



The  
**IGUANA Project**  
*Improving Education Together*

## All About Iguana

# What is it?

- A two-year research project funded by the European Commission under the 'Lifelong Learning Programme'
- It works with schools that want to innovate but find themselves stuck in a cycle of performance targets and resistance to change
- It works with schools who already have Innovation Plans but want to make them more effective

# What does it do?

- It provides a collaborative learning environment in which students, staff and management feel safe and secure to share their ideas, learn from each other and grow.
- The focus of the learning environment is on developing the emotional intelligence (EI) and Organisational Intelligence (OI) of schools and their members

# Who is involved?

- CEPCEP, a research centre of the Portuguese University in Lisbon
- Arcola Research, an independent research organisation in London
- Menon – an Educational Network in Brussels/Tavistock Institute, London
- Ellinogermaniki Agogi – a research organisation involving schools in Greece
- The University of Vilnius, Lithuania
- Trinity College Dublin, Ireland
- Contour Education Services in Surrey, UK
- The European School Heads Association, Netherlands
- Ten pioneering schools in five different EU countries

# EMOTIONAL INTELLIGENCE



a holistic way of looking at, and engaging with the world ..... a continuous process of self-awareness and self-development

# ORGANISATIONAL INTELLIGENCE

the capacity to make sense of complex situations, apply this sensemaking to effective action, develop, share and use knowledge and reflect and learn from experience



OR in other words ..... **INNOVATION CAPACITY**

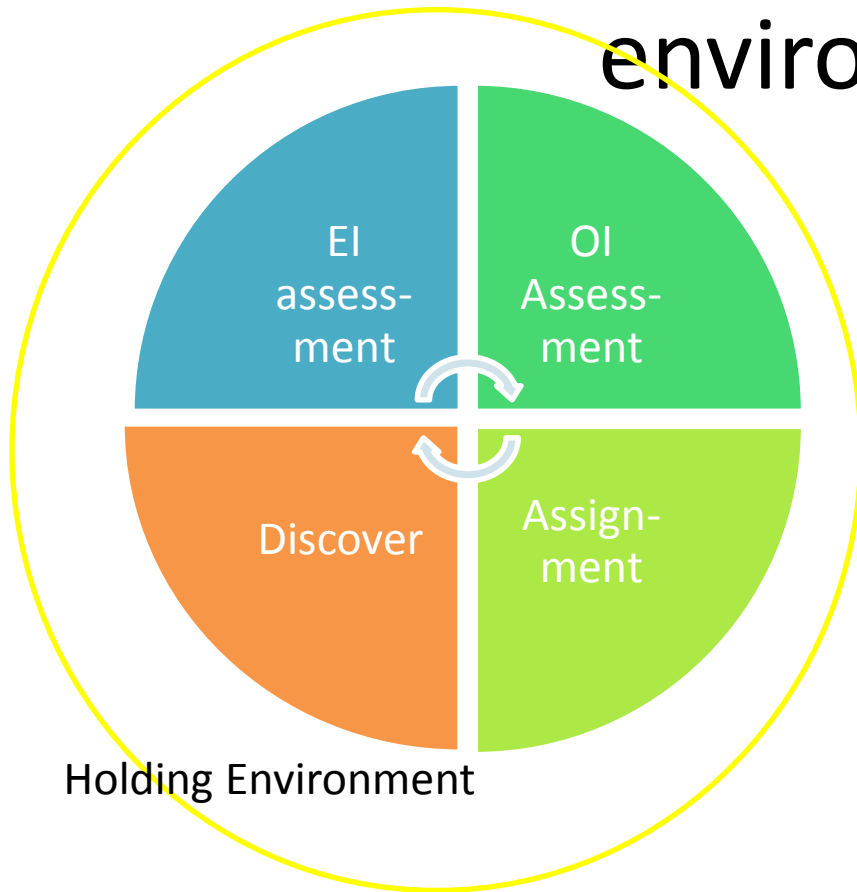
# The Three elements of the learning environment

