



# CoachED UPDATE

## SEPTEMBER 2023

Enhancing the quality of conversations in education communities

Short Read

### 'PROGRESS HAS LESS TO DO WITH SPEED AND MORE TO DO WITH DIRECTION'. ANON

In my early twenties, I enjoyed spending time with my father competing in road rallies. And if anyone has ever seen or driven on an Irish country road, you will know that the island was created for rallying. Narrow roads with successive twists and turns, and in very rural areas, the addition of dry stone walls at either side, mean you need total focus to travel at speed. As the navigator my task was simple - map out the route for each stage by interpreting a series of cryptic clues, then relay the precise instructions to dad as he tackled the narrow, twisty lanes. Simple?

In theory it should have been a relatively simple process but in my early years as a novice navigator all too often I was too quick to make assumptions when interpreting the instructions. Feeling the pressure to perform, I would regularly send dad hurtling off down a particular route only to realise that my emphasis on speedy decisions had led us in the wrong direction and hindered our overall progress. Over the years, experience taught me the benefits of taking even just a few seconds of composed thinking time before embarking on a particular route. It seemed counter-intuitive in a competitive environment but I soon realised that 'progress had a lot less to do with speed and more to do with direction'. As a result, our success rate grew and soon we were challenging for podium finishes and over time established ourselves as a very competitive crew.

So where is the connection between motorsport and school leadership?

I had the privilege of leading three separate primary schools over a twelve-year period and in my early years I made very similar mistakes in the principal's seat to those I made in the navigator's seat. Life in educational leadership can be so fast paced at times that we feel the pressure to achieve quick results. We are constantly trying to interpret new initiatives, adopt new policies, even navigate pandemics. The pressure often results in speedy decisions which can, at times, send us in the wrong direction and soon we are hurtling down the wrong road, hindering everyone's progress.

As school leaders, how can we make good decisions around the direction of travel for our schools?

Similar to the motorsport situation, intentionally slowing down and taking time to think and reflect seems counter-intuitive but offers similar benefits. One way to achieve this could be through a coaching conversation creating an environment through which:

- The absence of interruptions offers much needed time to pause and reflect
- Deep listening and impactful feedback bring genuine clarity of thinking

- The invitation to think freely in a safe space encourages new ideas and perspectives
- A focus on what's going well generates renewed confidence and increased motivation
- A commitment to the coaching process provides accountability and most importantly, the right direction of travel

As a school leader, developing the discipline of slowing down your thinking and being more reflective will not only benefit your ability to set the correct direction for your school, it will also serve as a model of good practice for your team. Much like any successful motorsport team, the approach and mindset of those inside the car needs to match the approach and mindset of the whole crew. Likewise in a school, the approach and mindset in the principal's office needs to match that in the staffroom, the classrooms, the corridors and even in the playgrounds. Teachers, classroom assistants, support staff, governors, parents and indeed pupils all face the pressure of making speedy decisions in a fast-paced environment.

So imagine a scenario where the whole team adopted a coaching approach to their role, a coaching approach to their conversations. Imagine a scenario where the whole team could regain control of their thoughts, control of their decisions and ultimately control over the direction of their school.

Some simple and practical ways you could do this might include:

- In meetings, model the discipline of intentionally slowing down your thinking process and encourage others to see the value in 'pausing for thought'
- In the classroom, ensure students are given adequate 'thinking time' during lessons and celebrate examples of good practice
- In meetings, be more curious in your conversations, ask more questions and be sure to take time to listen in a way that makes the other 'feel heard'
- In the corridors and even playgrounds, have the vocabulary of 'reflection and thinking' on display as a prompt and reminder that these are disciplines we value here

I encourage you to try it out and watch how much progress you and your team make.

The speed will look after itself.

Written by **Richard Reid, Senior Consultant UK, Growth Coaching International**

Coming Soon




In partnership with



---

## Registrations for the **Australian Instructional Coaching Institute** are **closing soon!**

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.

There is still time to register! [Click below to secure your spot now as places are limited.](#)

**LAST CHANCE TO 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)

**Instructional Coaching – What does it mean to do it right?**


Listen to Jim Knight, Chris Munro & Richard Reid as they provide clarity around the various aspects of instructional coaching in this special podcast episode.

