

## How do you Maintain the Pursuit of Excellence?

**The pursuit of excellence and the push to become outstanding seem to be the topic of many conversations in schools at the moment ...** whether it's about feeling they're a long way from it, or it's just around the corner - it seems to either inspire staff or result in fear / concern etc.

**Often the key issue is keeping motivation levels up.** As a school leader, whatever gets you motivated won't necessarily be what 'floats the boat' of your colleagues. So it's useful to have a range of strategies for motivating colleagues at your disposal. Here are a few ideas which will cover a range of motivation styles. **Which ones are you already using, and how often?**

**1) Share your vision of excellence with your staff / team.** Talk about what you want to gain, as well as what you'll be avoiding by achieving it.



**2) Communicate your success criteria to all stakeholders visually as well as verbally** (60% of the population are visual!)

**6) Provide regular feedback ...** and not just the stuff that isn't going well! Staff who are motivated *towards a goal* like rewards, even the small ones. So



the occasional recognition of a task well done doesn't go unappreciated.



**5) Remind staff of the consequences of not making the necessary changes or taking the appropriate steps**

required for the goal. *(This one is often at the front of people's minds due to external pressures, so you may not need to add to it further, unless you have people who enjoy a challenge!)*



**3) Invite staff to be creative in their pursuit of the end goal.**

Whilst some people prefer to be given structure, others like to have a range of options. Creativity encourages this.



**4) Help staff overcome obstacles and challenges** along the way by providing systems and procedures to give them confidence to keep going.