- Two sets of self assessment tools to assess EI and OI
- One 'Discovery' Learning Programme that provides basic courses in EI and OI and some 'Assignments' to help apply them in practice
- An 'Open Space' platform that provides more advanced courses in EI and OI and a space for schools to exchange ideas and experiences

# The IGUANA Programme – an overview



# The collaborative learning environment



SA tools and  
Core Courses





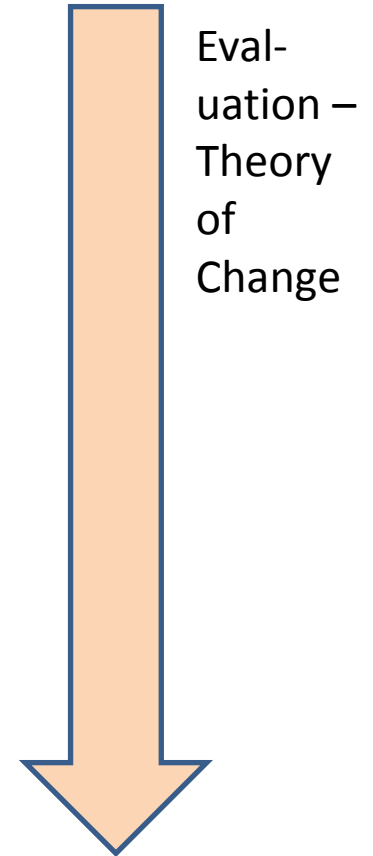
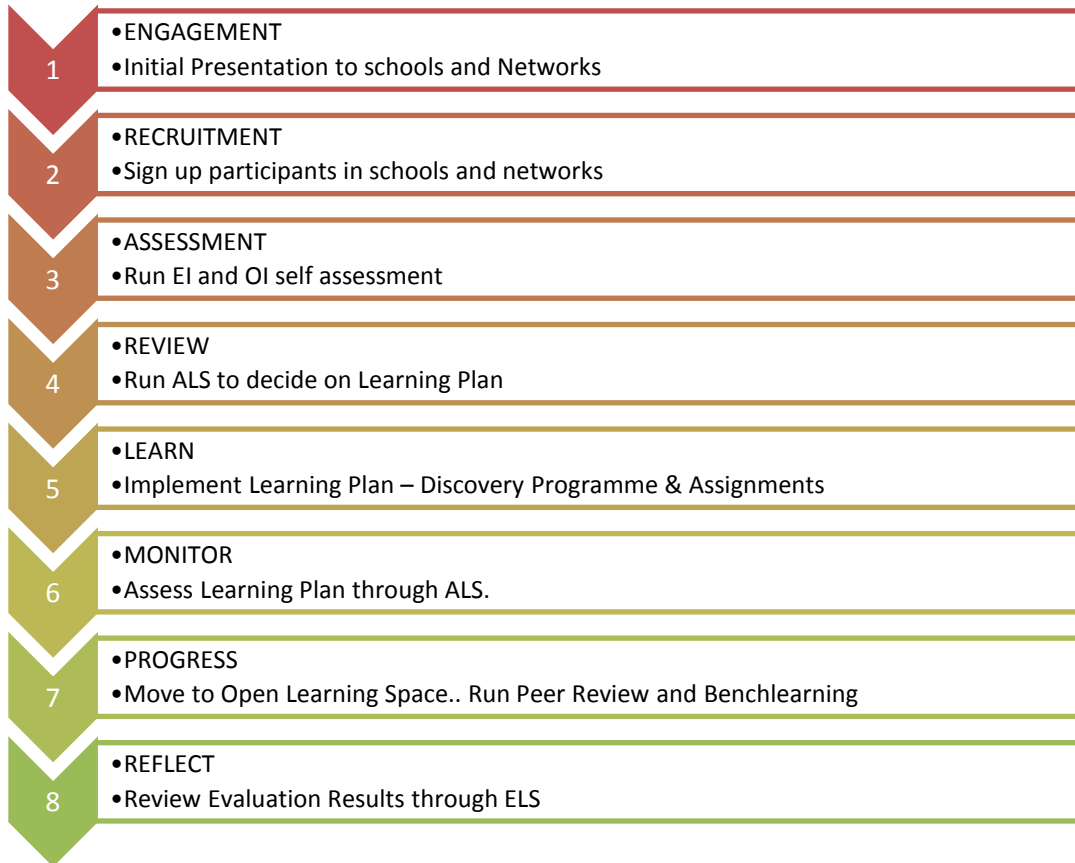
# How do participating schools contribute?

