

CoachED UPDATE

MAY 2024

Enhancing the quality of conversations in education communities

IT'S ABOUT THE CONVERSATION

Increasingly the leadership literature is highlighting the importance of 'the conversation' as a key way in which organisations move forward and leaders lead. In many ways we could view schools as a whole series of short and long conversations. Our schools are dynamic, complex relational systems rather than mechanical 'things' that always work in ordered and logical ways. Various complex interdependencies exist that are hard to order and control and the outcomes from these various influences are not always predictable. In this context the way people talk with each other, the questions they explore and the stories they tell have a shaping role in the way the school community moves forward (or backwards). We talk with colleagues, with those we lead, with parents, with students in all sorts of ways in any given week. And we progress issues (or inhibit progress) by the way we lead and respond in these conversational moments.

The academic and practitioner literature is now highlighting this regularly and frequently...

- "There is a strong emphasis on notions of dialogue and conversation in the academic literature on leadership."
- "Conversation is the fundamental unit of change. If you change the conversation, then there's every chance you'll change everything that surrounds it."

So if both our planned and spontaneous conversations – either one to one or one to group - are so important what are the things we can do to ensure they move things forward, rather than inhibit progress, or indeed, take things backwards...?

Interestingly, the things that help these conversations are many of the things that make for good coaching conversations. Here are 5 tips for making every conversation count as a constructive, progress building interaction:

Be intentional

Get clear on what a good outcome from the conversation would be. Sometimes you can prepare for this ahead of time and sometimes it is negotiated at the beginning..."What would be a useful place to get to with this topic in the time we have available now?"

Stay focused on what's wanted

Spend more time on what the preferred future is in relation to whatever topic is raised rather than focusing on the background and how it developed. It is surprising how many people are really clear about and willing to talk about what they don't want. Asking, "And what would you like to have happen in relation to this?" can quickly shift focus towards what's wanted – almost always a more constructive place to invest time and energy.

Listen well

A fundamental leadership and influencing skill. Do lots of it.

Identify and leverage the available resources

It can be easy to be overly influenced by what can be obvious barriers and difficulties. While not pretending these do not exist it is important to focus attention on what is or has worked so that any available resources can be identified and are deployed in progressing the topic. Identifying resources, any that might be relevant, can go a long way towards building confidence that movement is possible in even the most challenging situations.

Small steps

Are better than big ones. They are easier to do and more likely therefore to get done. They also change the landscape – taking some small actions creates momentum and changes things. Then additional small actions can be taken and so on until the desired outcome is achieved or until an even better one emerges.

How would you be acting differently, speaking differently if you were helping every conversation move things forward? What might be one small step you could take this month towards that?

By John Campbell

References:

¹M Cavanagh (2016). The Coaching Engagement in the 21st Century: New Paradigms for Complex Times. In Clutterbuck D., Megginson D. and David, S (eds) Beyond Goals: Effective Strategies for Coaching and Mentoring. London: Gower Publishing.

²P. Jackson & J. Waldman (2011) Positively Speaking: The Art of Constructive Conversation with a Solutions Focus. St Albans, UK: The Solutions Focus.



Inspiring Educators: Facilitating Success and Wellbeing in Others

With Prof. Christian van Nieuwerburgh

Prof. Christian van Nieuwerburgh's full-day interactive workshop will provide you with the skills and knowledge to engage, motivate and support the people around you. Drawing from research, theories and practice from the fields of coaching psychology and positive psychology, the workshop will be highly practical, focusing on immediately implementable strategies and techniques that can be used in one-to-one, team and group interactions. Through a blend of mini-seminars, engaging group discussions and opportunities to try out new strategies, participants will learn how to motivate and enhance the wellbeing of those around them.

The workshop is broadly based on the research, practice and writing of the facilitator, including *The Leader's Guide to Coaching in Schools (2017)*, *Advanced Coaching Practice: Inspiring Change in Others (2019)*, *An Introduction to Coaching Skills (2020)*, *From Surviving to Thriving: A Student's Guide to Feeling and Doing Well at University (2022)* and *Positive Health: 100+ Research-based Positive Psychology and Lifestyle Medicine Tools to Enhance Your Wellbeing (2023)*.

