



OLEVI

Introduction to OLEVI

**High Performing People
Transforming Cultures**

A guide to the services and resources provided by OLEVI, a leading organisation in the education sector.

WELCOME TO OLEVI

High Performing People, Transforming Cultures

At OLEVI, we transform cultures to enable young people to thrive and succeed. Our vision has not changed in 25 years; "We have not done our job, until there is exceptional teaching for every pupil, in every school."



Our mission

Our mission is to create high performing teachers and school leaders who, by harnessing the power of our programmes, lead the transformation of practice, approach and culture to enable practitioners and pupils to continually improve.

Our values

Transforming practice, approach and culture, enabling long term improvement, is incredibly complex and challenging. For us this is underpinned by our four values:



EMPOWERED THINKING

Through deep reflection, challenge and coaching, we ensure clarity, confidence, and drive, creating a momentum for individuals and teams.



COLLABORATIVE DISCOVERY

By ensuring meaningful relationships and purposeful interactions, we explore complex ideas and provide tailored support.



CONNECTED COMMUNITIES

By establishing a shared language and common ethos, we galvanise our community to harness its collective wisdom and raise aspirations.



TRANSFORMATIVE IMPACT

By shifting mindsets whilst deepening knowledge and skills, we inspire continual and significant long-term improvement.

Our approach

Over the past 25 years, we have utilised the OLEVI approach to ensure:

- the intent behind 'the project' is developed during a strategy meeting, and then understood and committed to by all stakeholders.
- the implementation of our iconic, research-informed programmes and ever-expanding suite of short modules and units develop the three symbiotic areas of professional practices: teaching and learning, leadership, and coaching.
- the impact is regularly evaluated with your own OLEVI project manager via our quality assurance process; recognised through our accreditation process and 'moved on' through our continual learning syllabus for facilitators and coaches.

OLEVI's DR ICE Model

To implement our values, we believe the right conversations and interactive collaborations need to take place consistently.

These are embodied by **DR ICE**:

- **Deepening** thinking
- **Role-modelling** learning processes
- **Impacting** on progress
- **Challenging** expectations
- **Engaging** in learning

OLEVI's DR ICE Model

How to structure quality, value-based conversations:



Exploring: High Performing People, Transforming Cultures

Below is a simple introduction in two parts - High Performing People and Transforming Cultures - to our research into those schools and school leaders who are getting things right and delivering long-term, sustainable improvement.

What constitutes a high performing person? There are five principles:

- 1** **Deploys high performing attributes productively**
- 2** **Grows by thinking and learning with peers regularly**
- 3** **Manages workload and wellbeing effectively**
- 4** **Becomes coach, collaborator, or consultant appropriately**
- 5** **Demonstrates a track record of success consistently**

Focus 1: Deploys high performing attributes productively

We have developed ten attributes of high performing people that codify our research and learning. Each attribute is further explored and explained in an audit descriptor. These are used to facilitate deep challenge and individual reflection within a master class environment.

1. High Performing People are led and not managed.
2. High Performing People have a relentless drive for quality.
3. High Performing People accomplish their goals.
4. High Performing People seek out additional challenges.
5. High Performing People take the initiative to increase their skills.
6. High Performing People seek feedback to improve their performance.
7. High Performing People are excellent team players.
8. High Performing People develop strong productive relationships.
9. High Performing People keep focused and lead when under pressure.
10. High Performing People periodically re-invent themselves to move forward.

Example coaching questions to reflect upon:

WHAT:

- What is the standard asking?
- What do you mean by...?
- Are you trying to achieve?
- What do you want the result to be?

HOW:

- What could you do more of?
- What could you stop doing?
- Who would you like to speak to?
- What strategies could you investigate?



Transforming cultures:

What is the difference between changing and transforming?

Change is doing things differently.

A shift in behaviours

Transformation is a new way of being.

A shift in values

Too many schools and school leaders rely on gimmicks and quick fixes, resulting in only superficial change in behaviour.

