

Coached UPDATE

JUNE 2024

Enhancing the quality of conversations in education communities

Short Read

SAME PAGE OR COMMON GROUND: WHAT'S THE DIFFERENCE AND WHY DOES IT MATTER TO TEAM SUCCESS?

Like many metaphors, these may seem so similar that we treat them the same. What do we actually mean when we use these terms, and are they the same? In her book Atlas of the Heart (2021), Brenne Brown talks about the concept of "near enemies".

"Near enemies are states that appear similar to the desired quality but actually undermine it. Far enemies are the opposite of what we are trying to achieve" (p. 252).

For example, a near enemy of compassion is pity, whereas a far enemy is indifference.

When working with teams, towards wanting to get "everyone on the same page" first. We think by doing so, it will enable us to move forward in unity toward a better outcome for that team and hopefully the wider organisation or system. On reflection, the way this is often achieved, is based on the assumption that the leader or coach knows which page everyone *should* be on, and uses their people skills to help the team see that this is the best page. This can sometimes come across to the team as being dismissive of some individual perspectives, impatience or creatively only allowing the perspectives that align with "the right page" to get more airtime.

In The Solutions Focus: making coaching and change simple, Jackson & McKergow (2007) state "When everybody thinks alike, nobody thinks much" (p. 180) Now *that* is a great description of a near enemy. In our well-meaning approach of getting a team on the same page, in order to move forward, we are overlooking one of the major strengths of teams - having *multiple* perspectives and therefore the opportunity to see far beyond what any one individual can see on their own. The opportunity to learn from each other, have a better understanding of other people's perspectives and experiences can foster a deeper understanding of why things are not working as well as people would like. It allows us to co-construct together, which authentically engages a core value of coaching which is that everyone has the resources within them to find solutions to their own problems and has something to contribute.

What if rather than rush to have everyone on the same page and alleviate the discomfort that can be felt by the leader and team members when there are differences, we learnt to sit back and embrace this discomfort, observing what people are actually saying, and trust the structure that a coaching approach to supporting dialogue brings; that the gold will shine through and the *common ground* will be seen.

In human-intensive systems doing complex work (quintessentially schools) and where things move fast, rather than rush for a solution, "slow down and observe" (Jackson & McKergow, 2007). This mantra can help us to manage our propensity towards being reactive and crisis-driven, in order to "put out spot fires" and enable us instead to hold just a bit more space to think and respond in ways that enable capacity building and progress. To slow down and observe, takes courage, a lot of self-regulation, faith in others, and the ability to sit with some discomfort.

Dialogue is one of the Partnership Principles (Knight, 2011) advocated by Jim Knight and understanding what this really means is fundamental to the success of team leaders. One of Jim's colleagues, ICG Consultant Sharon Thomas writes: "Dialogue doesn't mean listening passively while the other person speaks, nor does it involve back-and-forth debate until one person can be declared "the winner." Dialogue involves two people sharing their ideas who share the hope that talking about the issue could bring about a solution, a better way." (blog post)

Leaders who adopt a coaching approach in the way they manage multiple voices and perspectives in their teams help to generate genuine dialogue that leads to the identification of common ground and the emergence of a shared way forward, whilst also strengthening team dynamics.

Next time you work with a group of people, and find yourself uncomfortable with the disagreements, areas of grey or just the multiple perspectives and are tempted to 'get everyone on the same page', remind yourself that "when everyone thinks alike, no one thinks much" (Jackson & McKergow, 2007) and embrace the opportunity for learning and growth you have before you; and offer it as a gift to the members in your group.

As Adam Grant, renowned Organizational Psychologist at Wharton and best-selling author puts it:

"Few arguments are resolved by landing on the same page. Most are reconciled by recognizing that reasonable people can hold different views. The highest goal of disagreement is not to determine who's right. It's to maintain mutual respect and gain mutual understanding"

Listen to Jim Knight talk more about dialogue [here](#).