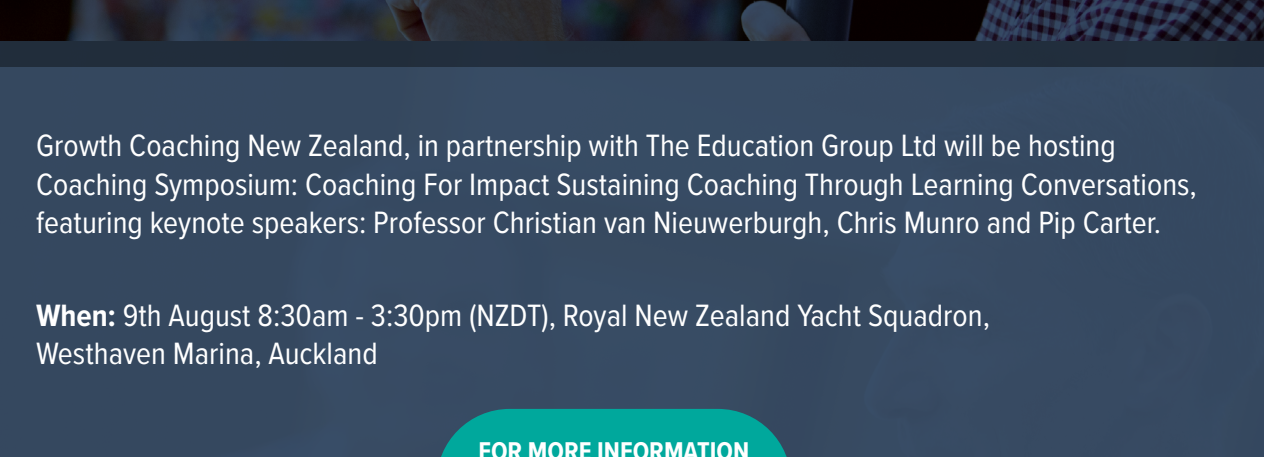
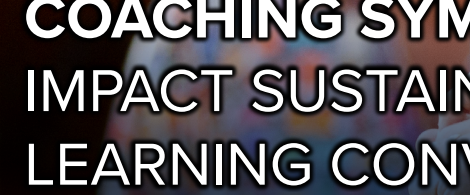
This session is designed for anyone who supports others through conversations. It is suitable for educators, coaches, leaders and professionals.

Cost: \$450+GST per participant

Group discounts available for groups of 3 or more.

Click to register for our **MELBOURNE** workshop
13th AUGUST 2024

Click to register for our **SYDNEY** workshop
16th AUGUST 2024



COACHING SYMPOSIUM: COACHING FOR IMPACT SUSTAINING COACHING THROUGH LEARNING CONVERSATIONS - New Zealand

Growth Coaching New Zealand, in partnership with The Education Group Ltd will be hosting Coaching Symposium: Coaching For Impact Sustaining Coaching Through Learning Conversations, featuring keynote speakers: Professor Christian van Nieuwerburgh, Chris Munro and Pip Carter.

When: 9th August 8:30am - 3:30pm (NZDT), Royal New Zealand Yacht Squadron, Westhaven Marina, Auckland

FOR MORE INFORMATION AND BOOKING DETAILS
[CLICK HERE](#)



STUDENTS COACHING STUDENTS WITH NATASHA MERCER – ST IVES HIGH SCHOOL



Back in December 2021 I had the privilege of interviewing Alison Spence, Principal of Kohia Terrace School in Auckland New Zealand. In that episode we were joined by some of Alison's primary students to hear of the fantastic impact of their 'students coaching students' programme. In this episode I am excited to re-visit the whole concept of students coaching students but this time at secondary school level. To talk us through a fascinating coaching journey, I'm delighted to be joined by Natasha Mercer. Natasha is Head Teacher of Teaching and Learning at St Ives High School in Sydney Australia and in this episode she takes us through both the challenges and the significant benefits of developing a programme in school where students coach other students. If you are considering what students coaching students might look like in your school then this is a must listen.

Click [here](#) to listen to this latest episode.