High performing people do not just change culture, they transform it. Their transformational leadership ensures a shift in the values and mindsets of those they work with, so behaviour change is embedded for the long term.

Why transform your organisation into an empowerment and growth culture?

High performing people create cultures based on empowerment and growth. This culture is summarised in this model, with six key characteristics.

The key question below each characteristic should push teachers and leaders to reflect deeply upon their current successes, as well as inspire productive action and improvement.



Our services

People and places engage with us in the following ways. It does not matter if you are a large multi-academy trust, seeking a strategic partner or a school leader looking for accreditation, please **contact us** to find out more.



OLEVI ALLIANCE

1500 high performing schools and trusts, in over 40 countries, that have the licence, training, and resources needed for their organisations to facilitate our rapidly growing syllabus of iconic teaching and learning, leadership and coaching programmes ...



OLEVI INSTITUTE

An internationally renowned learning syllabus and accreditation pathway designed to develop advanced and professional level coaches and facilitators to lead innovation and cultural change ...



OLEVI BESPOKE

A syllabus of proven, practical, and interactive online and blended programmes that are utilised strategically to improve the quality of teaching and learning, leadership, and coaching across organisations at all levels...



OPAL (formally OLEVI CONNECT)

A collection of high impact theories, concepts and models delivered through webinars, masterclasses, blogs, and publications that bring clarity, understanding and access to improving learning, leadership & lifestyle ...

Our specialisms



COACHING

'Coaching develops great teachers and leaders'



FACILITATION

'Facilitators make change happen in schools'



TEACHING and LEARNING

'Great teachers consistently deliver great student outcomes, inspiring other teachers to improve'



LEADERSHIP

'Leaders with a vision drive change'

Our four specialisms



COACHING

'Coaching develops great teachers and leaders'

Why improve coaching?

Develop coaches who value, motivate, and empower your teachers and leaders to engage in professional learning and grow their effectiveness, leading to improved student attitudes and outcomes.

What do OLEVI coaches bring to a school?

- Sustained school improvement
- Higher pupil outcomes
- Teachers who remain with you and grow
- Empowered problem-solvers

How does OLEVI make it work?

OLEVI coaching programmes develop and empower people, so they make a significant and tangible difference to your school through:

- Giving you the skills to coach
- Proving what coaching can achieve
- Creating a lasting coaching culture



FACILITATION

'Facilitators make change happen in schools'

Why improve facilitation?

Develop facilitators to become the driving force for change in your school, ensuring your strategies, school improvement plans and CPD achieve your school's expectations.

What do OLEVI facilitators bring to a school?

- Encourage learning throughout the school
- Inspire staff to aim for high standards of teaching
- Lead outstanding CPD
- Boost teamwork to achieve a shared vision

How does OLEVI make it work?

OLEVI facilitation programmes enables high-quality collaboration, bringing people together to achieve higher school outcomes through:

- Building knowledge
- Motivating colleagues
- Championing teamwork



TEACHING and LEARNING

'Great teachers consistently deliver great student outcomes, inspiring other teachers to improve'

Why improve teaching and learning?

Develop your teaching staff into highly reflective, ambitious, and innovative practitioners with a strong pedagogical expertise, who create significant student impact, and inspire other staff to improve.

What is the impact of the OLEVI teaching and learning programmes?

- Deliver better pupil outcomes
- Inspire great teaching
- Develop expert support for teachers
- Grow capable professionals

How does OLEVI make it work?

OLEVI teaching and learning programmes give a deeper understanding of the powerful pedagogy needed to make greater impact on the children they teach by:

- Highlighting areas for development
- Making measurable changes
- Providing a whole school approach



LEADERSHIP

'Leaders with a vision drive change'

Why improve leadership?

Develop all leaders within your organisation to create a clear vision for the future and have the strategic thinking to effectively challenge and support others to achieve organisational goals and outcomes.

What is the impact of the OLEVI leadership programmes?

- Create confident school leaders
- Develop a clear vision for your school
- Build leadership skills throughout the school
- Champion positive change

How does OLEVI make it work?

