

CoachED UPDATE

OCTOBER 2024

Enhancing the quality of conversations in education communities

Short Read

REFLECTIONS ON A "WAY OF BEING"

Sometimes, when I am presenting to large audiences about the potential of coaching within educational organisations, I ask the following question:

Can you think of someone, back in school when you were a student, who had a lasting positive impact on you?

The question tends to hit home for a good number of people. They can remember someone—a favourite teacher, a supportive teaching assistant, the encouraging sports coach. After giving the audience a minute or so to think about the question, I follow it up by asking:

What did they do or say that had that positive impact?

Perhaps you'd like to take a moment now to reflect on those two questions.

When people share their thoughts about that person, it is often with some emotion. That person "believed in me when I was going through a tough time". That person "saw something in me that no one else saw". That person "wanted me to succeed and believed that I could". That person is rarely remembered for what they taught—more often they are remembered for the positive impact they had on others. For me, that person was Donald Corsette, my sixth grade teacher. He was kind to me. And, crucially for me, he thought I could do well at school. I remember that. And I remember who he was. What he said to me, the "information", is hazy.

Considering the lifelong impact such a person can have, they tend to be humble. They seem more interested in the success of others than in their own reputation or standing. They are curious about their students. They show genuine interest in students and treat them with respect. They believe that their students have enormous potential. These qualities, or ways of interacting with others, form the basis for what I have termed a "way of being". I describe this term, which I have borrowed from Carl Rogers, in my book *An Introduction to Coaching Skills: A Practical Guide*. For me, effective coaching requires more than knowledge of certain skills and a conversational process.

What seems to make the crucial difference in coaching effectiveness is the "way of being" of the coach.

This may raise important challenges for those of us interested in encouraging more coaching interventions and the creation of coaching cultures in educational settings. Can this "way of being" be taught? What can each of us do to better understand how we are experienced by others? How can we ensure that we are focusing on the potential of our coachees rather than on what we perceive as weaknesses?

Remember, that person we're thinking about can have a significant positive impact on the self-esteem and self-belief of others. That person can inspire motivation and self-confidence. Aren't these the kind of things that we want for our young people? Aren't these the kinds of things you want for the people that you lead and coach?

If the answer is "yes", be that person.

What would be some signs of more of being 'that person' in your leadership and coaching?

What small steps might you take this month to bring more of those qualities into your 'way of being'?

By Christian van Nieuwerburgh,

Consulting Professor
Growth Coaching International

References:

van Nieuwerburgh,C.(2014) *An Introduction to Coaching Skills*. Sage. London:UK

News & Upcoming Events

INSTRUCTIONAL COACHING GROUP

TLC 2024

Keep Kids first!

October 27-29 2024

Join the GCI team Online for the upcoming Teaching Learning Coaching Conference, hosted by the Instructional Coaching Group! Click below to explore the topics and keynotes, and to secure your place:

TLC-CONFERENCE.COM

Keynote Presenters:

Dr. Haesun Moon

Dr. Christopher Emdin

Dr. Christian van Nieuwerburgh

Joellen Killion

Kate Murphy

Dr. Jim Knight

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Resources

COACHING IN EDUCATION
PODCAST

RACHEL THORNTON – COACHING THROUGH TRANSITIONS

COACHING IN EDUCATION
PODCAST

Click [here](#) to listen to our latest episode. In this week's episode Richard dives into the topic of "Coaching through Transitions" with Rachel Thornton, Deputy Head of Whangarei Boys High School in New Zealand. Rachel shares the innovative approach her school has taken to train senior boys in coaching skills, enabling them to coach and support primary school students who are feeling anxious about the transition to secondary school. Listen in to discover how this peer coaching initiative is fostering confidence, connection, and leadership during a critical time of change for young learners.

Our Coaching In Education Podcast, hosted by Richard Reid is now available on YouTube - now including subtitles to support listeners with hearing impairments.

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

DO YOU HAVE A STRENGTH DEVELOPMENT PLAN?

By Michelle McQuaid

Have you taken a strengths assessment—like StrengthsFinder, the VIA Survey or Realise2 - only to be left wondering what's next? Just how are you going to use a talent like woo (your ability to win others over), a character strength like love (your desire to develop and foster strong relationships with others), or a realized strength like resolver (your enjoyment of solving problems)?

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

Upcoming Courses

UPCOMING COURSES

REGISTRATIONS FOR 2025 COURSES ARE NOW OPEN!
CLICK HERE TO BROWSE COHORTS NEAR YOU.

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.

Facilitators Claudia Owad and Christian van Nieuwerburgh discuss the upcoming cohort of this course.

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.

"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:

- Central Coast - 29th & 30th Oct 2024
- Perth - 31st Oct & 1st Nov 2024
- Hobart - 6th & 7th Nov 2024
- Melbourne - 6th & 7th Nov 2024
- Sydney - 6th & 7th Nov 2024
- Melbourne - 18th & 19th Feb 2025
- Sydney - 19th & 20th Feb 2025
- Perth - 3 & 4 April 2025
- Brisbane - 22nd & 23rd May 2025

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

A COACHING APPROACH TO MANAGING CHALLENGING CONVERSATIONS

Managing Challenging Conversations 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.

"The facilitators were clear, knowledgeable and happy to share insights. They were welcoming and made the course today feel as though we as leaders can take this on board and succeed."

Kay Manni, Teacher
Sydney Catholic Schools

UPCOMING COHORTS:

- Sydney - 29th Oct 2024
- Online (AEDT) - 20th Nov 2024

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

Recent Events

Last month we welcomed **Dr. Jim Knight** back to Australia to lead the **Australian Instructional Coaching Institute** for the second year running!

Across 4 intensive and energising days, more than 60 participants developed a deeper understanding of the instructional coaching process, encompassing the key topics presented in Jim's best selling books and research.

The energy in the room was remarkable, as participants' commitment to and passion for instructional coaching deepened each day.

The event exceeded all expectations, and we are excited to see how Jim Knight's insights, combined with your learning, will empower you to drive positive change for your colleagues and students.

We look forward to seeing the impact of your new skills in action. Stay connected on our social media for updates on next year's event—it's one you won't want to miss!

Thank you to all that attended the Institute - 26th September 2024

Participants at the Australian Instructional Coaching Institute - 25th September 2024

Dr Jim Knight - 26th September 2024