



CoachED UPDATE

APRIL 2024

Enhancing the quality of conversations in education communities

Short Read

COACHING AS A WELLBEING ENHANCER

By Dan Steele

As a teacher and school leader, I loved seeing the profound influence we can have on the lives and futures of our students. Every single day there was rapid, timely, and very clear feedback on the work that was happening and the impact being made on those within our community.

However, the complex demands of teaching and school leadership can often take a toll on our own wellbeing. As a school leader and teacher, I was always mindful of **prioritising my mental and emotional health** so that I could continue to provide the best education and support for our students. Did I actually do it consistently?

If you ask my wife (a fellow teacher and leader), not as much as I'd like! Like all of us, I'm a work in progress.

But not all was lost. At times my good intentions may have fallen by the wayside, but as I moved through my career I became better and better at prioritising this. Instead of limping to the final day of term (heavy from the roles and responsibilities of my work, but also taking on too many aspects of others) and then crashing for a week straight, I started to make changes over time.

I began to notice that a clear enabler of both my wellbeing and staying on track was **coaching and mentoring**. The weeks where I felt lighter, more motivated, and present on the weekend with my family always included **informal or formal conversations** with someone who was mentoring or coaching me.

(I actually set up a simple tracker where I rated how energised, motivated, and present I felt on a Friday and Sunday, which was when I discovered the clear pattern from these enabling conversations).

Research has consistently demonstrated the **positive relationship between coaching and teacher wellbeing**. Studies, including those conducted by Prof. Christian van Nieuwerburgh, have found that coaching can help teachers identify the sources of stress in their lives and **develop effective strategies** to manage them (van Nieuwerburgh, 2012; 2017). By working with a **skilled coach**, teachers can gain valuable insights and perspectives that lead to **greater self-awareness and self-care** practices. This, in turn, promotes a healthier work-life balance and **reduces burnout**.

Furthermore, coaching empowers teachers to set meaningful goals for **personal and professional growth**. Through the work of van Nieuwerburgh and others, we know coaching can support teachers in articulating their aspirations and mapping out a clear plan to achieve them. This **goal-oriented approach** generates a sense of purpose and motivation, fuelling our sense of **accomplishment and fulfillment**.

In my own experience, I witnessed firsthand the transformative impact of coaching on teacher wellbeing. I recall a dedicated teacher who was feeling overwhelmed and struggling to manage the demands of her classroom.

Through formal coaching sessions and informal check-ins, she gained **clarity** on her **strengths and areas for growth**, allowing her to develop **effective strategies** for time-management and stress reduction. Importantly, she could also map out and see the connection between this and its impact on her home life. The ongoing support she received **not only improved her wellbeing and enjoyment of life beyond the classroom and staffroom but also enhanced her instructional practices** to engage her students, leading to fewer disruptions for her students.

Reflecting on the current needs of teachers and school leaders, **providing support and structures for wellbeing is more critical than ever** as educators face a **unique set of challenges** that require incredible resilience and adaptability.

If we know helping our teachers and leaders better support, manage, and develop themselves impacts their wellbeing, and coaching is a powerful support that can assist, how could we embed it within what we already have or do in our days or weeks? Is there something we could do less of, or even remove, that might provide an opportunity for these conversations to occur?

On those Friday nights or Sunday afternoons, how would you want to be feeling?

References:

van Nieuwerburgh, C. (2012). Coaching in Education: Getting better results for students, educators, and parents. Karnac Books.

van Nieuwerburgh, C. (2017). An Introduction to Coaching Skills: A practical guide. Sage

Don't miss the chance to spend a day with Prof. Christian van Nieuwerburgh in Melbourne and Sydney this August – being there will be a guaranteed wellbeing-enhancer in itself! Details later in this edition of CoachED Update.

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News

Congratulations to our Executive Director, Chris Munro, on being awarded an ACEL Victorian Fellowship Award!



ACEL presents Fellowships to those who have made outstanding educational leadership contributions to ACEL and whose work has influenced educational practice at a state and/or national level. We're proud to share ACEL's comments about Chris below.

Chris Munro has made an outstanding contribution to educational leadership and practice. With more than three decades of experience in education, Chris stands as a stalwart figure in the field, currently serving the Executive Director at Growth Coaching International (GCI). His career is marked by an unwavering commitment to teacher growth and leadership, and he has significantly influenced the educational landscape through his dedication to coaching approaches.

