

GCI Coaching, Leadership and Learning Conference



An organisational dilemma that led us to coaching

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**Catholic Education Office of
Western Australia**

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Quality Catholic Schooling (QCS) project brief



Work Strand 1

To devise a Whole-school Improvement Framework for schools to use in self-review

Work Strand 2

To develop leadership capacity to ensure that the WSI Framework actually makes a difference

The five guiding propositions of QCS



The quality of an education system cannot exceed the quality of its teachers and staff

The quality of an organisation is determined by its willingness and capacity to learn

An organisation is made up of conversations and its quality can be gauged by the strength of these conversations

The map is not the territory

In the soil of this, trust and enlightened leadership are the key nutrients

The QCS context of this presentation



An organisation *is* a conversation

People who cannot *talk* well to each other cannot *work* well with each other

How well does your current organisation speak to itself?

The actual professional life of people



Work as a 'near-life' experience

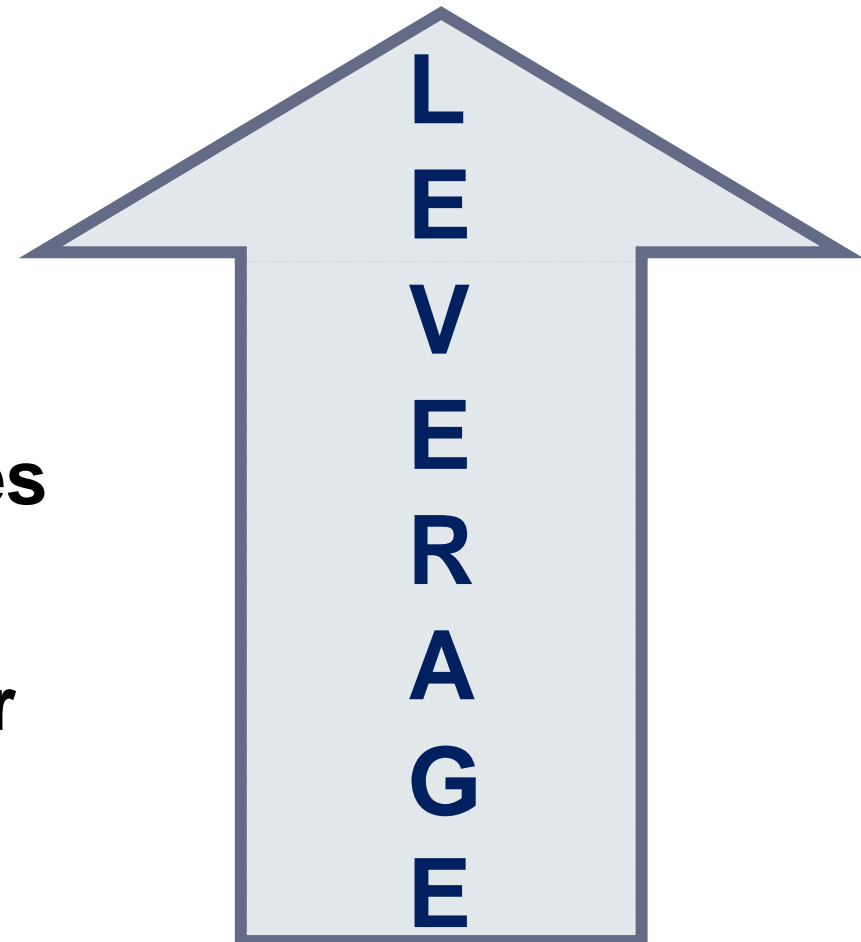
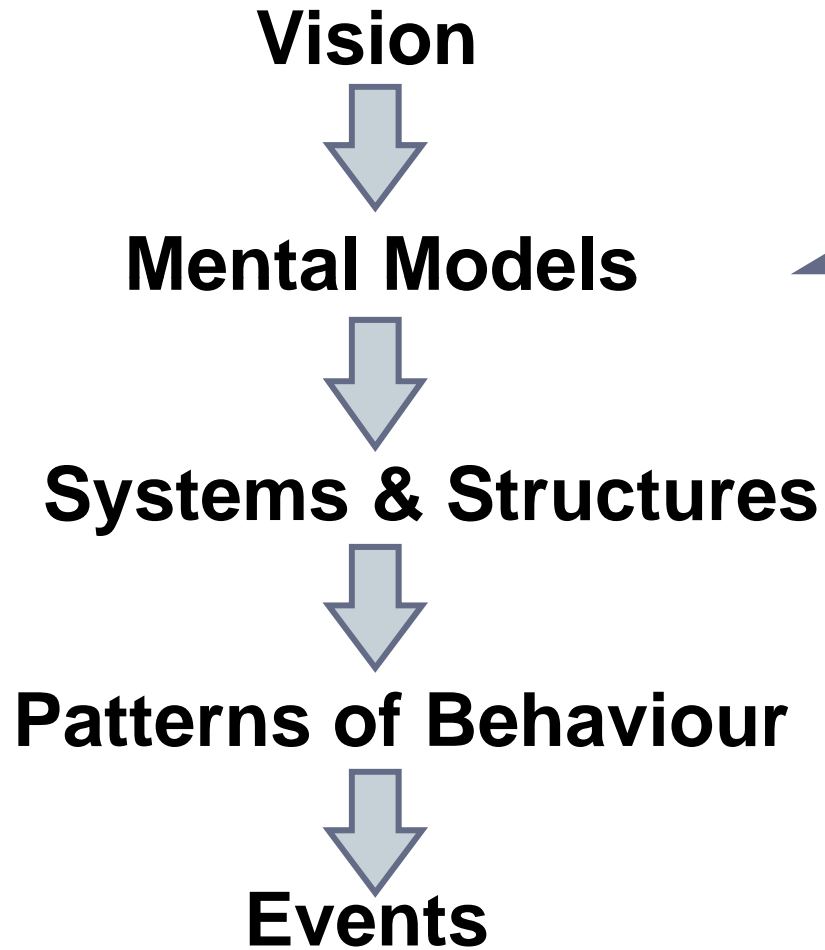
Perfectionistic Behaviour