OLEVI leadership programmes create leaders with the confidence and understanding to draw out the best in people and teams by:

- Preparing people to think like leaders
- Empowering staff to make a difference
- Giving staff the skills to train others

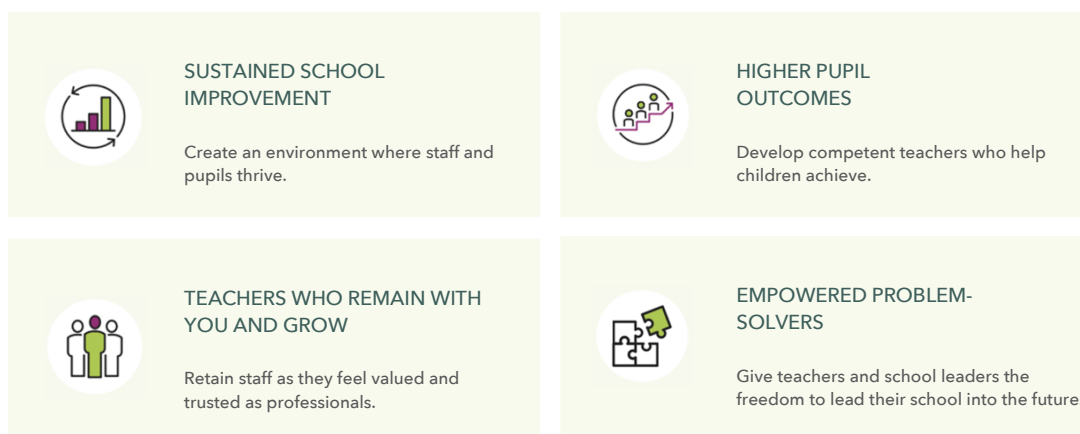
Coaching

“Coaching develops great teachers and leaders”

Why improve coaching?

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What do OLEVI coaches bring to a school?



How does OLEVI make it work?

OLEVI coaching programmes develop and empower teachers and leaders, so they make a significant and tangible difference to your school through:



Our coaching programmes:

Power of Coaching (POC)	Advanced Power of Coaching (APOC)	OLEVI Coach Supervisor (OCS)	OLEVI Professional Coach (OPC)
You will gain the knowledge and strategies that credible coaches use to empower thinking and inspire change. You will also learn the theory, skills, and processes to coach informally, formally and in a structured way.	You will be able to confidently utilise advanced skills and techniques to ensure clarity, inspire confidence, and create momentum for colleagues, pupils, and teams to achieve both professional and organisational goals. You will be able to lead effective coaching across groups and teams.	You will be able to articulate the purpose and power of coaching supervision, as well as apply and master the skills and processes required of coaching supervisors to ensure transformative impact on coaching practitioners. Continual advancement for coaching professionals.	OLEVI professional coaches enable transformative change in practise, approach, and culture, and to lead and embed a highly effective coaching culture across any organisation.

Facilitation

“Facilitators make change happen in schools”

Why improve facilitation?

Develop facilitators to become the driving force for change in your school, ensuring your strategies, school improvement plans, and CPD achieve your school's expectations.

What do OLEVI facilitators bring to a school?



How does OLEVI make it work?

OLEVI facilitation programmes enables high quality collaboration, bringing people together to achieve higher school outcomes through:



Our facilitation programmes:

Outstanding Facilitator Programme (OFF)	Advanced Outstanding Facilitator Programme (AOFPP)	OLEVI Professional Facilitator (OPF)
OLEVI facilitators develop the theory, processes and skills needed to be an effective leader of learning, empowering others to transform their practise, approach, and mindset.	Advanced facilitators will further develop and deepen their understanding of facilitation, so they can accelerate the thinking and learning of all colleagues and pupils to a profound level and establish a culture of outstanding facilitation across an organisation.	Professional Facilitators have a deep understanding of how to develop and implement a strategy to embed a highly effective facilitation culture across any school or trust: and learn how to represent themselves as a professional facilitator within any organisation.

