

Session Flow



Why Coaching?



Why Not?



The Three Dimensions



A Possible Roadmap

Session Flow



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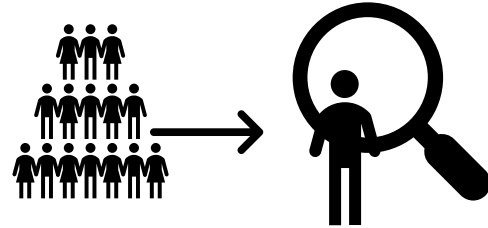


A Possible Roadmap



Why Coaching?

Benefits:



- **Personalised** (attention, agenda, logistics)
- **Ongoing** (Longevity, Rhythm)
- **Flexible** (style, techniques, logistics)
- **Psychologically Safe** (trust, openness, confidentiality)
- **Empowering** (future focused, agency, capacity)

Why Coaching?



Standard for teachers' professional development (2016)

- ✓ **1. Pupil-Focused**
Professional development should have a focus on improving and evaluating pupil outcomes.
- ✓ **2. Credible**
Professional development should be underpinned by robust evidence and expertise.
- ✓ **3. Collaborative**
Professional development should include collaboration and expert challenge.
- ✓ **4. Ongoing**
Professional development programmes should be sustained over time.



Effective Professional Development Report (2021)

- ✓ **A. Build knowledge**
 - Managing cognitive load
 - Revisiting prior learning
- ✓ **B. Motivate staff**
 - Setting and agreeing on goals
 - Presenting information from a credible source
 - Providing affirmation and reinforcement after progress
- ✓ **C. Develop teaching techniques**
 - Instruction •Monitoring and feedback
 - Social support •Rehearsal
 - Modelling
- ✓ **D. Embed practice**
 - Providing prompts and cues
 - Prompting action planning
 - Encouraging monitoring
 - Prompting context specific repetition

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Why Not?



TIME

Training
Delivery
Monitoring
Supervision

Uncertainty

Directiveness



BAGGAGE

Skepticism
Fatigue
Misconceptions
Disappointment

Avoidance

Compliance



SAFETY

Fear
Distrust
Apathy
Resistance

Filtering

Superficiality

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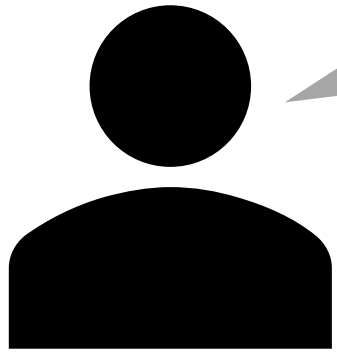
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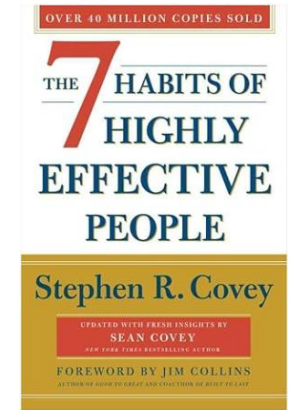
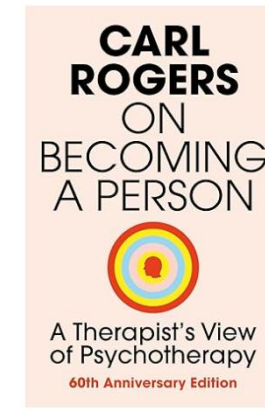
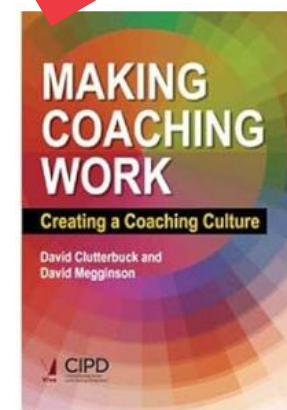
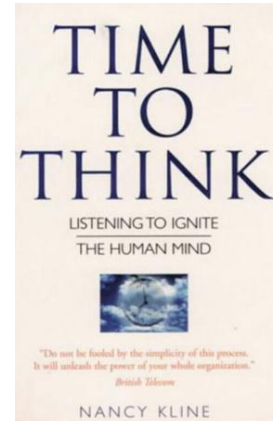
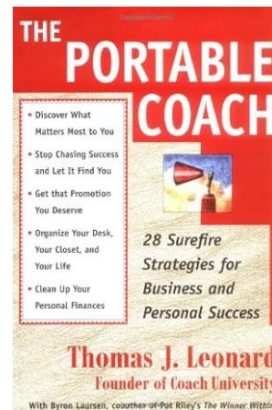
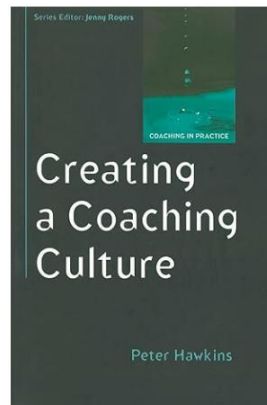


