

Coached UPDATE SEPTEMBER 2024

Enhancing the quality of conversations in education communities

"CULTURE EATS STRATEGY FOR BREAKFAST" – PETER DRUCKER

When looking to developing a Coaching Culture, ask - 'What is already in place that we can build on?'

I work with lots of (school) leaders. Many are curious about (and some are fully committed towards) building better conversations in their organisations by taking more of a coaching approach.

Peter Drucker's famous quote highlights just how influential organisational culture can be. It makes sense then to become intentional about the kind of culture we want our schools to live out. A coaching culture is one worth working toward.

And when considering existing organisational culture, we are effectively taking a strengths-based approach by asking 'what is already in place' that can serve as a platform for any development.

The Antecedents

So, what might be helpful catalysts for building a coaching culture in schools?

In my work with several schools, including when I was a Principal, I have found a number of characteristics helpful:

- **Integration and synergy:** This is when Coaching is seen as a 'fit' within, and complementary to, existing priorities. There are synergies where a coaching approach enhances existing development priorities. Coaching is not seen as an additional initiative.

Additionally, a coaching culture is regarded as an amplifier of strengths, rather than a way to 'fix' things.

Questions:

- Q: In our stage of development, where do we see your team/ school?
- Q: What level of common understanding is there as to what coaching is and how it aligns to your development priorities?

- **Students / Staff:** Consider the extent to which student and staff success and wellbeing is at the heart of conversations and interactions.

Evident by the range of opportunities students and staff have to talk openly about feelings, thoughts, aspirations, and concerns.

Teacher-student relationships are characterised by partnership and co-construction.

Questions:

- Q: What are the opportunities for staff and students to discuss areas of success, and wellbeing?
- Q: In what ways do partnership principles (equity, voice, choice, reflection, dialogue, reciprocity, and praxis) characterise our interactions?

- **Leaders:** Leadership and learning conversations are impactful and commonplace, embedded in formal and less formal interactions.

Senior leaders regularly reflect on their leadership practices and learning.

Leadership is distributive (rather than delegative) and interactions are more facilitative than directive in nature. Leaders co-construct goals with colleagues and model a coaching approach in their interactions.

Questions:

- Q: What opportunities and processes are established in our school that allow reflective practice (both around learning and leadership)?
- Q: How do leaders support colleagues, and each other, in determining and achieving goals?
- Q: To what extent is leadership distributive?

- **Professional learning:** This is prioritised to support the building of capacity.

There are frequent opportunities for all staff to reflect on their professional practice.

Joint practice development is part of professional learning to embed effective practices.

Questions:

- Q: What are the opportunities for our staff to engage in joint practice development?
- Q: How does professional learning focus on building practise and leadership capacity?

- **Structures and processes:** These are highly collaborative in nature, with co-construction, collective accountability, and partnership as definition characteristics.

Focal point for coaching practice development might include

- o First followers: A core team of coaches are trained that coach and train others in coaching approaches
- o One-to-one interactions are shaped by a coaching approach eg in line management meetings, in feedback processes
- o Joint practice development can focus on coaching practice development
- o Pastoral structure: student wellbeing is supported through pastoral leaders using coaching approaches

Of course, there will be other areas to consider.

Questions:

- Q: What projects, systems or processes can we readily integrate coaching approach into?
- Q: Where do we want to intentionally adopt a coaching approach (initially)?

The above offer a lens through which to consider 'where are we now?' in relation to 'where we want to be'.

Using the above can shape an assessment of your school's 'state of readiness'.

It can also be a helpful approach in addressing 'How does our current culture shape our emerging strategy?'

By **Andrew Macdonald-Brown**,
Senior Consultant
Growth Coaching International

LAST CHANCE TO REGISTER!



