



# CoachED UPDATE

## AUGUST 2023

Enhancing the quality of conversations in education communities

Short Read

### SO, AFTER HEARING YOURSELF TELL ME ABOUT THIS SITUATION, WHAT ARE YOU THINKING NOW?

Recently, while digging through some old journals, one particular article I stumbled across highlighted this question:

“So, after hearing yourself tell me about this situation, what are you thinking now?” (Armstrong, 2012, p37)

I remember highlighting this as an example of a great coaching question at the time. Years later, as I reflect upon it further, not only is it a question that is likely to stimulate insightful thinking, it is also a question that emphasises important points about **listening in coaching**.

In **social** conversational contexts most of us listen differently. We listen to find something out, catch up on the news, or learn the background of a situation so we can comment confidently. In social circumstances, we often default to a form of listening for **our own benefit**.

In a **coaching context**, whether formal or informal, our listening is primarily in the **service of our coachee** - the person experiencing the situation they wish to discuss. So, when we listen in a coaching context, we are listening to help the person exploring the situation grow in **their insights and understanding** of what's going on and how they might best progress in their thinking and next-step actions. When I am in the coaching role, I don't have to understand everything that is happening. That is why the question highlighted above is such a good coaching question. Our role as coaches can have a greater impact when we can help our conversation partner (coachee) **listen to themselves**. Any words we use in commenting on what we have heard work best when they are the specific words used by the person. This is another meaningful way we help them listen to themselves. Effectively, they are hearing their thinking reflected back.

I have always found the concept of 'coaching yourself' a curious one. There can definitely be some benefit in working through a coaching conversation framework, like GROWTH, on your own. It can give some structure and process to fragmented thinking, especially if you write things down. Still, it misses the conversational aspect of coaching that prompts the hearing

of oneself, not only as you speak and explain a situation to someone else but also as your coach reflects back to you what they have heard you say. Both these forms of 'hearing yourself' can stimulate new and expanded thinking. This can sometimes be all that is needed.

Reflecting further on the significance of listening in a coaching context reminds me that while the skills of coaching are the skills of interpersonal communication, skills which most of us use daily, in coaching, these skills need to be deployed in subtle and nuanced ways.

“Coaching is a specific kind of conversation, full of intention; subtle and not so subtle shifts in perspective; carefully nuanced language; and acutely refined listening among other things.”

(Campbell, 2016, p.140)

For this reason, it's always helpful for us to continue refining and practising our coaching skills. Ironically, lots of regular unreflected-upon conversations don't necessarily help; they can draw us back into communication practices lacking the finesse that makes these skills hit the mark in a coaching situation.

It's one of the reasons why ongoing professional learning and supervision continue to be important in our growth towards coaching excellence. That journey never stops.

Written by **John Campbell**,  
Founding Director,  
Growth Coaching International

#### References:

Armstrong, H.(2012). Coaching as dialogue: Creating spaces for (mis) understandings. International Journal of Evidence-Based Coaching and Mentoring. 10, (1), pp.33-47.

Campbell, J. (2016). Coaching in schools. In C. Van Nieuwerburgh, Coaching in Professional Contexts. Sage. (pp. 131-143).

Coming Soon

In partnership with

## Special Announcement!

### The Australian Instructional Coaching Institute

Growth Coaching International is delighted to be able to bring **Jim Knight** back to Australia for the first time in more than 3 years to lead the **Instructional Coaching Institute!**

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

Registrations are now **OPEN!** Click below to secure your spot now as **places are limited.**

**REGISTER HERE**

We are pleased to be hosting this event with **The Victorian Academy of Teaching and Leadership** at their state of the art East Melbourne venue.

Are you an educator in a **Victorian Government school?** If so, [click here to apply through The Academy.](#)

If you have any questions, please contact our team at [events@growthcoaching.com.au](mailto:events@growthcoaching.com.au)

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Resources

### WESTMINSTER SCHOOL

**Westminster School Part 1:**

‘The coalition of the willing. Coaching is a precious in demand resource. Don't fret about those who have not opted in yet.’