'The enemy is out there'

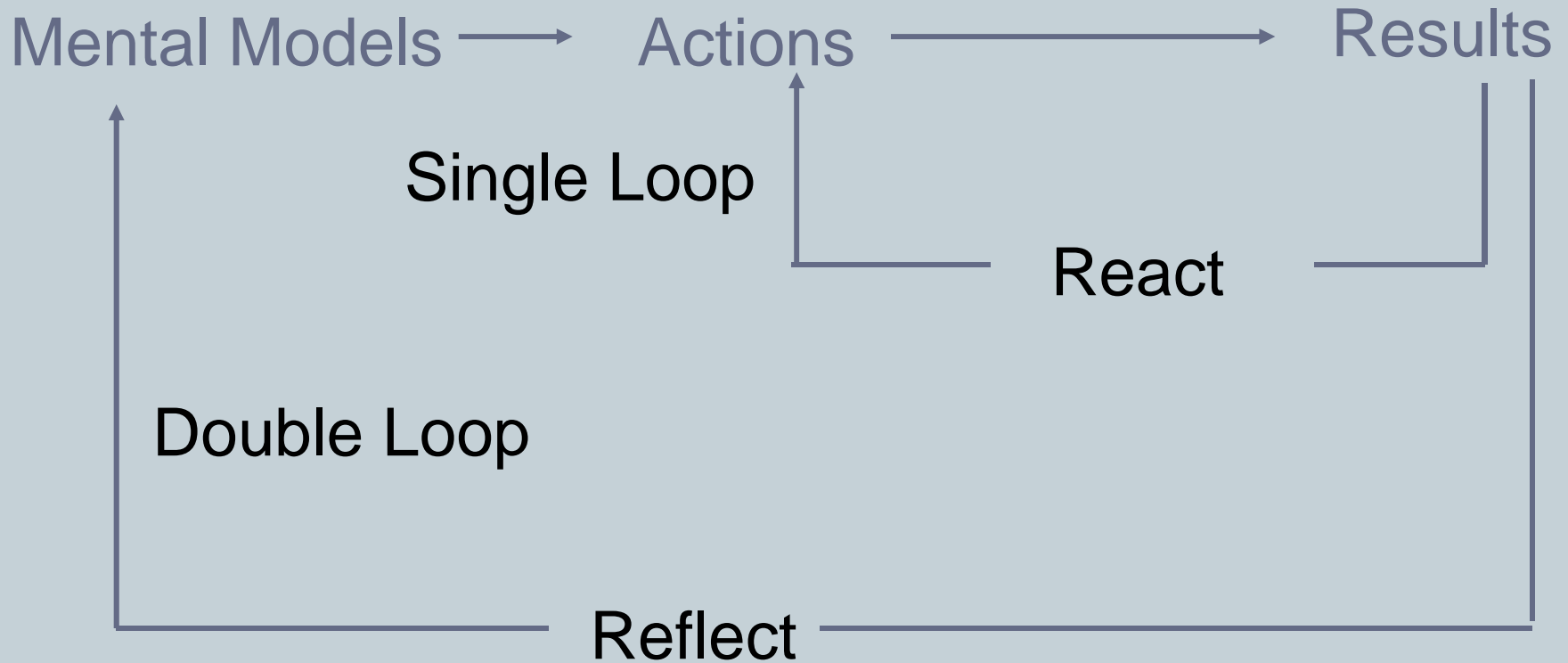
Events-driven articulation of our roles and experience

