

the
brown
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6 R LEADERSHIP PROGRAM

for Experienced Catholic School Principals

The leadership of any school is a privilege and an opportunity to make a difference in so many ways. Such a role is equally not without challenge and circumstances that give rise to leaders inevitably reflecting on their motivations, aspirations, and desire to undertake a complex but equally important role.

It is vitally important that school principals are afforded the opportunity to take time to undertake professional learning that will assist with their sustainability and enjoyment the role of school principal.

Why the need for this program?

The program is a response to a range of needs expressed by current school principals through various forms of consultation and engagement. These are the need for Principals to be provided with structured opportunities to reflect and learn with peers at a similar phase of their leadership formation; to add and deepen knowledge, skills and capabilities required to undertake the role of Principal now and into the future; to encourage Principals to explore what they wish they had known before becoming a Principal; to provide a tangible way to enable Principals to thrive in their role.



What are the 6R's?

1 + 2

Reflection and Renewal:

The program invites principals to reflect upon their values, motivations, and purpose of leading a Catholic school in times of increased complexity, volatility, and uncertainty. The presenting circumstances of a global pandemic, the seemingly increasing set of paradoxes that impact on quality schooling provision, the ever-changing dynamic of living and working in diverse communities and sustaining our Catholic identity are the realities in which school leaders undertake their work. This program is an important juncture for school leaders to reflect on their professional role and contribution, and to subsequently renew their understanding and commitment to leadership and the stewardship of sustainable, quality school provision in their context. Participants will be invoked to articulate their personal 'WHY?' What informs and calls them to be educational leaders of faith and learning.

3

Relatedness:

The program acknowledges the importance of connection and collaboration to the achievement of broader common good. Humans by nature are pre-disposed to living and working together in community.

It is unequivocal that enhanced levels of engagement by individuals in any organisation will translate to better organisational culture typified by high levels of employee satisfaction, the development of necessary core workforce capabilities such as shared problem solving and the enhanced possibility of improved collective performance.

A key facet of this program of professional learning will be to mature and enhance how school leaders work together for mutual benefit. Participants will work in partnership to generate collective action and agency in relation to common problems of practice.

4

Refinement:

Being formed and informed for leadership is ongoing and never complete. Leadership is the art, science, and practice of imperfection, generative by nature and continually about learning. Leaders aspire to be fully formed but paradoxically, will never be given there will always be something to learn or some new circumstance to navigate or a professional capability to refine. The program provides opportunities for participants to engage in core capabilities for all leadership:

Persuading and influencing; negotiation; decision making; effective communication; developing presence and self-awareness; neuroscience; strategic thinking; establishing a high performing school culture; cultural change.

5

Refresh:

The demands upon and expectations of school leaders are many. It is vitally important that each school leader adopt a proactive approach to their own health and well-being if they are to develop a sustainable approach to their work. Moreover, healthy leaders with positive mindsets are essential to the responsible stewardship of a school community. The program provides an opportunity for each participant to explore practical options for sustainability and enjoyment in school leadership.

"I wanted to thank you for the 6R program in Melbourne. This program is honestly one of the best PL experiences I have ever had in my 35 years in education."

Philippa Brearley Principal, Holy Trinity PS, Curtin



6

Reach Out:

It is important to benchmark and look out to observe other educational settings. Context does matter and many of the challenges facing school leaders in Australia are ones that are the same in other jurisdictions globally. Moreover, it is also useful to gain a sense of the trends such systems are responding too and innovations they are implementing. The 'reach out' component of the program will take the form of a week-long study tour to Hong Kong and a district in China.



"Congratulations Stephen, the 10 principals from Canberra and Goulburn have referred to the last 2 days as the best PL they have undertaken. Inspiring."

Timothy Smith Performance and Improvement Leader, Catholic Education Archdiocese of Canberra and Goulburn

Target audience: Current School Principals with a minimum of 3 years' experience.

Overview of program phases and components:

Phase 1: Reflection and Renewal: Individual self-reflection and whole group webinar

Phase 2: Reflection and Renewal: Two day f2f (face to face) workshop **March 23rd & 24th 2026 | MELBOURNE**

Phase 3: Reflection and Renewal: Executive Coaching Session (one hour per participant)

Phase 4: Relatedness: Adaptive Thriving School Cultures (Two day f2f workshop) **May 11th & 12th 2026 | BRISBANE**

Phase 5: Refresh and Refine Executive Leadership to enable responsible stewardship of a Catholic School
(Two day f2f workshop) **July 27th & 28th 2026 | ADELAIDE**

Phase 6: Refresh and Renew (One day followed by a dinner) **September 11th 2026 | BRISBANE**

PROGRAM COST: \$5,950+GST | Excludes travel, accommodation and non-program meals.

The program has been designed by Dr Stephen Brown with input and advice from current school principals. Dr Brown will facilitate the program scheduled for delivery in March 2026. Professor Allan Walker, University of Hong Kong will oversight the optional 'Reach Out' study tour component of the program, scheduled for June 2026 (to be confirmed).

For more information or to register contact Helen Langborne on helen@thebrowncollective.com.au or 0427 219 664