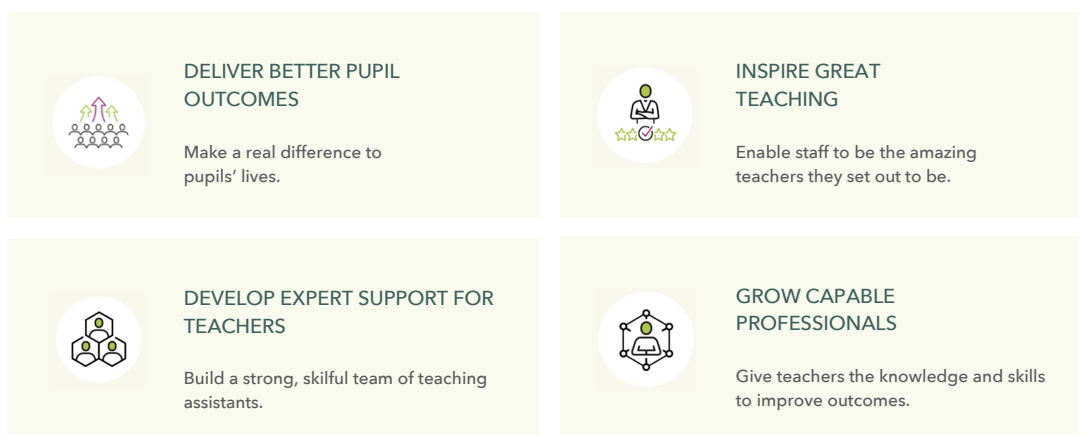
Teaching and Learning

“Great teachers consistently deliver great student outcomes, inspiring students and other teachers to continually improve.”

Why improve teaching and learning?

Develop your teaching staff into highly reflective, ambitious, and innovative practitioners with a strong pedagogical expertise, who create significant student impact and inspire other staff to improve.

What is the impact of OLEVI teaching and learning programmes?



How do the OLEVI programmes work?

OLEVI teaching and learning programmes give a deeper understanding of the powerful pedagogy needed to make greater impact on the children they teach by:



Our teaching and learning programmes:

Outstanding Teaching Assistant Programme (OTAP)	Creative Teacher Programme (CTP)	Outstanding Teacher Programme (OTP)
Outstanding teaching assistants are deeply reflective, confident, and creative through gaining a deeper understanding of high-quality classroom pedagogy. They will develop the attributes to make a significant impact on the outcomes of, and relationships with, both pupils and colleagues.	You will become a more reflective and creative professional, gaining a deeper understanding of high impact pedagogy that ensures significant improvement in the experience and the outcomes of pupils.	You will gain a deeper understanding of the latest innovative pedagogy and develop the knowledge, skills, and behaviours to make a significant impact on your pupils and inspire others to improve their practice and approach within a coaching culture.

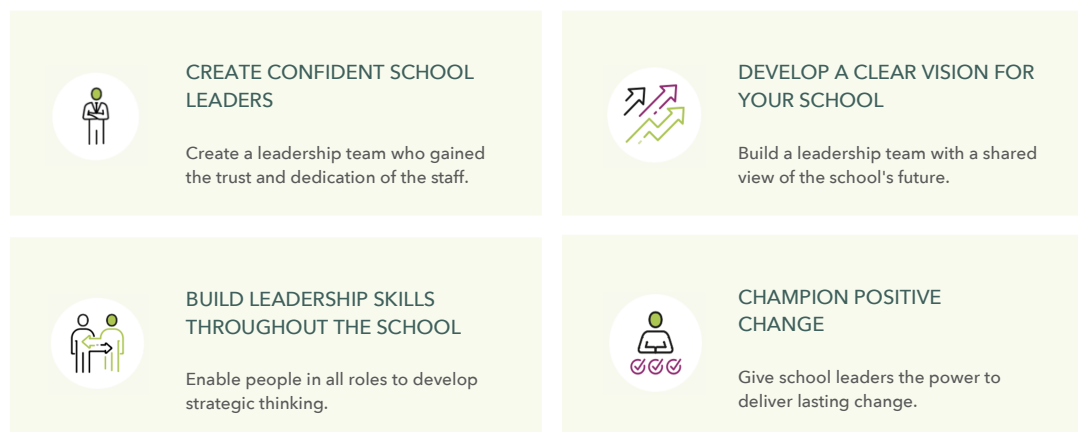
Leadership

"Leaders with a vision drive change."

