



Short Read

## AN END OF YEAR MESSAGE FROM THE EXECUTIVE DIRECTOR

Dear GCI Subscribers,

As the year draws to a close and the holiday season beckons, I want to extend a heartfelt thank you to each of you—leaders, educators, and partners—for the incredible work you do to support students, colleagues, and communities every day. The cognitive, emotional, and physical demands of your work are significant, and I hope you can take time to rest, reflect, and recharge as we approach the end of 2024.

This year has been a transformative one for GCI. As we reflect on 2024, we are humbled to continue to provide training and development experiences that enhance coaching as a way of leading, as a means to improve student learning and engagement, and an amplifier of wellbeing for leaders and teachers.

As 2024 has progressed, we have continued to see coaching and coaching approaches unlock potential and foster hope across schools and systems worldwide, at a time when this is most needed within education.

### A Year of Collaboration, Growth, and New Pathways

In 2024, we proudly announced our merger with Instructional Coaching Group (ICG). This partnership unites two family-owned organisations aligned in values and deeply committed to improving learning outcomes through evidence-based coaching. Together, we are weaving two global leaders in leadership and instructional coaching into one shared vision for the future.

This merger opens new pathways for leaders at every level, supporting system-wide initiatives to individual classroom practice. Leaders seeking to improve learning and engagement now have access to a research-informed suite of programs designed to honour the professionalism of teachers while delivering measurable impact:

- The 7 Success Factors of Instructional Coaching: A blueprint for establishing, implementing, and assessing an effective instructional coaching program that is laser-focused on student learning and engagement.
- The Impact Cycle: A proven process for instructional coaching that empowers teachers to identify and implement practices with the highest impact on student outcomes.
- Creating Instructional Playbooks: A practical guide to building a playbook that identifies and explains the teaching strategies most likely to succeed in your unique context with your coaches and teachers.
- What Leaders Need to Know About Coaching: Insights and strategies for system leaders and principals to set up coaches and coaching programs for success within your school or system.

These programs, building on more than 25 years of research, reflect our unwavering commitment to embedding coaching as a vehicle for professional growth, shared purpose, and sustainable change in education.

### Expanding Our Impact Across Australia

This year has also been marked by new and ongoing partnerships with leaders and systems across the country:

- In Victoria, we were successfully awarded contracts to deliver Leadership Coaching, Principal Mentoring, Assistant Principal Mentoring, and our flagship Coaching Accreditation Program to government school leaders—a reflection of the growing recognition of the role coaching and mentoring play in leadership development.
- Partnering with Melbourne Archdiocese of Catholic Schools (MACS), we supported a successful pilot program focused on coaching as a transformative way of leading, offering a fresh perspective on leadership across Catholic schools.
- In Tasmania, we collaborated with the Department of Education & Young People on a pilot program aimed at enhancing coaching in leadership and using reflective practice to connect and empower principals.
- In New South Wales, we continued our partnership with the School Leadership Institute, working with principals and deputy principals from government schools across the state, equipping them with coaching tools to lead with clarity, compassion, and impact.

Through these programs, we have seen the power of coaching not only to improve learning outcomes but enhance leader and teacher wellbeing, improve leader and teacher confidence, build trust, boost hope, and create more resilient education communities.

### Looking Ahead with Optimism

As we move into 2025, our focus remains on delivering professional learning courses, coaching projects, and partnerships that drive meaningful change.

We are deeply grateful for your ongoing trust and collaboration, and we look forward to continuing this journey together. Whether you are exploring coaching as a leadership strategy, embedding instructional coaching in your context, or seeking ways to enhance wellbeing across your teams, we are here to support you every step of the way.

Thank you for making GCI a part of your story in 2024. May your holiday season be filled with rest, rejuvenation, and joy, and may 2025 bring continued growth, hope, and success.

With warmest regards on behalf of the entire GCI team,

**Chris Munro**  
Executive Director  
Growth Coaching International

News & Upcoming Events

## THE AUSTRALIAN INSTRUCTIONAL COACHING INSTITUTE 2025 WITH DR JIM KNIGHT

We are looking forward to welcoming Jim Knight back to Australia to lead the Instructional Coaching Institute again in 2025!

