



in partnership with



# Reimagining Your Workforce Development

Training from the leaders in psychometrics, HR, talent management and leadership development

## How can you continue to attract the best leaders and staff available despite a national workforce crisis?

The demand from our research with NASS members is clear, we require a more nuanced approach towards our biggest asset: our people. Using psychometric assessments that capture what our people are really like, their potential, and their capabilities provides a structured and scientific baseline of understanding this asset. This allows us to develop personalised frameworks for growth and approaches to recruitment, retention, succession, and attrition whilst building a leading-edge people strategy.

Using this scientific and objective approach creates a deeper understanding of the causes of some of the most significant people challenges education faces and reduces the pressure on your budget by using diagnostic tools customised to your setting.

**Re-professionalise your workforce and build your future capacity now.**

### Deeper workforce insights through cutting edge diagnostics

By providing objective, comparable data about people, assessments increase hiring accuracy while reducing bias and inconsistencies, improve performance and reduce employee turnover, improve job fit and result in higher overall productivity.



The use of psychometric tests in talent management can lead to a 10 - 15% increase in performance and a 25% reduction in turnover.

Institute for Employment Studies (2007)

## Key Programme Features

- Focusing on the main pain-points of attrition, retention and recruitment.
- Psychometric assessment insights for you and your staff.
- Six expert-led workshops (mix of in-person and virtual).
- Practical training and professional qualifications in psychometric test use.
- Opportunities for peer networking and building collaborative solutions at scale.
- Tailored content to address specific challenges in the SEN sector.

For more information about the programme - please watch the [recording of our information and introduction session](#)



A strong organisational culture can reduce employee turnover by up to 50%

Glassdoor (2019)

## Spaces are limited, sign up now!

Schools are invited to join the programme which runs over 6 days between October 2024 and June 2025 (1 day per half-term) through a combination of in-person and virtual sessions.

You can register now through our [registration form](#).

## Programme Costs (excl. VAT)

The programme includes 4 different diagnostics at individual level, across staff, psychometric test-use qualification training and 6 days of expert-led workshops.

- **General: £3700**
- **NASS Members £2700**
- **Nass Members discount: £2200 for 2023 focus group participants**

All costs will be invoiced subject to application submission and being considered appropriate for the training.

# 2024/ 2025 Programme

The programme focuses on three key elements of your people strategy:

## Autumn Term 2024

### 1. Attrition

#### Focus:

Using a data-led and systems thinking approach to focus on human and culture maturity within your specific setting.

#### Your outcomes:

- Gap analysis
- People Strategy
- Culture Design

## Spring Term 2025

### 2. Recruitment

#### Focus:

Working with industry leaders to become qualified in using a psychometric assessment suite to apply it purposefully within your organisation.

#### Your outcomes:

- Lumina Spark Psychometric Qualification
- Personal Development Plan
- Talent Assessment and Management Strategy with rollout plan



## Summer Term 2025

### 3. Retention

#### Focus:

Unite all the data to build your people strategy incorporating key understanding of human development to align your workforce and your culture for your organisation to grow successfully.

#### Your outcomes:

- A sophisticated and comprehensive people strategy
- Tracking and Monitoring Plan
- Targeted Action Plan

## Savings Of The Programme

- Recruiting, inducting and re-training staff costs 30% of a salary (equivalent to annual salary of one LSA)
- The training, qualification and free diagnostics from Lumina Learning (~£5k) and ten diagnostics from SAILS (~£2k)
- Structuring a workforce plan increases productivity
- Explore the potential entrepreneur opportunities of your workforce
- Improve wellbeing, communication and workforce engagement, reducing costs of absence
- Recruit more effectively to role readiness and capabilities - reduce costs on HR and rapid drop out
- Use innovative and cutting edge data to create high performing teams and culture
- Future plan for succession and talent gaps against your strategy so staff can better manage workload
- Access a network of fully funded training aligned with core principles of leadership
- Understanding individual human development increases the capacity of the staff you already have!

[Register Here!](#)

## Contact Us

Your continued interest in our programme means a great deal to us. If you have any questions or need further assistance regarding the application process, please do not hesitate to reach out:

[info@glasshouselab.com](mailto:info@glasshouselab.com)

We are excited about the opportunity to work together and make a significant impact in the SEN sector!

“ Companies using assessments see a 39% lower turnover rate and a 20% increase in employee engagement.

Aberdeen Group (2014)

“ The British Army used psychometric tests to improve role fit, seeing a 20% reduction in early attrition rates.

British Psychological Society Study (2013)

## About The Glass House Leadership Lab

[The Glass House Leadership Lab](#) specialises in developmental coaching, team and organisational maturity within the education sector. We are passionate about our work with Leaders to gain a deeper understanding of themselves, their personal values and motivations; so that they can effectively align, grow and develop their team within a thriving workplace, progressing their organisation and ultimately providing their students with their best and most fulfilling education.

### Programme Leaders:



[Matt Silver](#) is an international leader in leadership development in education, former SEND CEO, Headteacher and current CEO of The Glass House Leadership Lab, who support organisations to develop deeper insights into school leadership and sophisticated system design.



[Gerianne de Klerk](#) is one of the country's leading psychometricians and chartered Occupational Psychologist, former head of data analytics for Accenture and Managing Director of OccPsyence, which offers an on-demand science team and psychometrics services.

### Partnerships:



[SAILs](#) (Supporting Achievement and Inclusion for Life) provide a range of occupational psychology services to individuals and organisations who are working with individuals with special educational and occupational needs. CEO of SAILs, [Matt Bell](#), is an Occupational Psychologist, SENCo, and Headteacher. He is dedicated to empowering individuals and organisations to achieve their full potential through a customised, evidence-based approach to learning and development.



[Lumina Learning](#) is a global provider of innovative personalised selection and development solutions for individuals, teams, and organisations. Lumina Learning design and deliver cutting-edge products based on their integrated suite of digital psychometric resources.