Why improve leadership?

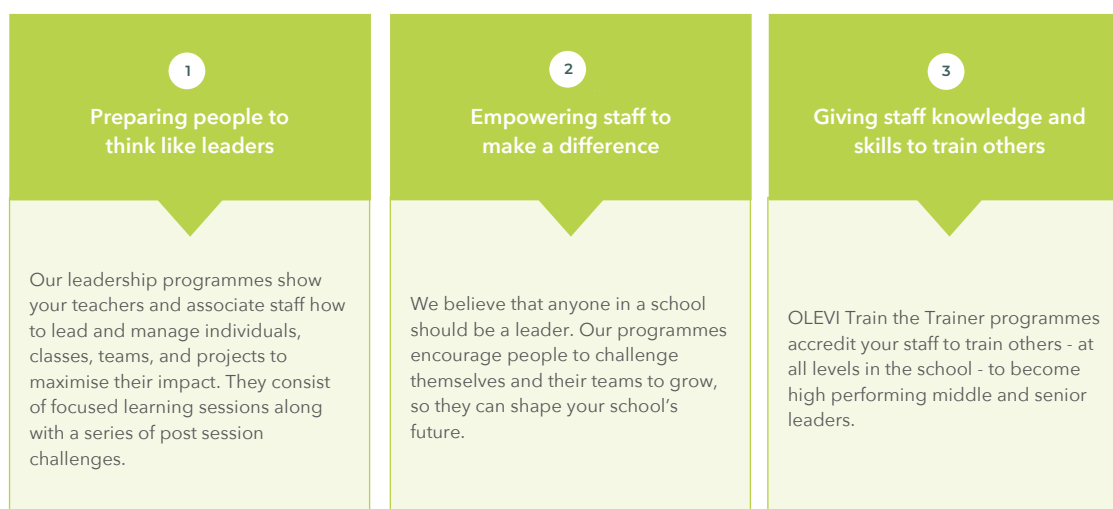
Develop all leaders within your organisation to create a clear vision for the future and have the strategic thinking to effectively challenge and support others to achieve organisational goals and outcomes.

What is the impact of OLEVI leadership programmes?



How do the OLEVI programmes work?

OLEVI leadership programmes create leaders with the confidence and understanding to draw out the best in people and their team by:



Our leadership programmes:

Outstanding Leadership in Education (OLE) By engaging with evidenced-informed leadership pedagogy, you will discover how to lead and manage individuals, teams, and projects more effectively for greater impact.	Senior Outstanding Leadership in Education (SOLE) The programme will provide greater clarity, grow confidence, and develop competence of senior leaders, ensuring they know how to shape a compelling vision; balance challenge and support; and successfully overcome complex barriers to achieve significant and sustainable change.	OLEVI Leadership Conference (OLC) Through a conference, facilitators will provide greater clarity, grow confidence, and develop competence, ensuring SLT know how to shape a compelling vision; balance challenge and support; and successfully overcome complex barriers to achieve impact and sustainable change.
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Our history

OLEVI has been at the forefront of the innovation in teaching and learning for over 25 years, leading the development in teaching and learning to become a driving force for change.

Late 1990s: A vision for the future

During the late 1990s Professor Sir George Berwick and Richard Lockyer explored how school leaders could create a learning community which retained and valued excellent practitioners and facilitated them to share their skills and knowledge: with the aim of raising teaching standards and improving learning outcomes for all. This 'teaching school' concept encouraged Richard to design and develop various teaching and learning programmes to raise standards; and create partnerships with other schools. This formed the foundation of 'The Thinking and Learning Schools' Alliance' - later to become known as OLEVI. We began working with Western Quebec School Board (WQSB) and started developing the forensic analysis of teaching and learning and building the social skills of holding quality conversations to ensure effective teacher/student engagement in improvement.