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.

Details for the 2025 Institutes are currently being finalised. To be the first to hear when registrations open, express your interest via the link below!

[EXPRESS YOUR INTEREST](#)

Resources

## COACHING AS A WAY OF LEADING

Click [here](#) to listen to our latest podcast.

In this episode, join Richard Reid in conversation with special guests, Louise Rose and Di Henning as we hear all about Louise's evolution as a leader, explore how she and Di have strengthened the leadership team at Brooks High, and discuss their 'Leadership Way of Being' document, an approach they've developed to foster trust, self-awareness, and a coaching culture within the school community.

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

## TRY FEEDFORWARD INSTEAD OF FEEDBACK

By Marshall Goldsmith

Providing feedback has long been considered an essential skill for leaders. As they strive to achieve the goals of the organization, employees need to know how they are doing. They need to know if their performance is in line with what their leaders expect. They need to learn what they have done well and what they need to change. Traditionally, this information has been communicated in the form of "downward feedback" from leaders to their employees. Just as employees need feedback from leaders, leaders can benefit from feedback from their employees.

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

Upcoming Courses

## UPCOMING COURSES

### EARLY BIRD RATES FOR 2025 END SOON!

Use the codes below at registration to take advantage of Early Bird Rates!

**Introduction to Leadership Coaching**  
ILC2025EarlyBird - save \$50

**The Impact Cycle**  
TIC2025EarlyBird - save \$50

**Coaching in Leadership**  
CIL2025EarlyBird - save \$100

\*Offer applicable to 2025 cohorts of the above courses in VIC, TAS, NSW, ACT, QLD and WA only. Registration and payment is due by 20th December 2024 to be eligible.

## 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 **February 2025!**

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

**Click above** to find out everything about this course through the interactive Flipping Book.

*"I am so grateful for the opportunity to have participated in this course. It was a bright spot in a time when there was so much stress and uncertainty. I looked forward to participating each week. I appreciated the flexibility to do some degree of self-pacing as necessary. I felt deeply connected to my partners and small group. Thank you!"*

**Jennifer Miller-Arsenault**, Washington Central Unified Union School District, USA

## 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.

Don't forget to use code **ILC2025EARLYBIRD** to save \$50.

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

*"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:**

**Melbourne** - 18th & 19th Feb 2025  
**Sydney** - 19th & 20th Feb 2025  
**Perth** - 3rd & 4th April 2025  
**Hobart** - 31st Mar & 1st Apr 2025  
**Online** - 14th & 15th May 2025  
**Brisbane** - 22nd & 23rd May 2025

## MANAGING CHALLENGING CONVERSATIONS

**Managing Challenging Conversations** is a 1-day course designed for leaders and managers who want to enhance their confidence, skills, and understanding to engage in these conversations in ways that maintain high expectations alongside constructive relationships.

Success in managing challenging conversations is based on three broad features:

- How we listen and respond;
- How we lead and manage the conversation
- How we show up in the conversation

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

*"The facilitation of this course was highly engaging, informative and made direct connections with my context. The facilitator's knowledge of the research and the content of the course was excellent!"*

**Ruth Smith**, Calamvale Community College QLD

**UPCOMING COHORTS:**

**Hobart** - 25th March 2025  
**Brisbane** - 27th March 2025  
**Melbourne** - 27th March 2025  
**Sydney** - 7th May 2025  
**Perth** - 16th June 2025  
**Canberra** - 12th Sept 2025

Complimentary Professional Learning

## DECEMBER 2024 GCI INSIGHTS

Enhancing the quality of conversations in education communities

### Our latest edition of GCI Insights is right around the corner!

Our latest December edition of GCI Insights will feature a variety thought provoking articles from a wide variety of voices in our education space.

As in previous issues, it 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 look forward to sharing the edition later this month. Please follow our Social Media platforms and website for more information.

[Click here to read our collection GCI Insights](#)