

Immersion Days — *igniting the fire*



“It was one of the best days of CPD I have ever experienced. I didn’t know what to expect, however it served to reaffirm my enthusiasm and vision for education, reminding me why I came into teaching in the first place.” Head, London

In a nutshell

Immersion Days are intense days of CPD for groups of 12 Senior Leaders. They are not intended to showcase examples of best practice but are devised to stimulate thinking, broaden horizons and expose participants to ideas beyond their normal environment. We take our participants to meet with other people, with a different outlook and background, in their places of work to allow conversations to take place which can lead to dramatic results. It all sounds simple: the real skill is identifying the people to meet, persuading them and managing the process. In our experience over the years we have found that an optimal number of participants is in the range of 10 – 12, and the optimal number of different people to meet is five or six.

Why? Both parties are busy; for participants taking a whole day from work is a huge investment in time, and meeting one or two people just does not give enough of an experience; it’s often the first hour where the most is gained. Similarly for hosts, we are only asking for an hour of powerful interaction. The real gain comes from selecting the right people, which we do very carefully to match experiences and objectives.

Through this experience people think more critically on their current ways of working. They offer Senior Leaders from the same school, cluster, or Trust the opportunity to expand networks, learn from each other, challenge ideas and reset their mind-sets.

Benefits

- The opportunity to focus on issues specific to your setting or process of change
- See how others have tackled similar cases outside of education
- Shared reference points for further discussion and potential partnerships
- Space to reflect on current processes and bounce ideas across experienced people from different sectors
- The building of strong teams and networks across school phases and boundaries
- Tangible evidence of what others are doing for use in change management
- Real experience of new places which provide real evidence of what is possible
- Develop knowledge sets such that informed decisions can be made



Key facts

5 to 6 organisations a day | 128 Immersion Days in the last 4 years | 550 partner organisations | 1,000 participants

“The programme you put on for us was both thought provoking and varied. The different working ethos that we sampled was varied and certainly enabled me to reflect on my own situation.” Head, North Somerset

We pride ourselves in delivering high quality, high impact programmes. We understand that every school is unique and can easily tailor the day to your school’s needs. We would be happy to answer any questions you may have

Feel free to get in touch: jen.moran@bryanstonsquare.co.uk

Immersion Days — *igniting the fire*



A few Immersion Days we've planned and run

Leadership models

We were asked by a leadership team to run a session on different models. So, after we took the brief we selected five leaders: one, forty-something CEO EMEA of a US tech co with 10,000 reports, another, female in her 30s running the UK's fastest growing agency (+140 staff), through to a really fast growing self funded restaurant chain and the founder of a consultancy specialising in change management.

Branding

We planned a day for a team wanting to rebrand their organisation. They did not want to go to their direct competitors to pinch ideas, but they did want to experience what their customers and potential recruits would experience. So we selected a number of very diverse organisations who had embarked on rebranding: It was the mix of good and 'nearly there' which provided huge food for thought.

School environments

Here, the issue was to see a glimpse of what children and parents expected from a modern environment (and what schools were always being benchmarked against). So we selected a variety of innovative leaders in their organisations: from restaurateurs running enormous throughput from tiny kitchens and budget prices through to tech organisations with such innovative approaches to their work environment that they attract 500+ applicants per opening making them hugely oversubscribed. How do they do it? What lessons to be learned?

The world of tomorrow

Because this environment is changing so fast, the natural inclination is to keep up. That tends to lead to a series of disappointments. What we did was to take our participants to meet with people right at the cutting edge of what will emerge. Not reported yet, these people were talking and discussing real futures, often engaging in areas which were not considered possible and with ramifications never considered.

Setting the scene



Experiencing



Reflecting



"It had a real and immediate impact on my work back in school, although it was difficult to explain to other colleagues the success of the training as it is so different to any approach I had previously experienced. It was an incredibly positive and optimistic day." Head, Hull

Bryanston Square was founded in 1999 to enhance the learning environment. In the past year, we had a direct impact on more than 6,000 people. We delivered more than 150 workshops in 8 different countries to students, teachers, leaders and business professionals across the UK, Europe, Middle East and the US. We are passionate about developing students of all ages, enhancing the learning environment & inspiring change in education.