2004: London and City Challenges - Turning schools around

OLEVI's Improving Teacher Programme (ITP) and Outstanding Teacher Programme (OTP) became the driving power behind the London Challenge and City Challenge projects, which helped raise previously struggling schools to levels of outstanding achievement. The OLEVI teaching and learning syllabus became part of the government's strategy to transform underperforming schools in some of the most challenging catchment areas in the country.

2007-2009: Sustainable whole school improvement

London becomes the most improved urban education service in the world. QA Framework developed for the OLEVI programmes on behalf of the government's evaluation process. Due to the success of the ITP and OTP, Richard Lockyer designed the Outstanding Facilitator Programme (OFP) and various train the trainer programmes. The programmes provided schools with the ability to tackle their improvements and drive forward as part of the OLEVI Alliance. The rigour and challenge of the OFP has been recognised by the DfE and National College as being key to the success of sustainable whole school improvement. OLEVI's ITP and OTP were also recognised as a major focus in raising standards in quality teaching nationally and internationally.

2010-2014: Working with influential partners

In 2012, the Teaching and Learning, Leadership and Coaching, also known as the TLC suite of programmes, were launched. OLEVI programmes and approach became pillars of education policy, and the network of facilitators grew exponentially. OLEVI developed the acclaimed QA review for Challenge Partners. OLEVI was instrumental in the creation of the Challenge the Gap Programme for Challenge Partners, co-creating the programme and training all the national facilitators. OLEVI programmes rolled out across Northern Ireland and the programmes adopted by the Ministry of Defence Schools Improvement Service in Germany and Cyprus.

2015-2017: Developing our accreditation framework

Creation of OLEVI Hubs in Wales as part of the Welsh Challenge. OLEVI programmes adopted by India, UAE, Qatar, Brunei, Nigeria, and MOD Schools worldwide. OLEVI sponsors the use of the programmes in Kenya, Uganda, Zambia, and Tanzania. Continued growth of our OLEVI Alliance with leadership work with trusts becoming more prominent. OLEVI works alongside 9 Provinces in Canada to integrate Advanced Coaching into Leadership of Teaching & Learning.

2018 and beyond: Creating High Performing People, Transforming Cultures

OLEVI online evolves due to the pandemic and OLEVI's first coaching and facilitation principles are written. OLEVI Institute launches with the Coaching & Facilitation Framework. Over recent years, OLEVI has grown dramatically with 1,500 schools and trusts facilitating OLEVI programmes as part of the OLEVI Alliance. Over 25,000 coaches and facilitators have been accredited by the OLEVI Institute, including over 300 Professional Level Facilitators and Coaches. OLEVI Bespoke continues to design high quality programmes, delivered by our team of OLEVI Professional Facilitators, to thousands of educational professionals every year. Launch of OLEVI Connect; the online syllabus to connect OLEVI professionals together to support personal, professional development. OPAL: OLEVI Professional Alliance for Learning is launched with its 25 founding fellows with a clear purpose and mission. OLEVI's Coaching Supervision syllabus is introduced to support the continual learning and well-being of our professional coaches. The IFCF is launched to QA and Accredite the OLEVI Programmes to ensure quality against Ofqual's Assessment Framework. OPAL Canada and OPAL UAE launched to add value to OPAL UK.

OLEVI is the UK's Number One Awarding Organisation for the Accreditation of Educational Coaches and Facilitators

18

OLEVI Designated Centres of Excellence

189

OLEVI Facilitation Centres

1,560

schools and Trusts across over 38 countries

25,000+

accredited educational coaches and facilitators

93%

of OLEVI schools are judged good or outstanding by Ofsted or Estyn

28

high-quality professional learning programmes



Designated OLEVI Centres of Excellence (DOCs)

Designated OLEVI Centres (DOCs) are schools and trusts that showcase the absolute best in teaching and learning, leadership, and coaching.

