Consulting to Independent
and International Schools Worldwide

LITTLEFORD & ASSOCIATES
—GLOBAL ISSUES | LOCAL SOLUTIONS—

Board Governance | Head Compensation | Mentoring Heads | Faculty Compensation & Evaluation | Fundraising | Leadership Transitions
Safe Harbors Compliance | Executive Searches | Financial Management | School Climate & Morale Issues | Marketing | Strategic Planning

MENTORING HEADS AND LEADERSHIP TRANSITIONS

Posted on August 1, 2015

Heads of school, who are new to the career or have moved from one headship to another, often need the outside perspective provided by a consulting firm that can help view issues in ways that are supportive of both the head and the school.

Eighty percent of all heads of schools are fired; they do not leave of their own volition. Yet, it is the longevity of a head that usually determines that person's effective and long-term contributions.

A new head faces a variety of demands from the Board, the faculty, the parents and the students. Heads new to a school need to be very careful about managing the pace of change in a way that does not harm the school's climate, faculty morale or the school culture. Sudden changes can undermine the new head's credibility and legitimacy.

Even experienced heads who move into a new environment may find themselves surprised by a different set of personalities, circumstances and political history that can blindside even the most experienced leader.

Littleford & Associates has experience with hundreds of schools in helping to guide heads who are new to the profession or in a new setting. Our work in this area can be accomplished either by an on-site visit (preferred) or by teleconference and ongoing e mail and phone support. Our Firm has actually saved the headship of a number of school heads and in so doing helps to ensure institutional stability and success.