

## Head Teachers' Leadership Academy | Scenarios

### Denny and the Dog (role play and discussion)

Denny was very well qualified for the final post in the new cross-sector team. He interviewed impressively. His follow-up references, on first reading, appeared to be a confirmation of his suitability for the post. However, six months in to post, it is clear that "contributes fully to discussions" was code for never stops talking. "Expresses views clearly" could have been abbreviated to opinionated. "Punctilious about timekeeping" turns out most days to mean last in, first out. An early tendency to nit picking, has evolved into fault finding in others while maintaining an unwarranted high opinion of his own contribution to the team. Restlessness amongst the colleagues is simmering towards eruption.

All this has caused you to re-think the recruitment process but, more urgently, you need to have a meeting with Denny. Today he has brought his dog into a shared workplace despite knowing that a colleague has a fear of dogs. Voices were raised on both sides and the colleague has headed home.

Two tutors (or tutor and participant) to role play the discussion and then groups tease out the issues.