The Three Coaching Dimensions



“Chris, You seem to be viewing coaching in one dimension and only as an activity”

“Have you read any Hawkins, Leonard, Kline, Clutterbuck, Rogers or Covey?”



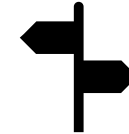
1 – Coaching as an ACTIVITY



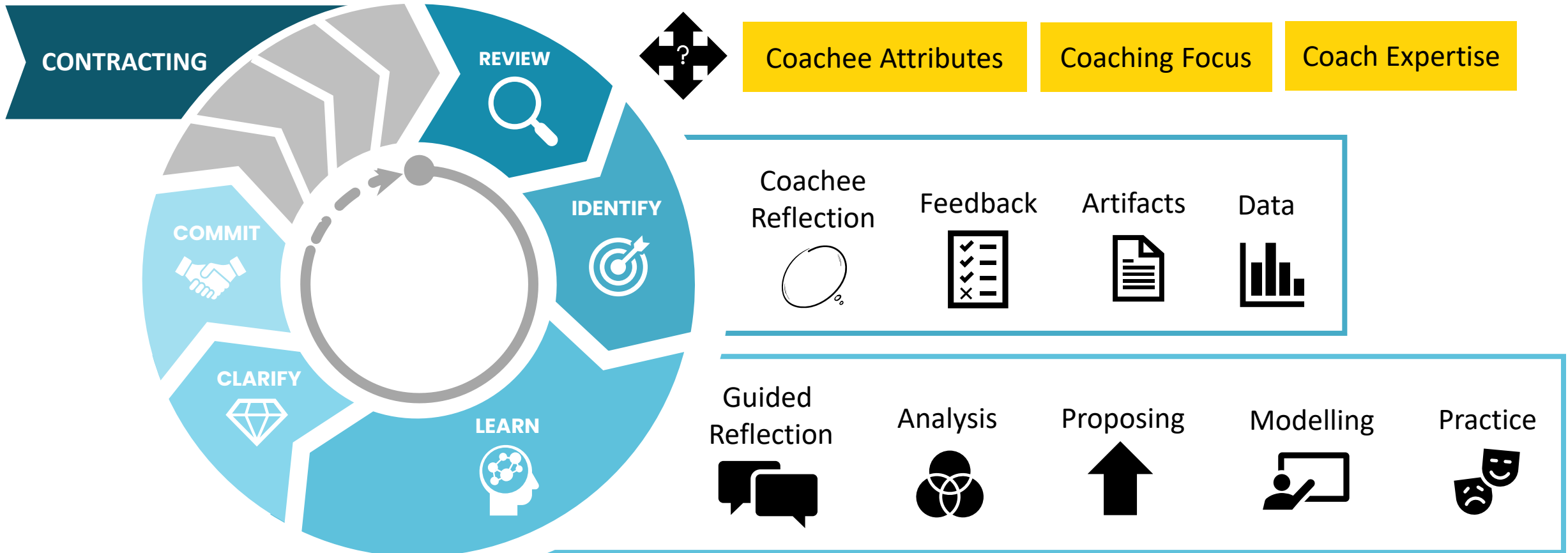
Systematic



Purposeful



Responsive



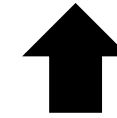
2 – Coaching as a CULTURE



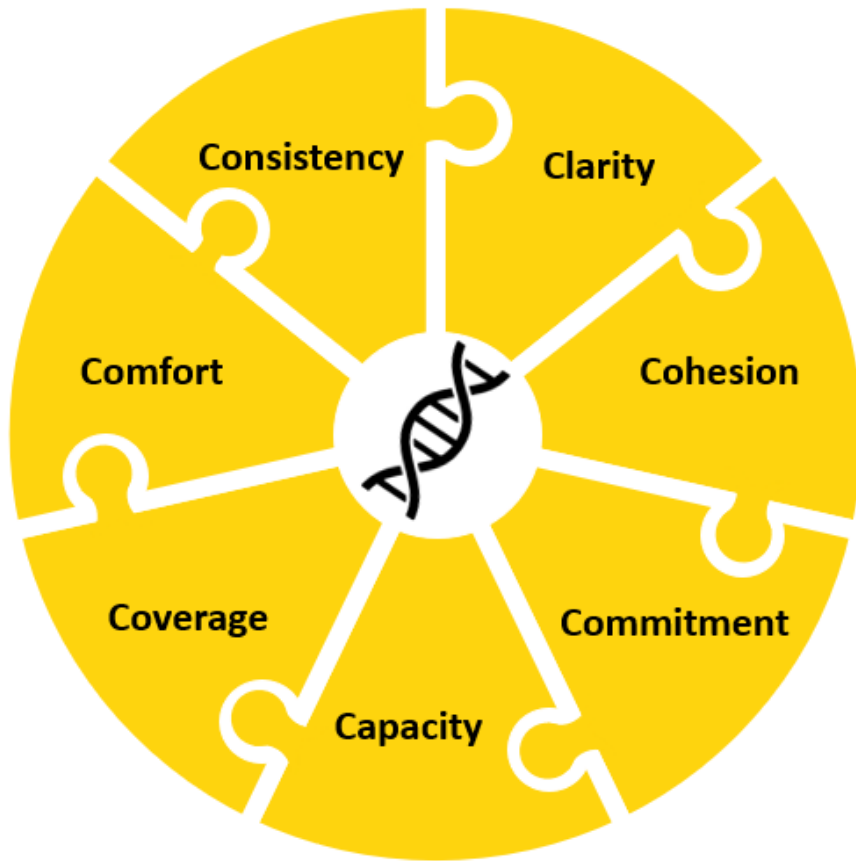
Partnership



Psychological Safety



Development



LOW

HIGH

Clarity

All staff and stakeholders are clear about the purpose, process and strategic integration of coaching.

Cohesion

A coaching mindset and actions are incorporated into all aspects of the organisation.

Commitment

Coaching is invested in, championed, role modelled and proactively developed by all staff.

Capacity

Internal staff have time and training to provide coaching and supervision, led and managed by dedicated teams.

Coverage

All staff informally use a coaching approach to conversation and engage with formal coaching.

Comfort

Staff feel safe to raise issues without judgement and tackle difficult problems with peers and leaders.

