**fgGetting Heads Together – Individual Developmental Sessions (IDS)**

These sheets will help you to run an IDS session with your participant. Please ensure you follow all the steps.

Sheet 1 should be used for an IDS session preparing a participant for an experiment.

Sheet 2 should be used after the participant has completed their experiment/before the candidate attends their next GDS session.

**IDS Sheet 1 – For Use After A Group Development Session.**

**The first part of the session is to work through the following questions**

Review what was covered in the previous GDS session.

What learning was the most relevant to you?

Why do you feel that learning was most relevant to you? Please make sure you consider:

* Does the learning agree with any beliefs or thoughts you had before the session?
* Does the learning explain what you have previously seen at your school?

Were any prior beliefs and/or values challenged by what you learnt in the session?

What do you conclude from your session about managing complexity in your school?

The next step involves an experiment. Please select an experiment with your facilitator.

With your facilitator, outline how you will conduct this experiment:

Ensure that you (participant) are actively setting the goal for this session and what actions you will undertake?

Outline which peers from your cohort might eb helpful in you conducting your experiment.

How does this experiment link to your learning from the GDS session?

How confident do you feel that you can engage in these actions?

(Facilitators, please ensure that you have considered how you can support your participant with these issues)

|  |  |
| --- | --- |
| Problem | Solution/s |
|  |  |
|  |  |
|  |  |
|  |  |

**IDS Sheet 2 – For Use Before a Group Development Session.**

**The first part of the session is to review the experiment**

Summarise what happened in the experiment.

What underpinning beliefs or thoughts lead to your actions in the experiment?

Based on the last session and your experiment, what learning do you feel was most relevant to how you manage complexity? Please make sure you link it back to what happened in the first box.

Why do you feel that learning was most relevant to you? Please make sure you consider:

* Does the learning agree with any beliefs or thoughts you had before the experiment?
* Does the learning explain what you have previously seen at your school?

Were any prior beliefs and/or values challenged by what you learnt in the experiment?

What do you conclude from your experiment about managing complexity in your school?

What are those conclusions based on? What data, information or insights?

Section 2: Reflection on Preparation for Managing Complexity

How has the experiment affected how prepared you feel to handle complex situations?

What support do you need from those around in managing the complexity in your organisation?

(Facilitators, please ensure that you have considered how you can support your participant with these issues)

|  |  |
| --- | --- |
| Issue | Solution/s |
|  |  |
|  |  |
|  |  |

The final part is to prepare for your next GDS session

Review the next session with your facilitator.

What do you anticipate learning during this session?

What do you feel you can take from your experiment into this group development session?