- 10 schools in Europe are involved in the piloting
- They install the platform and tools
- They select some key members of the school (governors; SMT; staff) to participate
- These delegated members then do the self-assessments
- On the basis of the results, the school may decide to produce an Innovation Plan using a 'Theory of Change' model
- The Plan is implemented, and progress is evaluated
- At the same time, IGUANA is evaluated

# What's in it for the school?

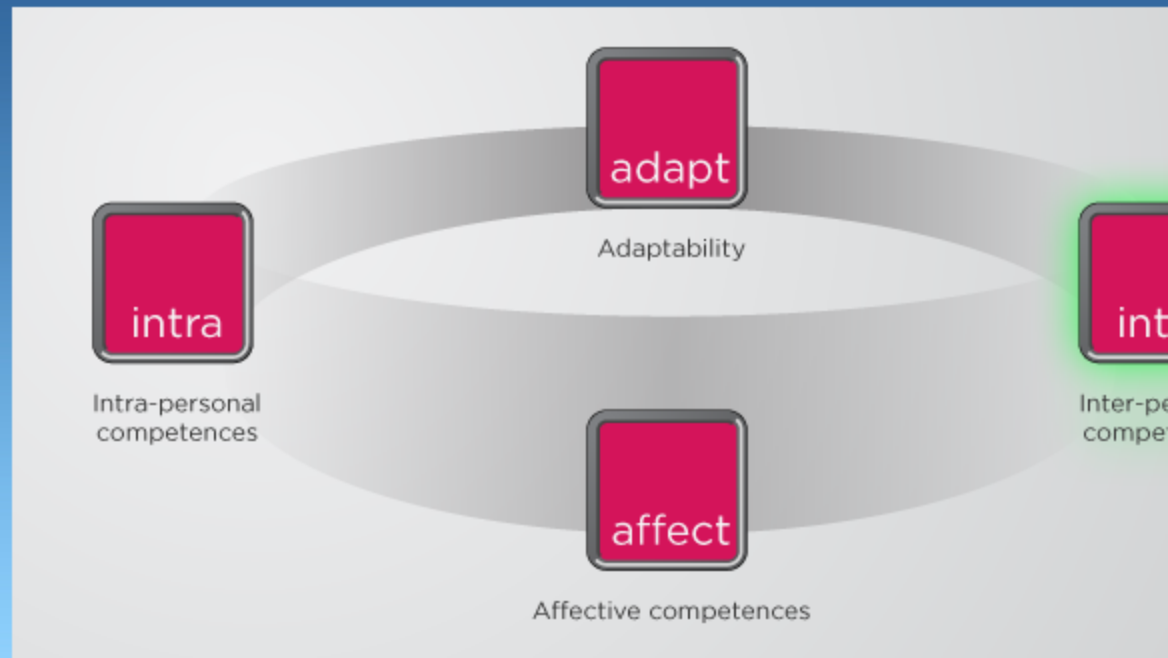
- help the school identify the main barriers to change and improvement
- help the school build a shared vision for change
- involve the school in innovative research
- share ideas and knowledge with other schools in Europe
- raise the international profile of the school
- improve the skills of management, staff and governors

# Piloting Phases



# The Self-Assessment Tools

# EMOTIONAL INTELLIGENCE SELF-ASSESSMENT TOOL – AREAS



# ORGANISATIONAL INNOVATION CAPACITY ASSESSMENT TOOL

