



24th May 2021

To whom it may concern,

Boyd Jorgensen of Better Days Training and Coaching has been engaged twice in the past 12 months to work with the leadership team at Noosa District SHS.

In October 2020 Boyd facilitated a workshop to help identify the preferred leadership team structure for 2021.

In May 2021 Boyd led a full day workshop focusing on *Building a Feedback Culture* with the full Noosa District State High School leadership team focusing on developing their leadership capabilities in building a feedback culture.

Boyd's extensive experience as a high school principal, as a school reviewer with the Department of Education in Qld and the Australian Council for Educational Research his deep knowledge and understanding of the capabilities and conditions needed build a high performance team in schools was evident in the relevance and effectiveness of his workshops.

The leadership team participants rated the usefulness and effectiveness of this workshop at 4.66 out of 5 on a Likert scale. They rated Boyd's level of engagement as a presenter at 4.77 out of 5 on a Likert scale.

Comments from participants included:-

Your ability to engage all of us. Your humility.

The constructive feedback framework. Some leadership reminders.

Clear frameworks.

A framework to provide feedback and manage the difficult conversation.

Good strategies to use in my daily work.

This was excellent – I liked the practicality and the frameworks.

Boyd is knowledgeable, very experienced and tailored both workshops to the brief that I provided. He is receptive, flexible and adaptive in his approach and very personable which engages all audiences regardless of capability or disposition.

I highly recommend Boyd to any school leaders looking to build the instructional capability of their leadership and other teams in their organisation.

Brett Burgess

Principal

Noosa District State High School



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