

## Alison Parkes

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Alison has over 13 years' experience working for and with Hertfordshire local authority and schools. Her role as LA School Workforce Development Adviser supported recruitment, retention and staff wellbeing in primary, secondary and special schools. Using her previous extensive commercial experience of conducting large scale international recruitment assignments for highly sought after staff, she was responsible for the conception, design and development of Hertfordshire's own highly successful online recruitment website for schools, [www.teachinherts.com](http://www.teachinherts.com) in response to the shortage of teaching staff in 2001.

She was adviser and trainer for the Well-Being Programme which ran successfully in Hertfordshire for 9 years, with over half of all schools taking part and supported the programme with training for staff on themes that emerged from the survey.

Alison is now working independently with schools. She is an experienced trainer and facilitator for large and small groups, working with headteachers, senior leadership teams, teachers and support staff providing targeted support, inset days, staff meetings, courses and conferences on staff wellbeing. She has also developed a programme of personal development support for HR and School Business Managers.

Whole day, half-day programmes and twilight sessions include:

### Devising a wellbeing strategy

Keep staff wellbeing high on your agenda, to gain insights and address the stressors and blockers to working well together. Working on this together sets the agenda into addressing concerns around work-life balance, improving communication and systems and enabling staff to feel more engaged in whole school priorities

### Handling difficult conversations

Practical workshop which provides a framework for handling performance conversations and addressing challenging situations.

### Improving communication

Improving communication in schools is a key priority identified by wellbeing surveys. This course examines formal and informal communication channels, considers the most effective method and how to ensure consistent messages and provides an opportunity to explore your own communication style.

### Performance management training for appraisers of support staff

Understand the process, examine how to set meaningful SMART objectives and explore how to have sometimes challenging conversations around performance.

### Influencing skills

How do you influence people over whom you do not have authority? In order to gain commitment to plans and ideas and create engagement with others, people increasingly recognise that they must use their ability to interact with others in a way that appeals to them.

### Engagement Index

Staff wellbeing and engagement is Alison's key area of interest and her experience working with Hertfordshire schools has led to the development of the Engagement Index, a bespoke online survey based tool used to gain insights into the working culture of schools and businesses.

This is a supported programme, including a survey of all staff, training for senior leadership team, data profile of results, feedback to SLT and recommendations for action planning. Fees will depend upon number of staff and are available upon request.