

Coached UPDATE

FEBRUARY 2025

Enhancing the quality of conversations in education communities

NOTICING – A KEY COACHING SKILL?

By Sue Richards,
GCI Senior Consultant

In his text *An Introduction to Coaching Skills*, Christian Van Nieuwerburgh has suggested noticing and giving feedback are key coaching skills. This set me wondering. Is Christian right? What is noticing? What does skillful noticing look like? Can it be learned?

The word 'notice' implies an action, a conscious choice to do something that involves attention. In fact, it is defined as the act of observing or paying attention to something. Sometimes, however, we notice things with minimal attention, being conscious in a cursory way. Our intention in coaching is to hone our noticing skills, to make the decision to notice purposefully, to engage our thinking brain in order to pay attention in a cognizant way. But what is it that, as a result, we notice? What is it about noticing that skilled coaches do that makes it different to observing or seeing?

I glance out of my window and observe a tree and some palm fronds. I look again, more closely this time, and I notice the slight pinky shade of the tree and the furrows in the trunk, its curve as it stretches upward and its smooth surface. I've made a conscious decision to pay attention to the tree, and I've seen it differently. I've noticed what makes it unique – the tree outside my window rather than another tree. In the paying attention, my mind is drawn to its specificity, its idiosyncrasies, its peculiarities. If I can do this with an inanimate object, what does it look like to transfer this notion of focused "paying attention" to what it is that I, and others, do? How we behave, think, feel? And how might this be valuable?

David Rock says that when we pay close attention to something, different maps in the brain work together and create networks that stay with us – paying attention can change the "circuitry" of the brain. "It's not hard to change your brain. You just need to put in enough effort to focus your attention in new ways." (Rock, 2009, p226). And changing your attention, according to the research of psychiatrist Dr Jeffrey Schwartz, facilitates "self-directed neuroplasticity" – you are rewiring your own brain (Rock, 2009, p226). So, if coaching is defined as a conversation "where the coach facilitates the self-directed learning of the coachee through questioning, active listening and appropriate challenge" (van Nieuwerburgh, 2012, p17) why wouldn't we use the skill of noticing to enable that learning?...

[CONTINUE READING HERE](#)

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COACHING AS A WAY OF LEADING
3-DAY INTENSIVE
With Chris Munro
Lead with Purpose, Confidence and Connection
2nd - 4th APRIL 2025
Bangkok Patana School, Bangkok Thailand

Combining two of Growth Coaching International's most impactful courses – *Introduction to Leadership Coaching* and *Managing Challenging Conversations* - this intensive 3-day professional learning experience is an ideal way to **accelerate and enhance your conversational skills and awareness as a leader.**

Over three transformative days, you will explore the **GROWTH Framework**, the **key coaching skills**, and a **coaching way of being**, and apply these in a range of real-world conversational contexts.

How can course this benefit you?

- Hone essential communication skills
- Lead more effective learning conversations
- Apply skills and approaches immediately
- Cultivate a solution-focused mindset
- Manage challenging conversations with confidence
- Nurture trust-based relationships

Scan the QR code OR click here to discover more



MANAGING CHALLENGING CONVERSATIONS
Transforming Challenges into Opportunities
FREE WEBINAR
Monday 24th February 2025
5:00PM - 5:45PM AEDT

Presented by Chris Munro & Claudia Owad

Explore our transformative 1-day course, **Managing Challenging Conversations**, with Executive Director **Chris Munro** and Director **Claudia Owad**.

In this engaging webinar, you'll discover more about confidently navigating difficult conversations, practical strategies that can help during these conversations, and the impact on yourself and others when we better manage challenging conversations. You'll also have the chance to ask questions and hear directly from two experts in this space.

What You'll Gain:

- Insights into how this course can benefit you and your team
- Exploring examples of the tools and strategies you can use for immediate application
- Live Q&A to get your questions answered by the experts

Don't miss this opportunity! Save the date and join us live on zoom!

[REGISTER NOW](#)

INSTRUCTIONAL COACHING INSTITUTE 2025
WITH DR JIM KNIGHT

We are looking forward to welcoming Jim Knight back to Australia, and Asia, 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](#)

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STORIES FROM THE COACHES WITH CLAUDIA OWAD

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

In this episode of 'Stories from the Coaches', host Richard Reid is joined by Claudia Owad, an expert in the transformative power of coaching and positive psychology.

Currently a Director at GCI and more recently a director with the Instructional Coaching Group, Claudia brings over 25 years of experience working across education, corporate settings, and not-for-profits.

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

4 WAYS TRUST ENHANCES PERFORMANCE IN SCHOOLS

By Gray Ryan

Trust is an important part of the relationship between coach and coach – it is central to the GCI GROWTH model - and it now increasingly receiving attention as a significant influence on school effectiveness.

It's well recognised that successful school leaders are able to develop a culture of trust in their schools. In fact, the Australian Professional Standard for Principals describes two capacities that are evident in the work of successful school principals and that relate to trust....

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

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UPCOMING COURSES

COACHING ACCREDITATION PROGRAM

Designed for educators by educators, the **Coaching Accreditation Program** provides comprehensive training for educators in the field, this course provides a pathway to industry recognised coaching credentials with the European Mentoring and Coaching Council (EMCC).

Join our next cohort, commencing **March 2025!**

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

COACHING ACCREDITATION PROGRAM
Enhancing the quality of conversations in education communities

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

MANAGING CHALLENGING CONVERSATIONS

The **Managing Challenging Conversations** course is 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!

"I've learned to be clear and concise in my messaging when having challenging conversations - I loved how much time we had to reflect on ourselves and our position in conversations."

Hannah Simmons,
Kororoit Creek Primary School, VIC

UPCOMING COHORTS:

Brisbane - [27th March 2025](#)

Melbourne - [27th March 2025](#)

Sydney - [7th May 2025](#)

Perth - [16th June 2025](#)

Canberra - [12th Sept 2025](#)

COACHING IN LEADERSHIP

Designed specifically for current and aspiring leaders, **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.

Visit the above video to view our **Coaching in Leadership - Course Overview**

Be sure to [click on the dates](#) to visit the registration pages!

"The skills and concepts learnt during the course all apply directly to my role and hopes for my team and my school. I am excited and motivated about how I can use this new learning."

Angie Christoforou,
Assistant Principal,
Peakhurst South Primary School NSW

UPCOMING COHORTS:

2 x 2 Day Cohorts - commencement dates below

Brisbane - [6th March 2025](#)

Sydney - [20th March 2025](#)

Melbourne - [25th March 2025](#)

Canberra - [8th May 2025](#)

Perth - [8th May 2025](#)

Hobart - [12th May 2025](#)

[FIND ALL OTHER OPEN-ENROLLMENT COURSES ON OFFER BY CLICKING HERE](#)

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GCI INSIGHTS

Enhancing the quality of conversations in education communities

Our latest edition of GCI Insights features a variety 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.

Here are a few of the articles:

Sharing Mindset and perspective
By Chris Munro

One step beyond active listening
By Dr Robert Biswas-Diener and Prof. Christian van Nieuwerburgh

Shall we dance?: The choreography of Coaching
By Haesun Moon, Ph.D.



[READ OUR LATEST EDITION OF INSIGHTS HERE](#)

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