By Sharon Garro, GCI Consultant Coach

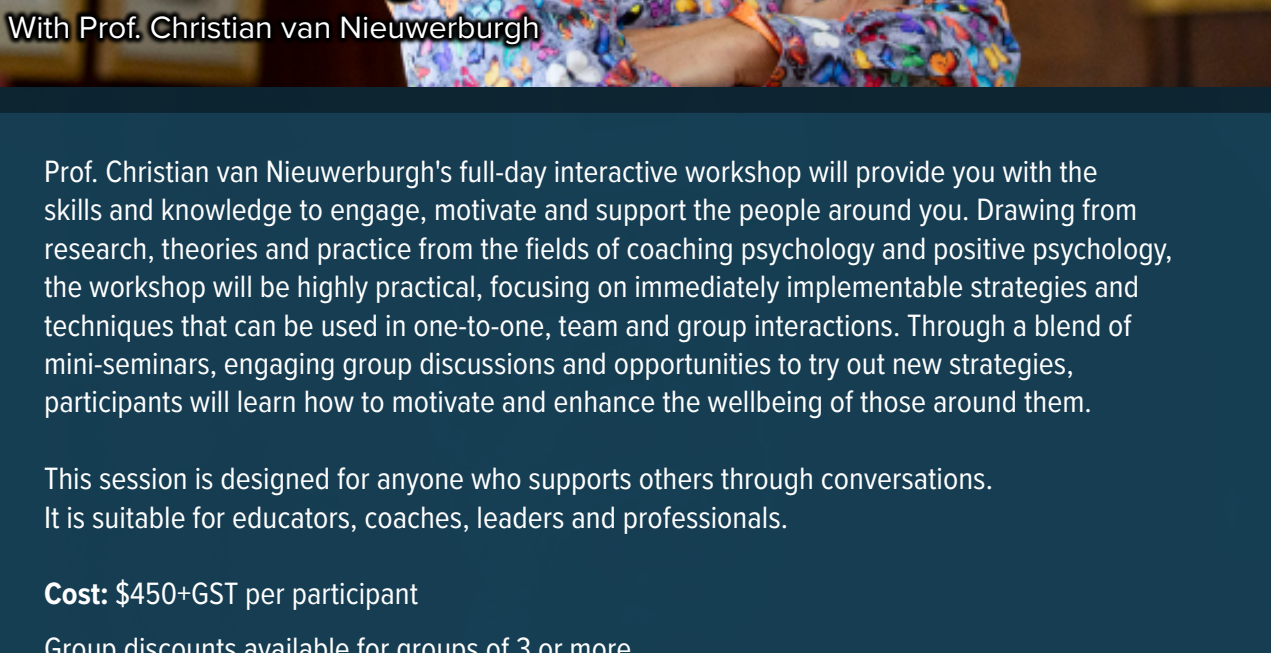
References:

Brown, B. (2021). Atlas of the Heart: mapping meaningful connection and the language of human experience. Penguin Publishing.

Jackson & McKergow. (2007). The Solution Focus: making coaching & change SIMPLE. Nicholas Brealey International.

Knight, J. (2011). Unmistakable Impact: A partnership approach to dramatically improving instruction. Corwin.

News & Upcoming Events



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.

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



THE AUSTRALIAN INSTRUCTIONAL COACHING INSTITUTE 2024 WITH DR JIM KNIGHT

23-26 SEPTEMBER, MELBOURNE

For more Information and to register [click here](#)

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 4-day intensive event is the best professional development you could do as an instructional coach, mentor or leader. Secure your place quickly for the opportunity to learn with a renowned world leader in Instructional Coaching.



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](#)

Resources



STORIES FROM THE COACHES WITH DR NICKY KNIGHT



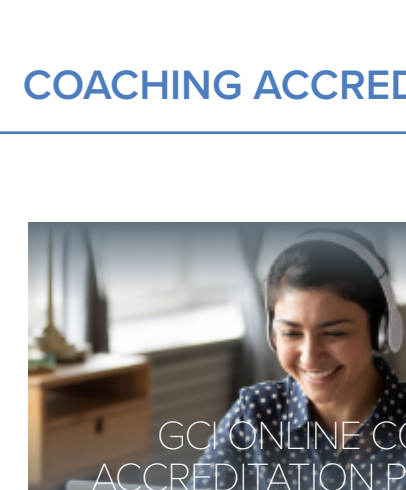
In this episode we are moving outside of Australia to neighbouring New Zealand where I'm absolutely delighted to be joined by Dr Nicky Knight.

Nicky is an education consultant and founding Director of The Education Group, which is an independent consulting company based in Auckland. Nicky is also the Director of Growth Coaching International in New Zealand and coordinates the implementation of a wide range of coaching workshops across the country for GCI. Nicky is a senior practitioner with the European Mentoring and Coaching Council and has presented at a number of local and international conferences in coaching. Join me in this episode as Nicky shares some interesting insights from her coaching and training work with GCI.

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

- Richard Reid, Podcast Host.

MILEVA TUBBS AND THE INSTRUCTIONAL COACHING COLLECTIVE



"Coming together is the beginning, keeping together is progress and working together is success." Henry Ford. The Curtin Education Community (CEC) network in the South Metropolitan region of Perth is a conglomeration of twelve government primary schools, two secondary schools, and one senior campus. The CEC's Strategic Plan 2023- 2025 includes two targets, one of them being to "Support a focus on impactful teaching capacity of CEC schools" and the other to "increase opportunities to build leadership capacity of current and future leaders". So, what happens when you bring together 26 coaches from across this network of schools, provide them with training and offer them participation in a year long coaching programme. Well, you get the establishment of The Instructional Coaching Collective and in this episode, I'm so pleased to be joined by Mileva Tubbs – leader of the ICC and program co-ordinator at Como Secondary School in Perth, Australia. Listen in as we dive in to the challenges as well as the significant benefits of developing a coaching collective.

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](#).