In this context, how honest, authentic or even possible would a framework calling for 'self-review and improvement' be?

Levels of perspective (Kim)



Single and double loop learning (Argyris)



The dilemma refined



In our leadership preparation programs, how can we contribute to the development of an ethic and a practice that deepens the nature of the inner conversation our leaders are having, leading to a deeper outer conversation at all leadership levels in the Catholic education system in WA?

Picking up the challenge

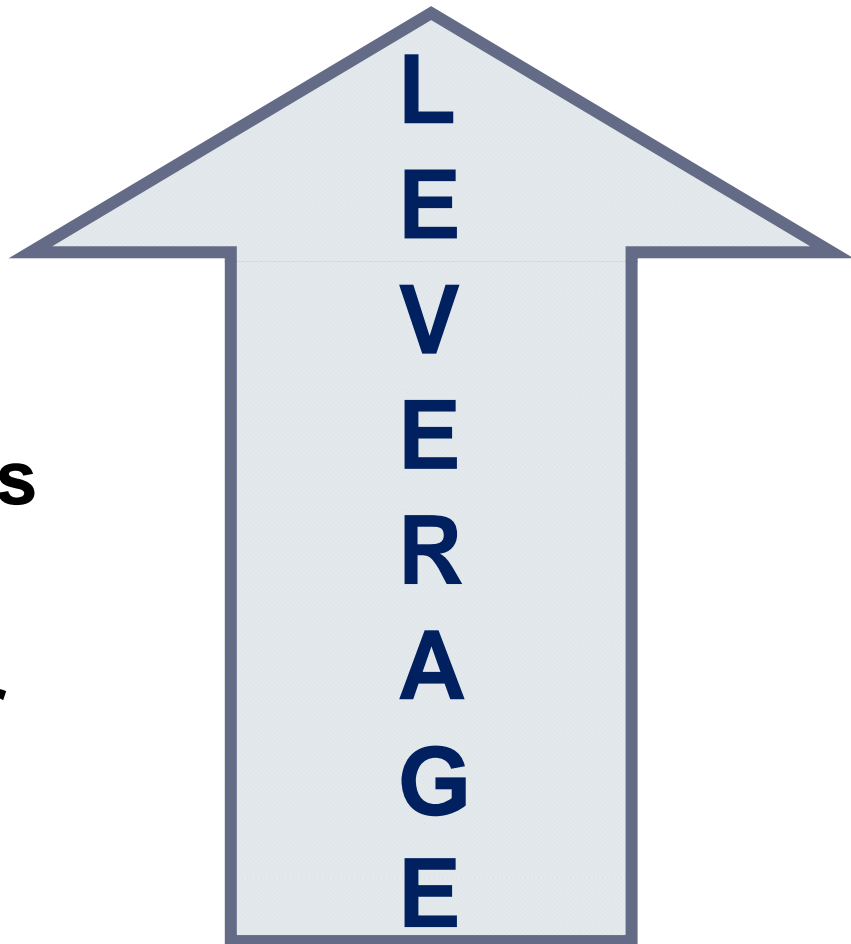
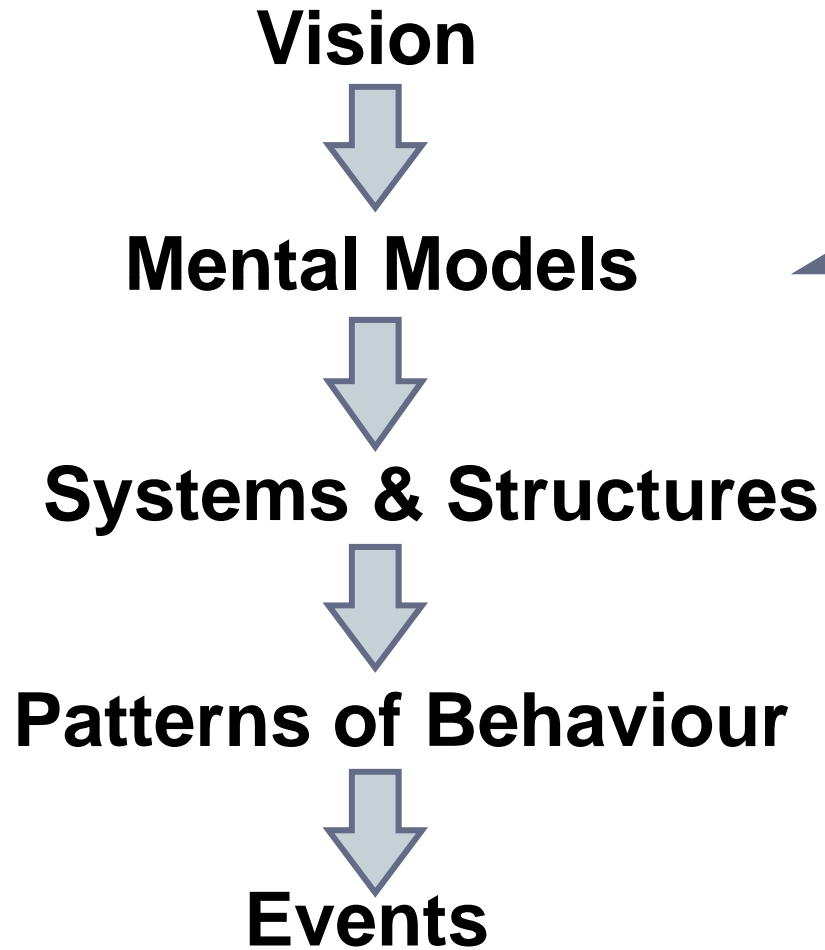


Development of a two-year principal preparation program:
The Aspiring Principals' Program

Year 1 (Orientation year): transactional leadership....

Year 2 (Enrichment year): transformational leadership....