Consistency

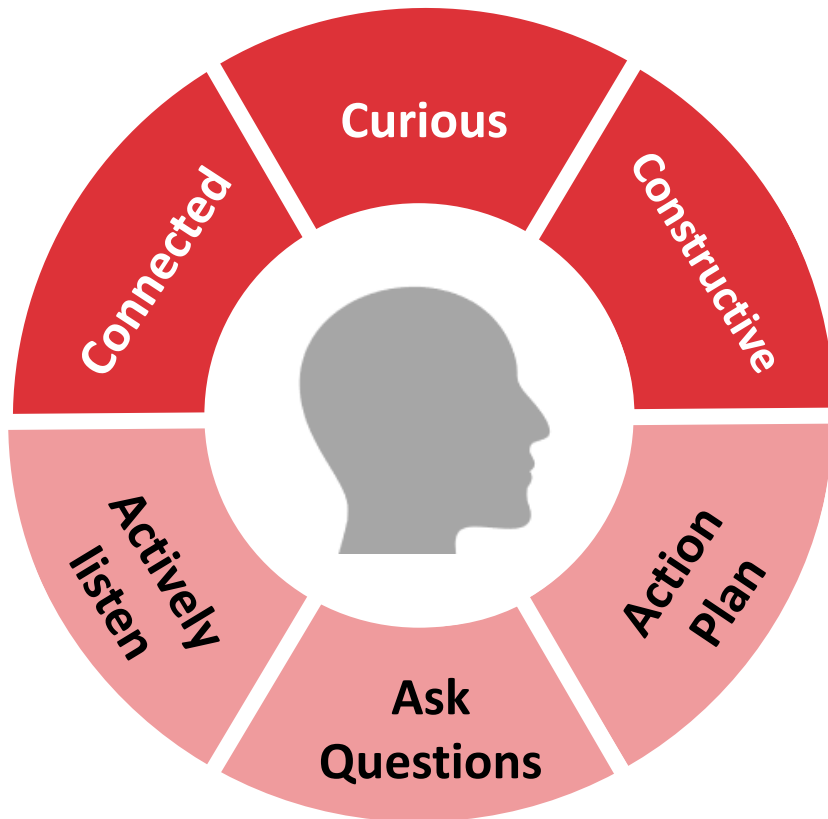
Coaching is part of the day to day experience of staff and is consistently high in quality and impact

