Upcoming Courses



## HOW TO GROW IN 2022: STRATEGIES TO START AND SUSTAIN

TIME TO READ: 3MINS+

# YOUR CHANGE JOURNEY

journey of change – a change in leadership or teaching practice, a change in professional or personal attitude or behaviour. People are ready for coaching when they want something to be different and are prepared to do something about it. It sounds pretty simple, really. And it is, and it isn't. Getting clear on what we want to be different can be a challenge in itself. While

At the heart of coaching is the movement from where we are now

to a different, preferred future. Essentially, coaching involves a

this is a not to be underestimated first step, getting clear on the destination is just getting started. Then, once that preferred future has been described (and the more detail the better), we embark on developing strategies, testing them out, and modifying and discarding them as we progress on the journey. Right now, is that time of year when many people begin on various change journeys. The idea of a fresh start with a new year just beginning is very attractive. We like to rule a line under

the previous year and start again. This 'clean slate' notion is so compelling that many of us get drawn into developing various new year resolutions. (It is good to know there is an evidence base supporting the clean slate/fresh start phenomena. See below for details about this research.) We continue to do this even though, based on past experiences, we know that many resolutions fade. If you are reading this in early February 2022, it may be that you have already forgotten or jettisoned your 2022 resolutions. You are not alone in this. Change can be hard, and so can sustaining change. More recently, there has been a good deal of wisdom, and science, accumulating around this topic. And since change is central to the whole coaching endeavour, it's important that we

stay in touch with any emerging research that might add an edge to how we ourselves grow and change and how we help others do the same. A couple of resources I discovered recently offer confirmation of things already well known, and several newly emerging evidencebased approaches. How to Change: The Science of Getting to

Where You Want to Be (Milkman, 2021), presented an interesting premise: embarking upon and sustaining personal change can be assisted by flexibly applying one or more change-supporting approaches depending on the context. One size does not fit all here. It depends a lot on context. For example, timing the start of a change journey can be a critical factor influencing success for some people in some situations. In other cases, adopting different evidence-based strategies can be more helpful.

the completion of the difficult task);

These strategies might include:

are supported by solid research.

• A 'commitment device' (a simple commitment

• 'Temptation bundling' (including a reward treat with

- reinforcing scheme, like locking an account until you have reached your savings goal);
- Cue-based planning ('When this.....happens, I'll do this...').
- strategies are highlighted in the Resources section below. Other fresh change strategies are explored in this text, all of which

A second resource confirms what many of us will have a hunch around already. A McKinsey & Company article, Intentional learning in practice: A 3x3x3 approach (Christensen, Gittleson,

Research studies supporting the effectiveness of these change

and Smith, 2021), offered a simple approach to sustaining learning and change. The '3x3x3' in the subtitle highlights a focus on 3 change goals, over 3 months, involving 3 other people (as an accountability mechanism). What's emphasised here in very practical ways is that it helps to not tackle too many things, to do it within a specific time frame and to use social pressure to help you see it through. This is where coaching comes in of course. Working with a coach can be one of the most helpful ways of starting and completing a change journey. A coach can help shape your growth goals and

help define the time frame within which you can accomplish them. Perhaps best of all a coach can provide that 'social pressure' accountability mechanism that helps you stay on track. If you have never worked with a coach before this year might be the year to start. If you have experienced the power of coaching as an approach to help others grow, these resources will offer confirmation of what you are already doing, plus additional strategies to help refine your approach. Reference Christensen, L. Gittleson, J. & Smith, M. (2021). Intentional learning in practice: A

3x3x3 approach. McKinsey & Company. Available online: https://www.mckinsey.

 $\underline{com/business-functions/people-and-organizational-performance/our-insights/}$ 

intentional-learning-in-practice-a-3x3x3-approach. be. Penguin.

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The Fresh Start Effect Dai, H., Milkman, K. & Riis, J. (2014). The Fresh Start Effect: Temporal Landmarks Motivate Aspirational Behavior. Management Science. 60.

In the Short Read section, we commented upon recent research emerging about how people change. For those who might be interested in digging a little deeper into the evidence base behind the strategies suggested in the Katy Milkman's book How to Change, they can be can

## **Temptation Bundling Effect**

Available online here.

2563-2582. 10.1287/mnsc.2014.1901.

be accessed via these links:

Wolley, K.& Fishbach, A.(2016). For the fun of it: Harnessing immediate rewards for increased persistence in long term goals. Journal of Consumer Research. (1), 1-15.

Rogers, T., Milkman, K. L., & Volpp, K. G. (2014). Commitment Devices: Using Initiatives to Change Behavior. Journal of the American Medical

**Commitment Devices** 

Available online here.