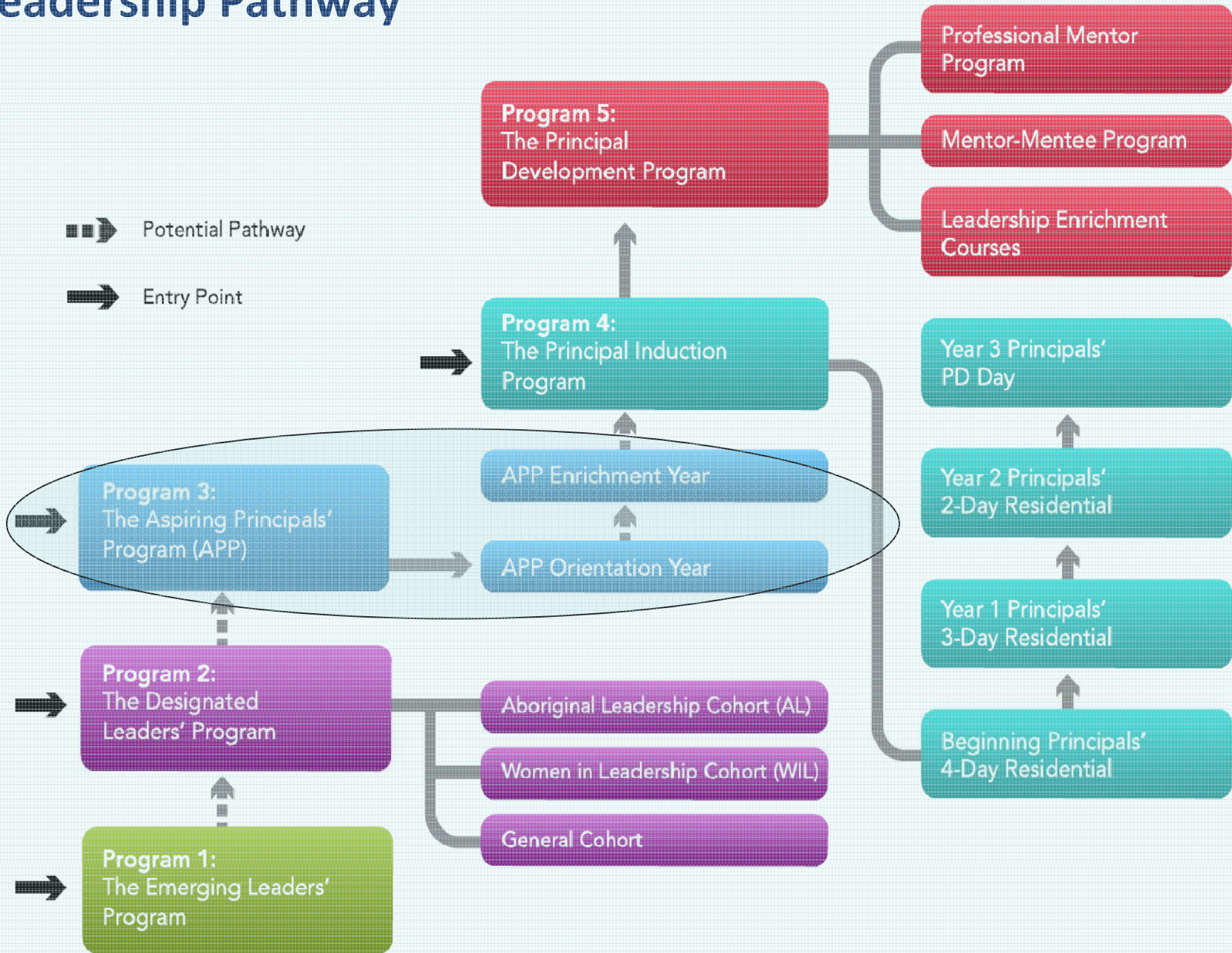
Levels of perspective (Kim)