IMPLEMENTING COACHING: CHOICES AND CONSIDERATIONS

By Chris Munro

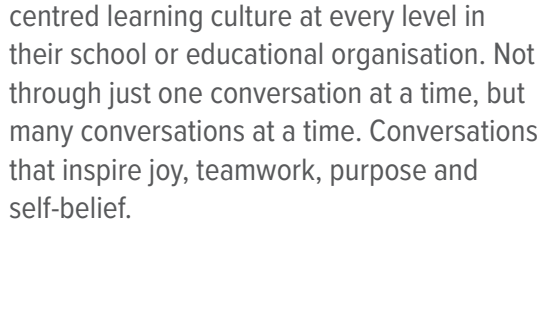
When thinking about expanding coaching in your school there are a number of choices and considerations that have had to be made. These considerations all impact what might be described as the broad coaching framework that will guide coaching implementation in your context. It's one thing getting your head around a coaching framework model and being able to have productive coaching conversations on a one-to-one basis but quite a different prospect to think about scaling this up to a whole-school level where, ideally, all staff have access to coaching.

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

Melbourne - 21st July 2024

Brisbane - 31st July 2024

Sydney - 14th August 2024

Perth - 22nd August 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:

Hobart - 31st July & 1st Aug 2024

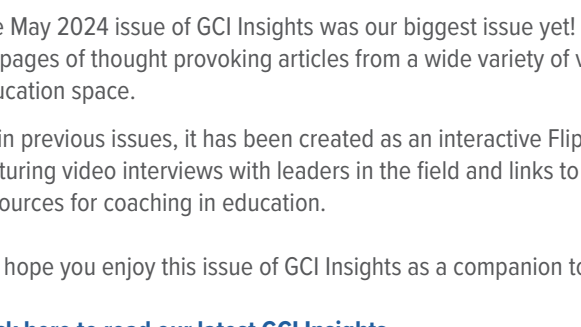
Melbourne - 7th & 8th Aug 2024

Sydney - 8th & 9th Aug 2024

Brisbane - 26th & 27th Aug 2024

Central Coast - 28th & 29th Aug 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](#)

SOLUTIONS FOCUS COACHING MASTERCLASS

The Solutions Focus Coaching Masterclass refines and extends your coaching repertoire by intentionally integrating pragmatic and proven Solutions Focus methods into coaching and leadership conversations.

UPCOMING COHORTS:

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

Online - 17 & 24 October 2024

ADVANCED COACHING PRACTICE

Advanced Coaching Practice is for experienced coaches who are next level. It is designed to support active reflection on your current coaching practice leading to new insight and awareness.

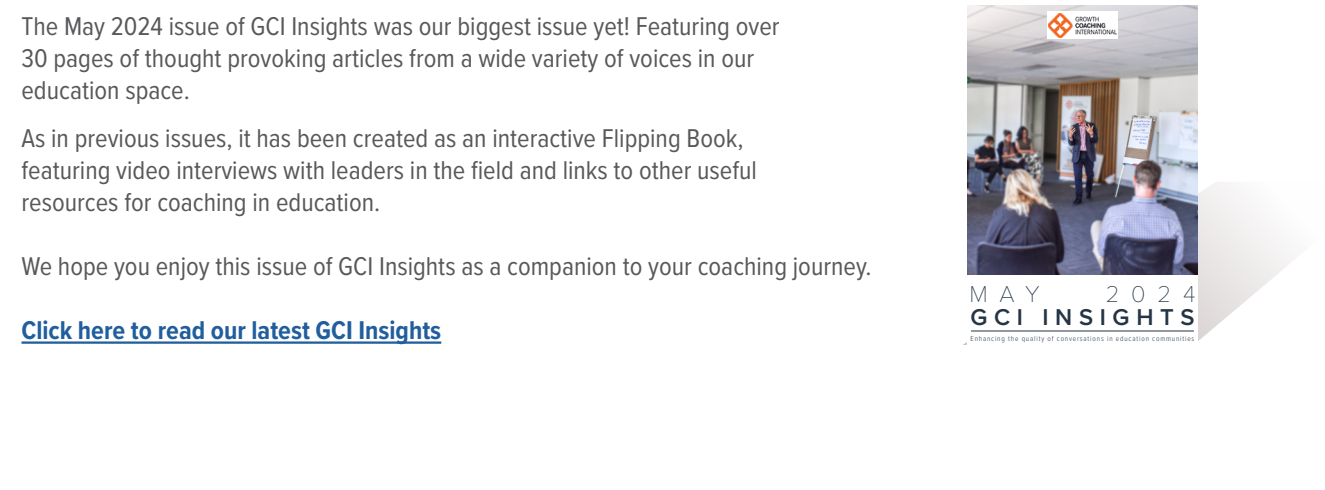
UPCOMING COHORTS:

3 x 2 hr fortnightly online workshops

Online - 29 Oct, 12 & 26 Nov 2024

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

Complimentary Professional Learning



MAY 2024 GCI INSIGHTS

Enhancing the quality of conversations in education communities

DOWNLOAD FREE RESOURCE

Have you seen the latest issue of GCI Insights?

The May 2024 issue of GCI Insights was our biggest issue yet! Featuring over 30 pages of 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 hope you enjoy this issue of GCI Insights as a companion to your coaching journey.

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