## Available online here.

Association, 311 (20), 2065-2066.

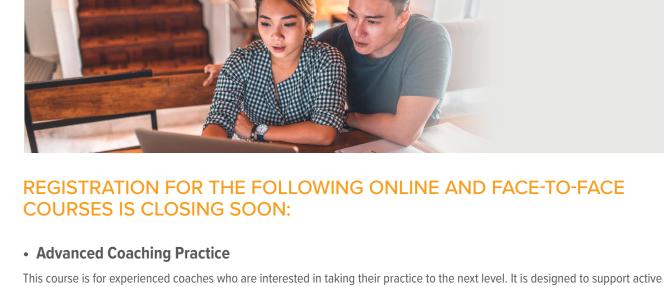
**Cue-based Planning** 

Gollwitzer, P. (1999). Implementation Intentions: Strong Effects of Simple Plans. American Psychologist. 54. 493-503.

Available online here.

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### Students Coaching Students Students Coaching Students is a train-the-trainer course that builds on prior coaching knowledge and experience to support educators to develop peer coaching between their students to enhance their success and wellbeing. For more information and to

reflection on your current coaching practice leading to new insight and awareness. For more information and to register visit the

**Introduction to Leadership Coaching** 

**Solutions Focus Coaching Masterclass** 

10 March 2022 & Day 2: 17 March 2022

2 x 1 day online workshop, 3 x 2hr sessions each day

Coaching Accreditation Program Phase 1-3 (4-days)

Sydney - Commencing Thursday 24 March 2022

Hobart - Commencing Thursday 24 March 2022

Adelaide - Commencing Monday 28 March 2022 Darwin - Commencing Tuesday 3 May 2022

register visit the link here

Online:

2 x 1 day workshop - 23 February 2022 & Day 2: 24 February 2022 6 x 2hr weekly workshops - Online UK timezone - Commencing 23 Feb 2022 2 x 1 day workshop - 3 March 2022 & Day 2: 4 March 2022 (ACST) 6 x 2hr weekly workshops - Open Global cohort (AEDT) - Commencing 18 May 2022

In-person:

May 26/27 Brisbane The Impact Cycle Program 2-day

Mar 14/15 Perth

May 24/25 Geelong

**Coaching and Supervision** 

Click here for **NZ courses** 

Introduction to Leadership Coaching 2-day

Perth - Commencing Monday 28 Feburary 2022

Brisbane - Commencing Thursday 5 May 2022

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

May 24/25 Sydney

May 24/25 Melbourne

Scheduled to suit you

## Perth - Commencing Thursday 19 May 2022 **Video Peer Coaching**

Sydney - Commencing Thursday 5 May 2022

Perth - Commencing Tuesday 17 May 2022

Melbourne - Commencing Thursday 5 May 2022 **Managing Challenging Conversations** Perth - Commencing Monday 21 March 2022

Melbourne - Commencing Wednesday 9 March 2022 Sydney - Commencing Wednesday 9 March 2022

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## WITH PROF. RICHARD BOYATZIS: EXPLORING ITS APPLICATION IN **EDUCATIONAL SETTINGS** In this unmissable live webinar, our Global Director, Prof. Christian van Nieuwerburgh will be chatting to the renowned Prof. Richard Boyatzis about his Intentional Change Theory. They will discuss how and why Prof. Boyatzis developed the theory and its implication for educators and educational leaders. Finally, they'll explore how coaching can support educators during these challenging times. Timezones: Tuesday 22nd February at 7am AEDT Monday 21st February 8pm GMT Monday 21st February 3pm EST **GCI** CoachED UPDATE - FEBRUARY 2022



### Education Conference goes online for the first time! The conference has as its theme **Going Global: Celebrating** International Perspectives, and it is this global perspective that is one of the big pluses of hosting an event of this kind virtually.

**MONTH TO GO!** 

There's now less than a month until our 7th Coaching in

**KEYNOTE SPEAKERS** 

**Professor Dianne Vella-Brodrick** Gerry Higgins Chair in Positive Psychology, Deputy Director and Head of Research at The Centre for Wellbeing Science,

### Professor Ellie Drago-Severson Professor of Education Leadership and Adult Learning & Leadership, Teachers College, Columbia University (USA)

Dr Mark McKergow

University of Melbourne (Australia)

Dr Jim Knight Senior Partner, Instructional Coaching Group and Research

Associate, University of Kansas Center for Research on Learning (USA)

Co-Director of The Centre for Solutions Focus at Work (UK)







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