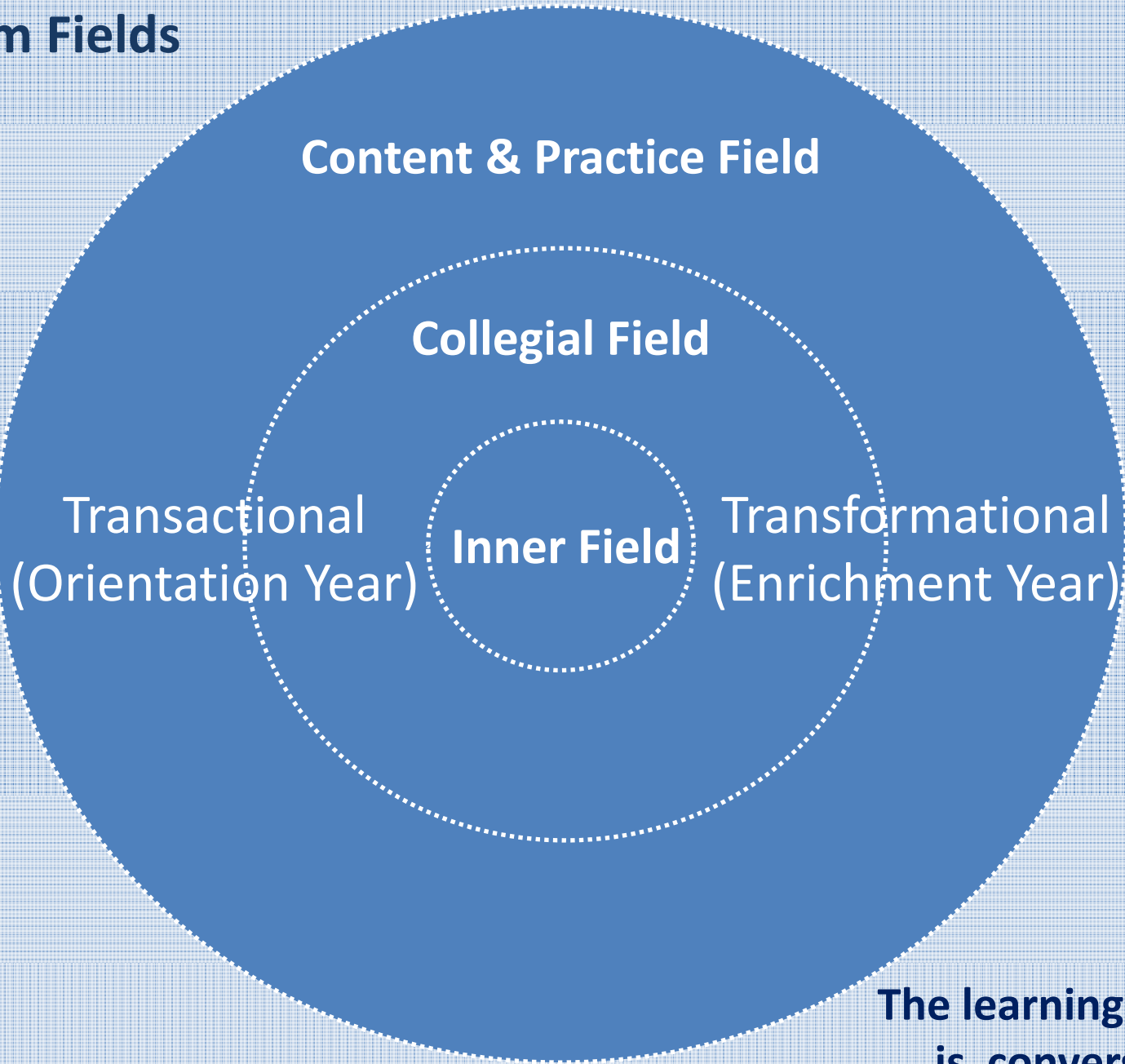
Leadership Pathway

▬▬▬➔ Potential Pathway

➔ Entry Point

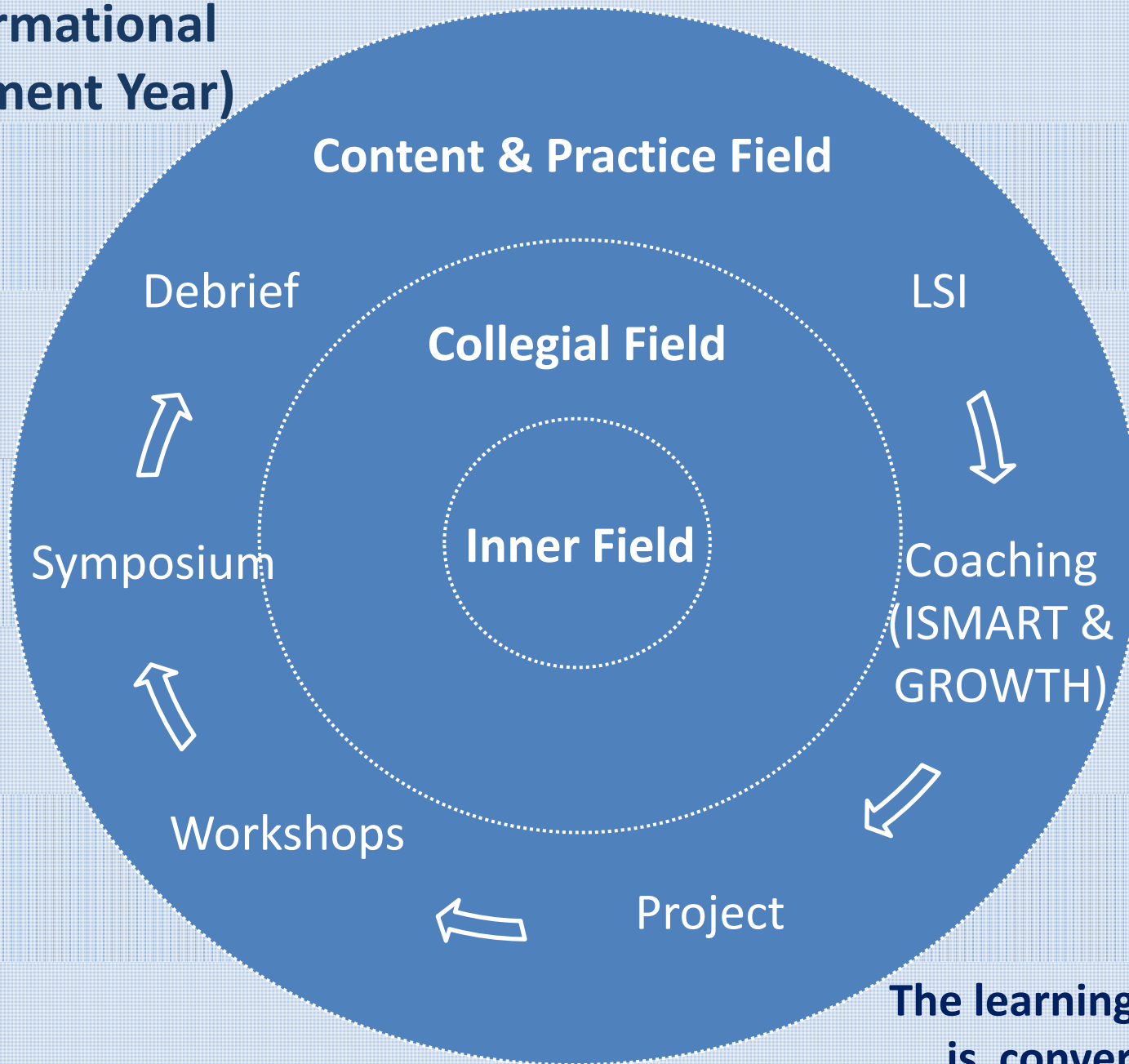


Program Fields



**The learning medium
is conversation**