3 – Coaching as an APPROACH

 Corridor Conversations

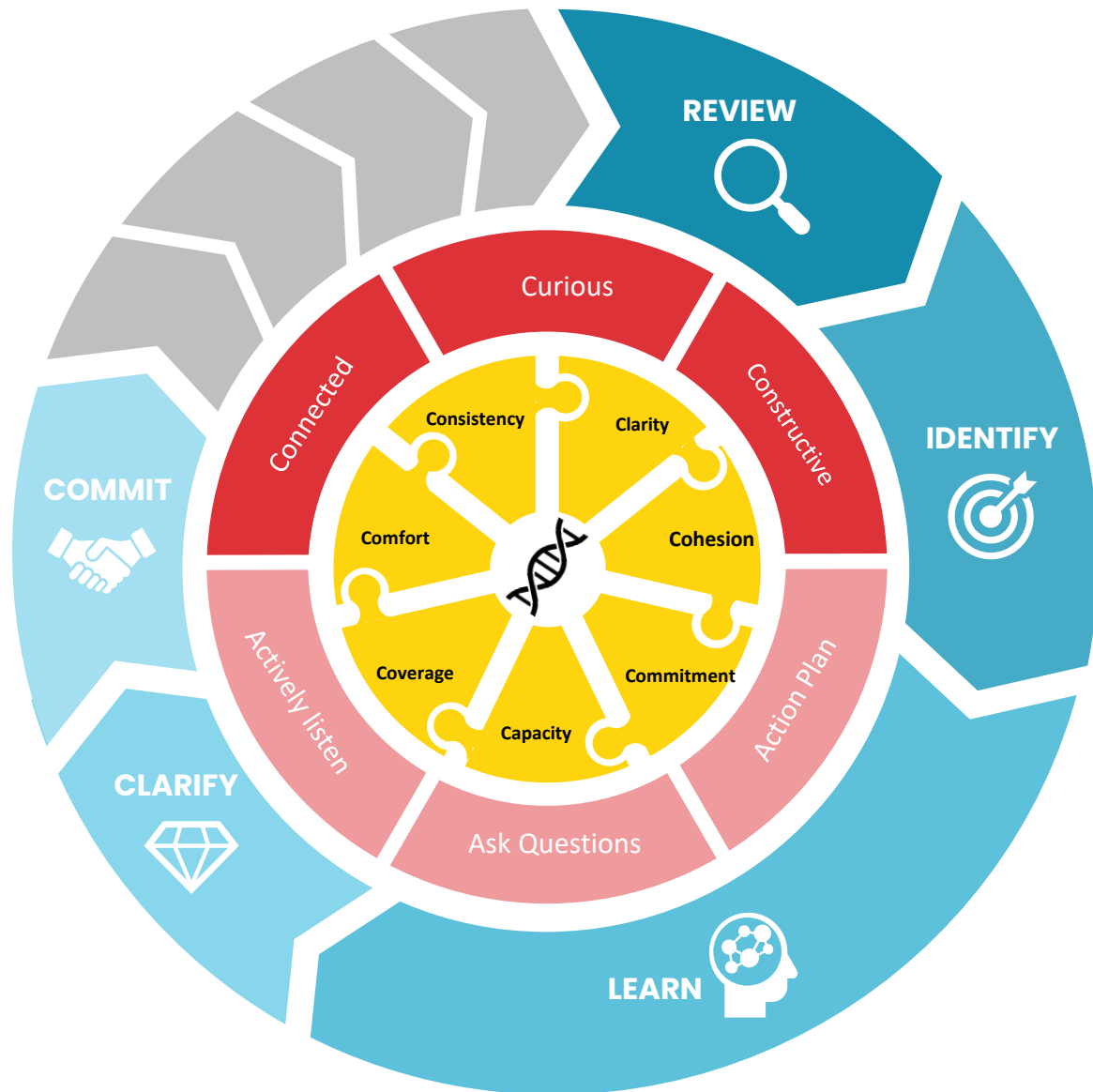
 Giving Feedback

 Line Management



MINDSET		ACTIONS	
Connected	<ul style="list-style-type: none"> • Be present • Its not about you 	Actively Listen	<ul style="list-style-type: none"> • Words • Emotions • Body Language
Curious	<ul style="list-style-type: none"> • Seek understanding • Suspend judgement 	Ask Questions	<ul style="list-style-type: none"> • Seek Clarity • Drive Reflection • Develop insight
Constructive	<ul style="list-style-type: none"> • Be positive • Build capacity 	Action Plan	<ul style="list-style-type: none"> • Identify goal • Locate next step • Talk timelines

Coaching in Three Dimensions



ACTIVITY – staff across all areas of the organisation have access to a structured programme of coaching sessions aimed specifically at their development needs. A responsive model is used to ensure that there is flexibility around how and why targets are identified and the types of activities that are used to drive improvement.

APPROACH – In order to maximise the benefits of coaching, all members of staff are trained and encouraged to intentionally use the transferable elements of coaching in their corridor and line management conversations.

CULTURE – The breadth of coaching occurring both informally and formally by internal coaches, coupled with its integration into HR processes and high levels of commitment mean that coaching is part of our DNA and pivotal to professional development.

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COACHING CULTURE

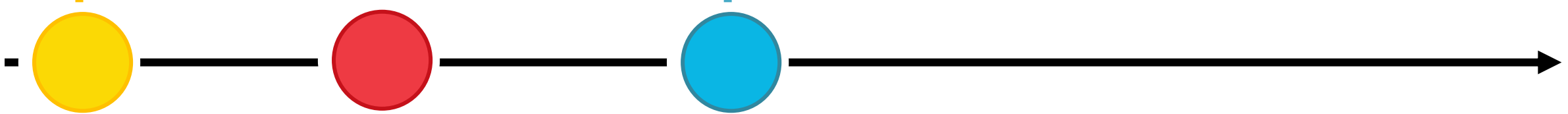
Begin by cultivating a coaching mindset and creating the enabling conditions.

COACHING ACTIVITY

Systematically build the capacity for and involvement in more formalised 1:1 & team support, ensuring quality & impact are the measures of success.

COACHING APPROACH

Enable ALL staff to improve the quality of their developmental conversations and build engagement and belief in the power of coaching.



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