



HERK CONSULTING

People, Culture & Learning for Schools

LEAD SELF · LEAD TEAM · LEAD IMPACT

Practical, engaging development experiences for educators and school leaders.

Schools are navigating growing complexity - changing learner needs, evolving expectations of educators, new technologies and increasing demands on teams and leaders.

Herk Consulting works with schools to strengthen the human capabilities that enable educators and teams to thrive: driving **high-trust cultures**, **developing people** through better conversations, and **designing learning that include more learners**.

DRIVE CULTURE

Building a Fearless School Culture
Psychological Safety for Educators and Teams

Strong culture depends on people feeling able to speak up, share different perspectives, ask for help, learn from mistakes and try new approaches.

This evidence-based, highly interactive programme helps educators understand what psychological safety looks like in practice and identify the everyday behaviours that strengthen, or weaken it, within their own teams. A diagnostic assessment can also be included, if desired.

Ideal for Whole-school staff, KPs and leadership teams

Format: 3–4 hours

DEVELOP PEOPLE

Coaching Conversations for Teacher Development
Helping Leaders
Bring Out the Best in Others

Effective development does not always mean teaching or giving more advice. Coaching creates conversations that encourage reflection, ownership and growth.

Participants learn practical coaching approaches for everyday conversations with colleagues - from developmental check-ins and feedback to helping someone think through a work issue and identify their own next steps.

Ideal for KPs, HODs, Subject Heads, Year Heads and teacher leaders

Format: 2.5 - 4 hours

DESIGN LEARNING

Inclusive Learning by Design
Practical Strategies for Learner Variability

Every classroom has learners with different levels of readiness, confidence, attention, prior knowledge, communication preferences and support needs.

Drawing on Universal Design for Learning (UDL), this practical programme helps educators anticipate learner variability, identify barriers to participation and redesign learning so more students can access, engage with and demonstrate their learning with more holistic assessment.

Ideal for Teachers, KPs and instructional leaders

Format: 2.5–3.5 hours

WHY HERK CONSULTING

Practical, not theoretical

We translate evidence-based ideas into behaviours, tools and approaches that educators can use immediately.

Experience across people, culture and inclusion

Leadership development, coaching, psychological safety, adult learning, disability inclusion and organisational development across the education, public and social service sectors.

Designed for adult professionals

Interactive, reflective and grounded in realistic school and workplace situations rather than passive, lecture-style learning.

Customised to context

Programmes are adapted to the school's priorities, participant profile and desired outcomes.

Featured clients Nanyang Primary School · Yuhua Primary School · Singapore University of Social Sciences (SUSS) · Singapore Institute of Management (SIM) · Ngee Ann Polytechnic · Ministry of Social and Family Development (MSF) · National Council of Social Services (NCSS) – Social Service Institute · SG Enable



HERK NG

CEO & Principal Facilitator

ICF Associate Certified Coach | ACLP Certified Adult Educator | Psychological Safety Practitioner

Herk brings experience in senior public and social sector leadership, adult education, coaching, disability inclusion and leadership development. He designs and facilitates practical learning experiences that help individuals and teams translate ideas into meaningful changes in how they work, lead and learn.

Lead Self. Lead Team. Lead Impact.

Contact us to explore training or workshop opportunities.

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