**Transformational
(Enrichment Year)**



Green shoots: Evidence of deeper conversation

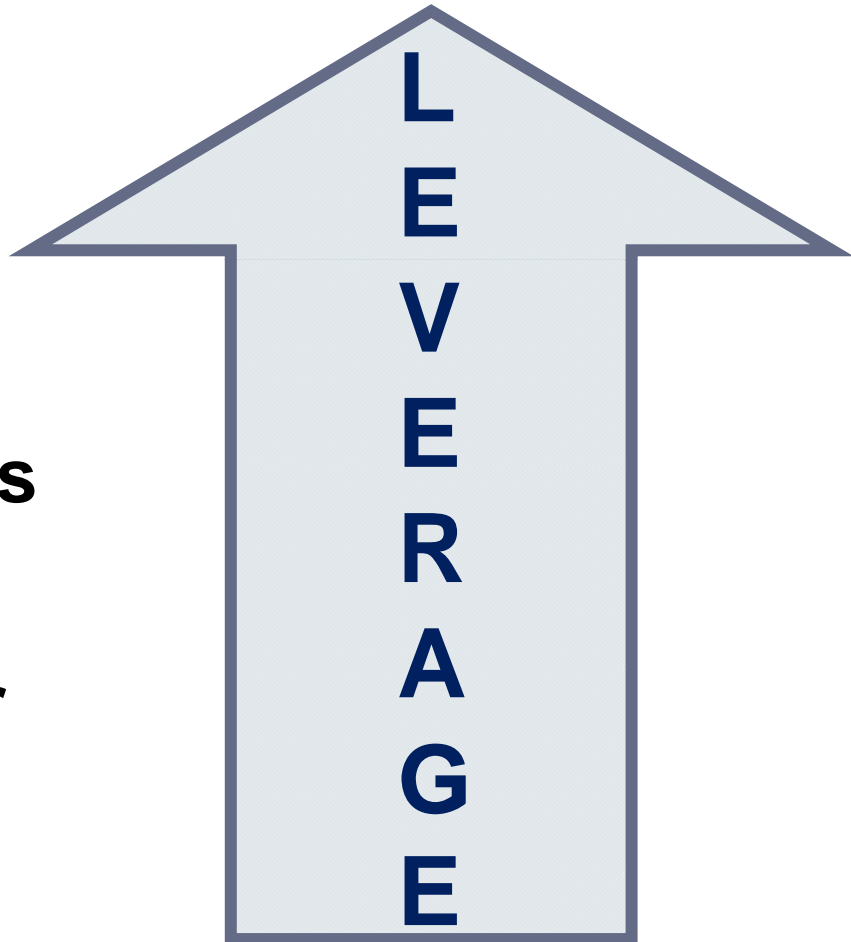
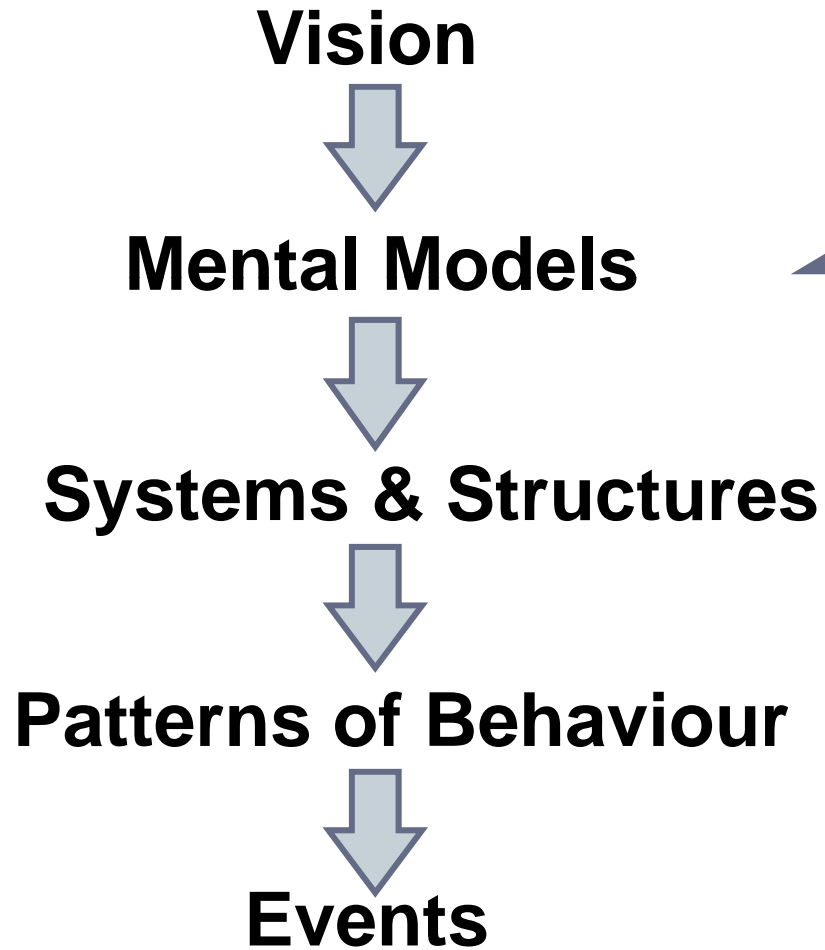


Coaching Goal 1: Open my heart....

Coaching Goal 2: Open my hand....

Coaching Goal 3: Open our minds....

Levels of perspective (Kim)



Questions....



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