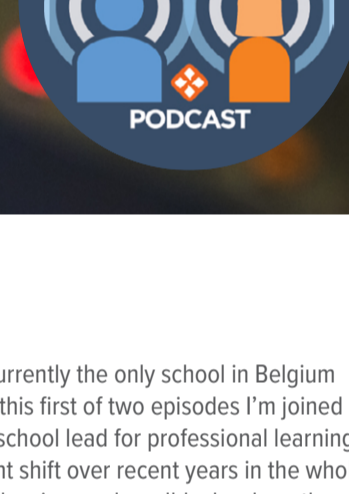


© Growth Coaching International Pty Ltd - ABN 99 869 226 248

CoachED UPDATE - SEPTEMBER 2023


Resources





---


### THE BRITISH SCHOOL OF BRUSSELS



**The British School of Brussels: Part 1**

An international learning community for children aged 1-18 and currently the only school in Belgium independently ranked as one of the best schools in the world. In this first of two episodes I'm joined in conversation by Melanie Chambers – deputy head and whole school lead for professional learning. Listen in as Melanie shares how BSB has experienced a significant shift over recent years in the whole area of professional learning. Hear how they have navigated the barriers and roadblocks along the way and how coaching has played a key part in shaping their journey. Whether you are well down the coaching route or just starting out this episode is well worth a listen.

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



**The British School of Brussels: Part 2**

In this second episode Melanie Chambers joins me once again to discuss further the coaching journey at BSB and this time we get some great insights into the detail of that journey through the eyes of one of BSB's professional learning partners – Emma Vlaeminck. Emma is a teacher of German, French and Humanities at BSB and co-ordinates the Bilingual Programme. Emma has had a lead role in developing the BSB 'Vision for Coaching' and gives us a flavour of both the challenges and the benefits coaching has brought to the school.

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

You can subscribe to our podcast via [Apple Podcasts](#) and [Spotify](#). Head to our website today to catch up on our wide variety of episodes!

---

### WHAT DO YOU MISS WHEN THINGS GO RIGHT?

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

Recent research by Professor Shelly Gable at UCLA has provided some insights into how we might leverage the celebration of success stories in constructive ways. Her research highlights how the responses we provide to shared stories of good news are significant relationship 'boosters' or relationship 'eroders'.

Gable has developed a simple matrix that describes 4 types of responses to the good news that others might tell us:

[Read the full article here](#)

© Growth Coaching International Pty Ltd - ABN 99 869 226 248

CoachED UPDATE - SEPTEMBER 2023

Upcoming Courses

## 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 Mentoring and Coaching Council (EMCC) credentials. Our next cohort commences in February 2024. [Secure your place now.](#)

---

### 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:**

**Auckland** - 20th & 21st September 2023

**Ballarat** - 24th & 25th October 2023

**Melbourne** - 8th & 9th November 2023

**Sydney** - 8th & 9th November 2023

**Online Intensive** - 16th to 18th January 2024

**Sydney** - 20th & 21st February 2024

**Melbourne** - 21st & 22nd February 2024

**Perth** - 14th & 15th March 2024

### COACHING IN LEADERSHIP

**Coaching in Leadership** is a practical evidence-based course providing in-depth learning and experience of the effective way 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.

*"Thank you for the time and effort you have invested. It was such a worthwhile course for me to do on this journey that I am on, and I am already hearing how differently I am responding to people I work with."*

**Leonie Hegarty**, Leading Teacher, Tarneit Rise Primary School VIC

---

**UPCOMING COHORTS:**

2 x 2 Day Cohorts - commencement dates below

**Perth** - 22nd January 2024

**Melbourne** - 28th February 2024

**Sydney** - 6th March 2024

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

© Growth Coaching International Pty Ltd - ABN 99 869 226 248

CoachED UPDATE - SEPTEMBER 2023

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 Insights 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](#)

© Growth Coaching International Pty Ltd - ABN 99 869 226 248

CoachED UPDATE - SEPTEMBER 2023