In this episode Richard Reid is joined by Angela Phillips, Director of Teaching at Westminster School in Adelaide, South Australia. Join Richard in the conversation where Angela walks us through how coaching has developed at the school over recent years.

[Click here to listen to Part 1](#)

**Westminster School Part 2:**

‘Coaches are human, humble and works in progress’. In this second part of the Westminster coaching story, Richard is in conversation once again with Director of Teaching Angela Phillips who introduces us to one of Westminster's HALT teachers and coaches – Ali Barr.

Part 2 to be released soon - follow us on social media to be notified!

### THE OTHER HALF OF A FEEDBACK CULTURE: TIPS FOR RECEIVING FEEDBACK WELL

Written by **John Campbell**, GCI Founding Director

So much of our time it seems has been given towards helping leaders (and others) deliver feedback better and yet as this quote highlights ultimately the power to decide whether to act on any feedback remains with the receiver.

How then can we help build a culture that enables people to welcome feedback, discern its value and respond in constructive ways?

[Read the full article here](#)

Upcoming Courses



## UPCOMING COURSES

### 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.

Be sure to **click on the dates** to visit the registration pages!

"Excellent sessions with implementable strategies for whole school improvement."

**Richard Fisher**, Principal, Nambour Special School QLD

#### UPCOMING COHORTS:

**Hobart** - 10th & 11th August 2023

**Canberra** - 17th & 18th August 2023

**Newcastle** - 6th & 7th September 2023

**Online** - 13th & 20th September 2023

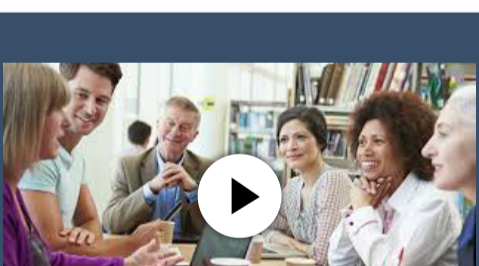
**London** - 2nd & 3rd November 2023

### COACHING IN LEADERSHIP

**Coaching in Leadership** is a practical evidence-based course providing in-depth learning and experience of the application of coaching approaches as a highly effective way of leading in schools and other education settings. Coaching in Leadership is fundamentally about how to best support and grow the capacity, motivation and wellbeing of others through more intentional conversations that lead to better relationships and, ultimately, better outcomes for students.

Designed specifically for current and aspiring leaders in educational settings, this course offers an extended cohort learning experience aligned with internationally recognized coaching and mentoring credentials.

Be sure to **click on the dates** to visit the registration pages!



Visit the above video to view our **Coaching in Leadership - Course Overview**

#### UPCOMING COHORTS:

2 x 2 Day Cohorts - commencement dates below

**Perth** - 14th August 2023

**Brisbane** - 21st August 2023

**Melbourne** - 22nd August 2023

**Sydney** - 22nd August 2023

### ATTENTION UK COLLEAGUES! SPECIAL OFFER ON UPCOMING COURSES

GCI is excited to be bringing **Introduction to Leadership Coaching** and **The Impact Cycle** to London!

As a special introductory offer, **UK clients can save £25** on these courses by using the discount codes below when registering:

**The Impact Cycle - London:**  
12th & 13th October 2023 (Use code **UKTIC25**)

**Introduction to Leadership Coaching - London:**  
2nd & 3rd November 2023 (Use code **UKILC25**)

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

Complimentary Professional Learning

## JUNE 2023

# GCI INSIGHTS

Enhancing the quality of conversations in education communities

### GCI Insights: June 2023

We recently released the latest issue of GCI Insights!

In this issue we feature the concept of a coaching "Way of Being". When did this concept arise? How has its meaning and expression continued to evolve? What does it look like in practice? And much more!

As in previous issues, our latest Resources has been created as an interactive Flipping Book, featuring video interviews with leaders in the field and links to other useful resources for coaching in education.

We hope you enjoy this issue of GCI Insights as a companion to your coaching journey.

[Click here to read our full issue of GCI Insights](#)