

Keynotes and Facilitation Dr Emma Kell of Those That Can Ltd



All sessions are tailored to the unique needs, ethos and requirements of each group or organisation. Context is research- and experience-based and approaches are pragmatic, dynamic, positive and can combine presentation with group discussions and opportunities for individual reflection.

Participants will be left feeling 'seen and heard', invigorated and with a powerful sense of perspective and clarity about their next steps. Audiences include leaders at all levels, governors, new professionals, smaller teams and whole staff bodies.

I have extensive experience of delivering in a range of contexts and on a range of themes/priorities, including:

- Identity and belonging
- Recruitment and retention
- Leadership, modelling and developing others
- Thriving cultures
- Fresh starts
- Overcoming challenge or conflict
- Finding the joy
- Recovering from setbacks
- Team-building
- Technology and the information age: implications for wellbeing and effectiveness

Tell me your priorities and the challenges you face and we will work together to find sustainable and realistic ways forward for you and your teams.

I also offer 1:1 coaching and DISC profiling – see <https://www.those-that-can.com/>

Sessions usually run from 90 minutes to a full day.

"We will carry Emma's expert advice and practical humanity with us as tools and touchstones"
Headteacher

Wellbeing and Effectiveness



For staff teams or colleagues working in similar roles (e.g. leaders, new professionals). Materials developed with Adrian Bethune of <https://www.teachappy.co.uk/>; we deliver jointly and individually.

You will leave with practical, no-cost strategies for looking after yourselves and one another.

- Self-efficacy and ‘humans first’: what do we mean by wellbeing and effectiveness
- Values and moral purpose: holding your moral compass tightly
- Perspective: what really matters? Managing your attention and emotional energy
- Workload and current challenges: what does the landscape look like for you and your team? Strategies for managing the never-ending to-do list
- Balance and self-care: what do you need to flourish? Stress signs and signals
- Relationships: giving what you can and taking what you need
- Agency: you have more control than you might imagine. The power of humour.

*“Emma was fantastic - Engaging, funny, relevant, thought provoking and the whole day flew by!”
Martin Smith, Headteacher*

“Emma gave me the opportunity to be vulnerable, she made me feel safe”

“Emma took the idea of wellbeing, smashed it all apart and put it back together which made it really make sense, at last!”

Enhancing understanding and communication through DISC



For senior and middle—leadership teams. You will receive a full DISC profile after responding to a few questions. Emma is a qualified DISC profiler with The Coaching Academy. For more information, see here: <https://www.the-coaching-academy.com/disc/>

You'd leave with a clearer understanding of your own communication preferences and those of your colleagues and increased confidence in expressing yourself with clarity and confidence, as well as organising your time and space and dealing with stress.

- Expressing what you need in order to work and function most effectively – and what doesn't help!
- Expressing your unique value to the team
- Understanding your growth areas
- Exploring how your communication preferences might be affected when you're under stress
- Understanding how you can most effectively get the best out of others

"It was highly worthwhile and lovely to have the dedicated time to explore together." Headteacher

"Excellent. Well delivered, participative and relevant." Assistant Headteacher

"I thoroughly enjoyed the session. I have never done anything like that before and it was extremely beneficial for both myself and us as a team. I didn't want it to end." Deputy Headteacher

Courageous Conversations



For leaders at all levels.

You will leave with tools and strategies for impactful conversations with positive, lasting outcomes.

- Professional courage: what does it mean to you?
- Introducing VIEW – a new framework for courageous conversations
- Current challenges: controlling the controllables
- Knowing and articulating what you stand for: your values and moral purpose
- Impact: being clear about how you want change to look
- Emotions and empathy: let's talk about feelings – how they are or might be and how you want them to be
- The practicalities and a chance to practise your conversation

*“Engaging, passionate and down-to-earth.”
Senior Leader*

Building Trust and Empowerment with Lessons from Coaching



For all those interested in building coaching cultures of trust, empowerment and positive impact.

You will leave with a wide range of tools and approaches for use at home and at work to help you and others gain clarity and perspective.

- Clarifying and communicating identity and values
- Understanding emotions and managing your emotional energy
- Boundaries, control and intentionality
- Change and future-planning
- Balance and self-care
- Perspective, self-efficacy and defining 'success'
- Attaining clarity
- Enriching your relationships and networks
- Efficiency and effectiveness

"Emma is perceptive, wise, fun and experienced. I feel all set now to step forward with confidence in the new year, and knowing there is someone out there who understands."

Coaching client and new teacher

Having it all? Finding fulfilment in work *and* life



For professionals who find themselves juggling their own needs with the needs of others.

You will leave feeling intentional and confident about your boundaries, what success looks like to you and that you are, indeed, 'good enough'. Draws on evolving research and my doctorate in balancing teaching and parenthood.

- Bringing your whole self to work - and remembering to bring your whole self home again
- Performative cultures and definitions of 'success' – what legacy do you want to leave?
- Compassion stress and burnout – protecting ourselves and one another
- Barriers to balance: personal, institutional and societal
- Enablers at personal, institutional and societal levels
- Where are you now – where do you want to be? Planning practical ways forward
- What works? Tips from research and experience for individuals and organisations

“Emma listened and made us feel valued and important. I have reflected on what matters most and taken action to prioritise accordingly.”

Middle Leader

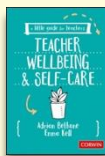
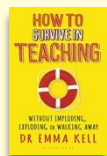
Staff wellbeing in the Information (Saturation? Innovation?) Age



For educators at all levels. An opportunity to reflect on the impact of rapid developments in technology and communication on our roles in schools; opportunities and challenges as well as practical tips for ways forward.

- The current landscape; where are we and where are we going? Challenges and opportunities – technology as a tool (benefits and challenges)
- Impact of technological developments on teacher self-efficacy, efficiency and identity: how do you feel? Exciting opportunities and the danger of the ‘ostrich’ approach.
- Perspective: what really matters? Reflecting on the invaluable and evolving role of the human in the classroom.
- Workload and current challenges: how can digital technologies help us? How do we cut through potential overwhelm?
- Implications of technology for training, development and retention of staff
- Relationships and networks: sources of support and inspiration; leveraging our contacts for maximum positive impact
- Agency: controlling the controllables. Carving a way ahead and determining your next best steps

“Emma took the idea of wellbeing, smashed it all apart and put it back together which made it really make sense, at last!” Teacher



Dr Emma Kell

Emma is director of Those That Can Ltd with 26 years of experience as a teacher and leader in UK schools. Through Those That Can, she works with professionals within and beyond the world of education to provide research-based, practical sessions to promote wellbeing and effectiveness and stakeholder engagement. She is a qualified Performance Coach and experienced speaker and facilitator. Emma writes for a variety of publications including TES and BBC Teach. She has completed a doctorate on teacher well-being and parenting at Middlesex University and is author of *How To Survive in Teaching* (Bloomsbury, 2018) and *A Little Guide For Teachers: Wellbeing and Self-Care* and *A Little Guide for Teachers: Engaging Parents and Carers*. She is currently writing her fourth book, *Real Lives of Teachers*, due for publication with Sage Education in 2024. *She can be found at <https://www.those-that-can.com/>*. Emma is also Mum to two teenagers and a golden retriever.