THE AUSTRALIAN INSTRUCTIONAL COACHING INSTITUTE 2024 WITH DR JIM KNIGHT
23-26 SEPTEMBER, MELBOURNE

For more Information and to register [click here](#)

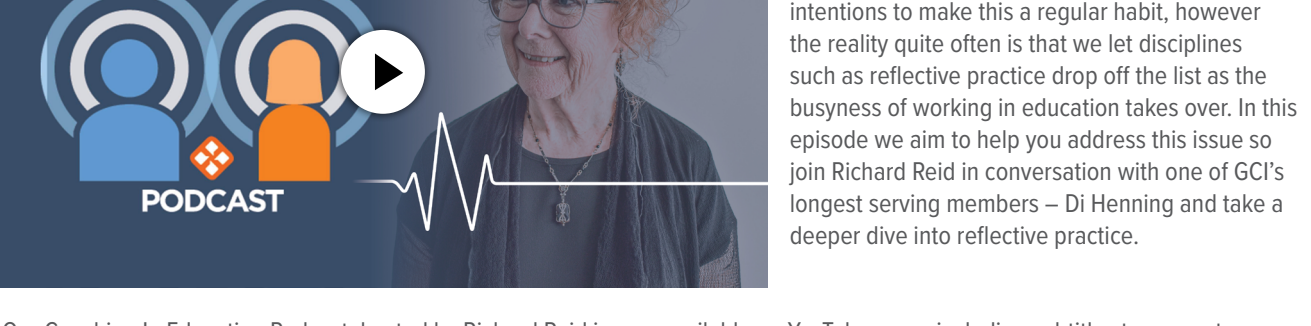
We are only weeks away from the Australian Instructional Coaching Institute!

The Institute is a focused and intensive professional development opportunity based on 20+ years of research. It provides a big-picture view of instructional coaching covering the key topics presented in Jim Knight's best-selling books and research.

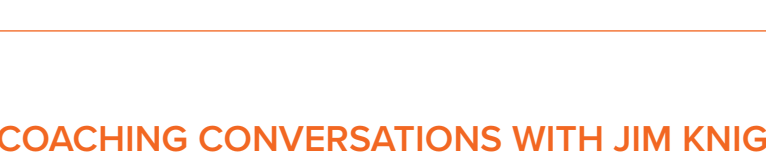
This 4-day intensive event is the best professional development you could do as an instructional coach, mentor or leader. Secure your place quickly for the opportunity to learn with a renowned world leader in Instructional Coaching.



Be sure to check out our **YouTube channel** to watch testimonials on success stories from various school leaders and teachers.



STORIES FROM THE COACHES: REFLECTIVE PRACTICE WITH DI HENNING



[Click here](#) to listen to our latest episode with Di Henning. In theory, we as educators approach to our practice and we definitely have good intentions to make this a regular habit, however the reality quite often is that we let disciplines such as reflective practice drop off the list as the busyness of working in education takes over. In this episode we aim to help you address this issue so join Richard Reid in conversation with one of GC1's longest serving members – Di Henning and take a deeper dive into reflective practice.

Our Coaching In Education Podcast, hosted by Richard Reid is now available on YouTube - now including subtitles to support listeners with hearing impairments.

You can subscribe to our podcast via [Apple Podcasts](#), [Spotify](#) and now [YouTube](#). All of our episodes are available on our [website](#).

COACHING CONVERSATIONS WITH JIM KNIGHT - JOHN CAMPBELL



[In this episode](#) of "Coaching Conversations," Jim Knight discusses the exciting merger between the Instructional Coaching Group (ICG) and Growth Coaching International (GCI) with John and GCI. Listen as Jim and John delve into the evolution of instructional coaching and explored the numerous benefits that the partnership can bring.

For more episodes and information about the Coaching Conversations with Jim Knight Podcast, [click here](#).

A COACHING ORIENTATION IN EVERY INTERACTION: 3 KEY QUESTIONS

By John Campbell

More is being written about coaching cultures in recent times as school leaders seek to bring a more coherent and strategic perspective to various coaching initiatives. Colleague, Professor Christian van Nieuwerburgh, has already made an important contribution here through a comprehensive literature review. The Global Framework for Coaching in Educatio is also helpful in relation to this.

As work in this area continues to unfold and more helpful insights emerge about what a coaching culture for learning involves, why it's important and how to start and sustain such a culture, it will be vital to keep refining thinking and practice so that this elusive 'culture' dimension moves forward on a solid evidence base.

Read the full article [here](#) on our website.