In his role at GCI, Chris has taken on the global responsibility of overseeing operations and spearheading the development of professional learning strategies and coaching models in Australia. His impact is far-reaching, as he has contributed significantly to enhancing the conversational capacity of education communities around the world. This is exemplified through his leadership of the design and delivery of coaching and mentoring training and services that respect and empower educators.

Chris's notable areas of expertise include instructional coaching and leadership coaching. He played a pivotal role in the development and delivery of Instructional Coaching programs in Australia and New Zealand, showcasing an innovative approach to leading improvement and fostering innovation in education.

Chris is also an accredited Senior Practitioner with the European Mentoring and Coaching Council (EMCC), actively engaging in coaching education leaders, particularly in Victoria. His commitment to personal and professional development extends beyond himself, as he actively contributes to the educational community through writing and speaking engagements. His insights into coaching and mentoring in education are invaluable, and the discourse in the field. A continuous learner, Chris has a Masters degree in educational and social research from the University of Aberdeen.

As a participant in ACEL functions, presenter at ACEL events, and a contributor to the journal, Chris Munro embodies the qualities and criteria set forth for the ACEL VIC Fellowship. His leadership, dedication to coaching, and significant contributions to the educational community make him a highly deserving candidate for this prestigious recognition.

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Resources



STORIES FROM THE COACHES WITH GRAY RYAN



I'm delighted to share with you the second episode in our podcast mini-series called 'Stories from the Coaches'. In our first episode we turned the spotlight on our very own Dan Steele who shared some fascinating insights into coach training from the other side of the slide deck. In this second episode I'm joined by another member of the GCI team – Gray Ryan. Gray is highly regarded for his integrity, professionalism and outcomes focus. His motivational and engaging style and highly attuned listening skills enable him to develop positive, meaningful and trusting relationships with GCI clients. Gray is an experienced coach and facilitator with an extensive background in educational leadership. Join me as Gray shares some great insights from his many years of experience in both coaching and facilitating. This is another '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](#).

OVER 20 YEARS OF RESEARCH ON INSTRUCTIONAL COACHING

For more than two decades, Jim Knight and his colleagues at The University of Kansas Center for Research on Learning and the Instructional Coaching Group (our partner organisation in North America) have been studying instructional coaching, communication, and other forms of professional development.

You can access the story of this research and many of the papers and articles here:

<https://www.instructionalcoaching.com/resources/research>

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Special Event



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 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

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Upcoming Courses



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 - 2nd May 2024

Brisbane - 16th May 2024

Hobart - 29th May 2024

Melbourne - 29th May 2024

Sydney - 29th May 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 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!

"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:

Geelong - 30th April & 1st May 2024

Online - 3rd & 10th May 2024

Hobart - 15th & 16th May 2024

Sydney - 22nd & 23rd May 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

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.

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

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

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Upcoming Events

INSPIRING EDUCATORS: FACILITATING SUCCESS AND WELLBEING IN OTHERS WITH PROF. CHRISTIAN VAN NIEUWERBURGH

Melbourne Workshop: Tuesday 13th August 2024

Sydney Workshop: Friday 16th August 2024

Our Global Director, internationally recognised academic, practitioner, and best-selling author, Professor Christian van Nieuwerburgh will be back in Australia for the first time in more than four years! Don't miss this unique opportunity to spend a day learning with Christian on one of his passions – facilitating the success and wellbeing of others. 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.



[REGISTER FOR MELBOURNE WORKSHOP](#)

[REGISTER FOR SYDNEY WORKSHOP](#)

THE INSTRUCTIONAL COACHING INSTITUTE 2024 WITH DR JIM KNIGHT

23-27 September, Melbourne

Following the huge success of the Australian Instructional Coaching Institute in 2023, Dr Jim Knight is coming back by popular demand! 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. This 5-day intensive event is the best professional development you could do as an instructional coach, mentor or leader. Again, secure your place quickly for the opportunity to learn with a renowned world leader in Instructional Coaching.



[FOR MORE INFORMATION AND TO REGISTER CLICK HERE](#)

COACHING SYMPOSIUM: COACHING FOR IMPACT SUSTAINING COACHING THROUGH LEARNING CONVERSATIONS - NEW ZEALAND

9TH AUGUST 8:30AM - 3:30PM (NZDT), ROYAL NEW ZEALAND YACHT SQUADRON, WESTHAVEN MARINA, AUCKLAND

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.

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

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