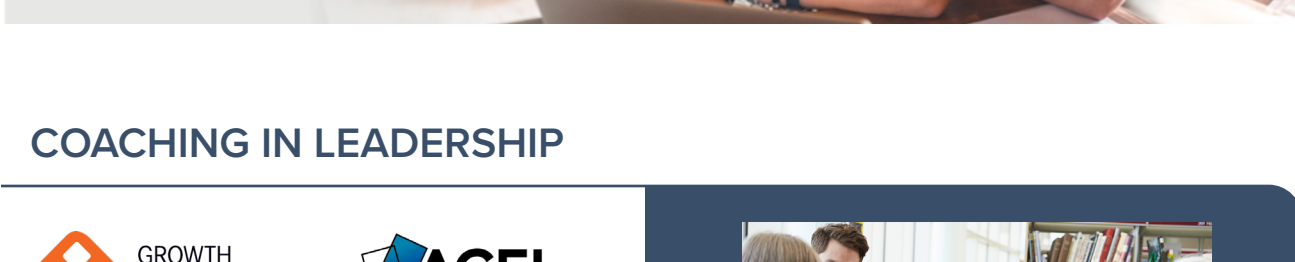
- Richard Reid, Podcast Host.

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

WHY 'TYPES' OF COACHING MISSES THE POINT

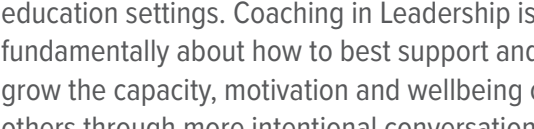
In A Continuum of Professional Learning Conversations: Coaching, Mentoring and Everything in Between (Munro, 2020), I proposed a more nuanced view of how we lead 'professional learning conversations. This view was about the need to adopt a range of stances as a coach or mentor rather than be constrained by role titles.

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



UPCOMING COURSES

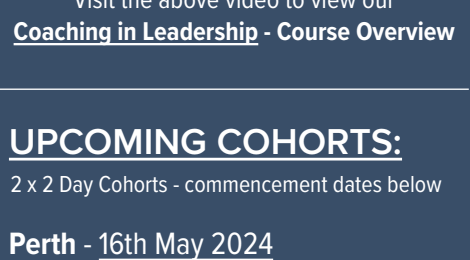
COACHING IN LEADERSHIP



We are delighted to partner with ACEL to bring the Coaching in Leadership course to educators across Australia in 2024.

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.

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** - 16th May 2024
- Hobart** - 29th May 2024
- Melbourne** - 29th May 2024
- Sydney** - 29th May 2024
- Brisbane** - 25th July 2024

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 apply 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!

"Thank you - I learned so much. This course has been life-changing in terms of my professional life. I wish I had done it years ago. It should be mandatory for all emerging leaders."

Lisa Wilson, ACT Education Directorate

UPCOMING COHORTS:

- Sydney** - 22nd & 23rd May 2024
- NZ Online** - 23rd & 24th May 2024
- Brisbane** - 27th & 28th May 2024
- Hobart** - 31st July & 1st Aug 2024
- Melbourne** - 8th & 9th Aug 2024

A COACHING APPROACH TO MANAGING CHALLENGING CONVERSATIONS

This course develops skills and confidence to effectively lead the different types of difficult conversations such as managing under-performance, giving sensitive feedback and change management.

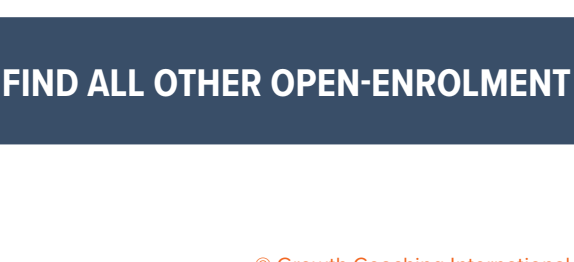
It is particularly suitable for those in leadership and managerial roles seeking to develop skills to effectively manage challenging workplace conversations.

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

UPCOMING COHORTS:

- Melbourne** - 22nd May 2024
- Perth** - 31st May 2024
- Brisbane** - 13th June 2024
- Sydney** - 29th October 2024

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 **2nd October 2024!**

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

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