They are teaching laboratories who endeavour to scrutinise and be scrutinised over their practice, knowing that any new learning will enable them and others to continue growing. The doors are open to those who want to learn, because they are proud of who they are and what they do.

This is what unites all DOCs, and yet each DOC maintains and is proud of its own, unique, and effective style. This means that DOCs could exist in any context, from highly selective International Schools to UK Alternative Provisions.

It is their acceptance of the challenge of pursuing excellence, with OLEVI, that ultimately matters. Are you interested in the challenge?

The four questions to ask yourself about your organisation:

- Is the proposed organisation viewed as a credible organisation in its local and/or national context?
- Is the proposed organisation able to link internal and external impact directly to its relationship with OLEVI?
- Is the proposed organisation ready, willing and able to take on an ambassadorial role?
- Is the proposed organisation growth oriented and a commercially profitable partner?



Our partners

International Coaching & Facilitation Alliance Ltd is a Family of Collaborative Learning Organisations. The ICFA has four roles:

- **Legal Entity:** We are an organisation that is committed to integrity and quality, and as a full trading company and an employer we offer the highest level of professional service.
- **Thought Leadership:** We are proud of our profound essences, principles and standards; stimulating learning models; and QA driven thinking and learning programmes attended by over 25,000 professional practitioners.
- **Brand Management:** We are proud to own and manage the brands of ICFA, OLEVI, OPAL and the IFCF.
- **Personal Wellbeing:** We aim to arm our clients with the latest thinking to regulate, recharge and refine their wellbeing practice, and to provide and space to think through our renowned Wellness Coaching.

ICFA

Family of Collaborative Learning Organisations



OPAL is a professional coaching community where people learn and grow together.

The OLEVI Professional Alliance for Learning (OPAL) is an interactive coaching community of like-minded people who care about stimulating their learning, honing their leadership, and nurturing their wellbeing; thereby growing themselves and empowering others.

OPAL members can access exclusive live events and other development tools, as well as a regular coaching club, to support their growth. Each coaching club is facilitated by an OLEVI Professional Coach. OPAL allows members to create headspace, stimulate thinking and share wisdom in order to achieve their goals.

OPAL

OLEVI Professional Alliance for Learning



The International Federation of Coaching and facilitation (IFCF) has been established to provide independent and objective governance from a board of well-respected educationalists to raise standards of teaching by accrediting:

- the essence, principles & standards of high-quality coaching and facilitation (Theory).
- the academic level of the learning programmes associated with coaching and facilitation (Programme).
- the assessment process and levels of outcomes against the essence, principles & standards (Assessment).

The IFCF currently endorses L3 to L7 Programmes in Educational Coaching, Leadership Facilitation and Coaching Supervision.

IFCF

International Federation for Coaching & Facilitation



About OLEVI's coaching & facilitation accreditation

OLEVI has trained over 25,000 coaches and facilitators who have achieved the best outcomes for themselves, their teachers, and their schools.

Working with OLEVI can:

- Transform school performance
- Improve pupil progress and engagement
- Improve OFSTED ratings
- Increase staff retention, enjoyment, and wellbeing

“The relationship with OLEVI has been the single most effective tool in our school's improvement journey.”

Lorna Beard, Principal, Castle Academy

Why work with OLEVI?

- OLEVI is an international awarding body for the accreditation of facilitation and coaching.
- We have accredited over 25,000 coaches and facilitators.
- We are making an impact on schools and trusts in more than 40 countries.

Find out how our facilitation and coaching programmes are making a difference to school leaders, teachers, and pupils across the globe.

Want to know how we can help your school?

Arrange a call with Richard Lockyer to find out the difference OLEVI could make to your organisation.

T: 01959 467174

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CHARTERED
COLLEGE OF
TEACHING



Chartered Status
CPD Partner

OLEVI is pleased to be a Chartered Status CPD Partner by the Chartered College of Teaching.