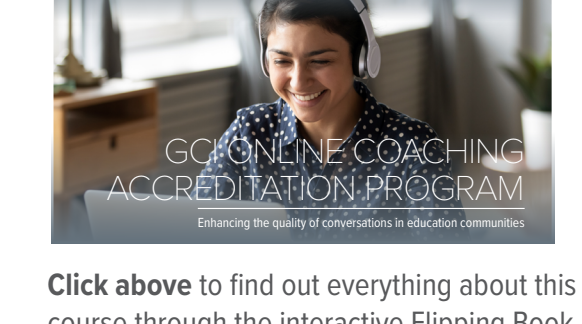
UPCOMING COURSES

COACHING ACCREDITATION PROGRAM

Our flagship coach training course with Prof. Christian van Nieuwerburgh, delivered fully ONLINE over 6 months with a GLOBAL cohort and a pathway to individual European and Coaching Council (EMCC) credentials.

Our next cohort commences **2nd October 2024!**

[Click here to secure your place now](#)



[Click above](#) to find out everything about this course through the interactive Flipping Book.



Facilitators Claudia Owad and Christian van Nieuwerburgh discuss the upcoming cohort of this course.

INTRODUCTION TO LEADERSHIP COACHING

The **Introduction to Leadership Coaching** course provides an exceptional entry level to coaching in education. It's the course for leaders and teams wanting to amplify and cascade a positive, strengths-based, student-centred learning culture at every level in their school or educational organisation. Not through just one conversation at a time, but many conversations at a time. Conversations that inspire joy, teamwork, purpose and self-belief.

"Thank you for an informative program delivered in a supportive environment. I have a new energy and am confident the skills I have learnt will be used from day one of the new term."

Jane Neary, Head Teacher, Chifley College - Shalvey Campus NSW

UPCOMING COHORTS:

Central Coast - 29th & 30th Oct 2024

Perth - 31st Oct & 1st Nov 2024

Hobart - 6th & 7th Nov 2024

Melbourne - 6th & 7th Nov 2024

Sydney - 6th & 7th Nov 2024

Be sure to [click on the dates](#) to visit the registration pages!

A COACHING APPROACH TO MANAGING CHALLENGING CONVERSATIONS

Managing Challenging Conversations develops skills and confidence to effectively lead the different types of difficult conversations such as managing under-performance, giving sensitive feedback and change management. It is particularly suitable for those in leadership and managerial roles seeking to develop skills to effectively manage challenging workplace conversations.

"The facilitators were clear, knowledgeable and happy to share insights. They were welcoming and made the course today feel as though we as leaders can take this on board and succeed."

Kay Manni, Teacher Sydney Catholic Schools

UPCOMING COHORTS:

Sydney - 29th Oct 2024

Online (AEDT) - 20th Nov 2024

Be sure to [click on the dates](#) to visit the registration pages!

FIND ALL OTHER OPEN-ENROLMENT COURSES ON OFFER BY CLICKING HERE

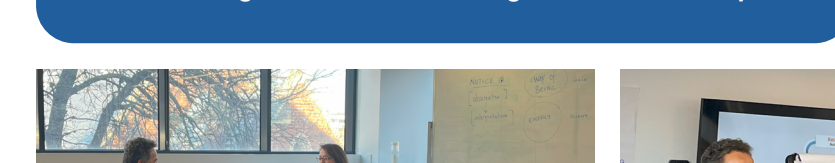
2025 COHORTS COMING SOON

Recent Events

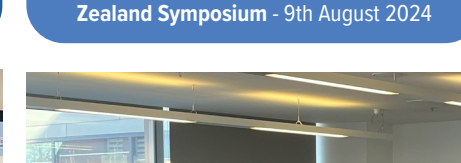
Last month, Growth Coaching International took part in several exciting events, including Christian van Nieuwerburgh's "Inspiring Educators" wellbeing workshops in Sydney and Melbourne, and the Growth Coaching New Zealand Symposium, held in Auckland.



School teachers and leaders of the **Inspiring Educators: Facilitating Success and Wellbeing in Others** workshop Sydney - 16th August 2024



[Click here](#) to watch a recap video of the **Inspiring Educators: Facilitating Success and Wellbeing in Others** workshop



Keynote speakers **Christian van Nieuwerburgh, Pip Carter and Chris Munro** together at the **Growth Coaching New Zealand Symposium** - 9th August 2024



Christian in action at **Inspiring Educators Melbourne** - 13th August 2024