



growth
coaching
international

What is Leadership Coaching?

A special presentation developed
for 2nd Australian Leadership Coaching
Conference for Educators
Melbourne June 7th 2011





As a result of participating in this session you will:

- Be clearer about some of the key aspects of what a coaching conversation might look like
- Have clarified some of the differences/similarities between coaching, mentoring, training and counselling
- Be familiar with a framework for organising coaching conversations
- be introduced to the 8 key skills of coaching
- have practiced applying the GROWTH coaching model in a range of workplace situations.



Coaching is.....



“... a **dialogue** in which the coach and the coachee **collaborate** to unlock the coachee’s **potential** and **maximise** performance. It is a **relationship** that helps the coachee to **learn** and enhances their professional effectiveness and on-the-job performance, ensuing **accountability** and **support** for managing workplace issues, reaching goals and **sustaining** development.”



Coaching Is....

...unlocking a person's potential to maximise their own performance. It's more often about helping them to learn rather than teaching them.

John Whitmore, Coaching for Performance.





Leadership coaching is simply these kinds of development conversations conducted:

For leaders

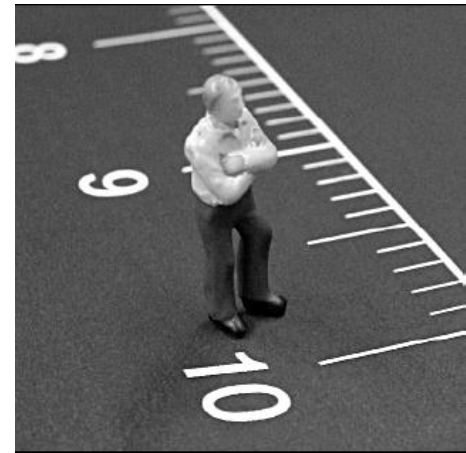
By leaders



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What makes a good coach?





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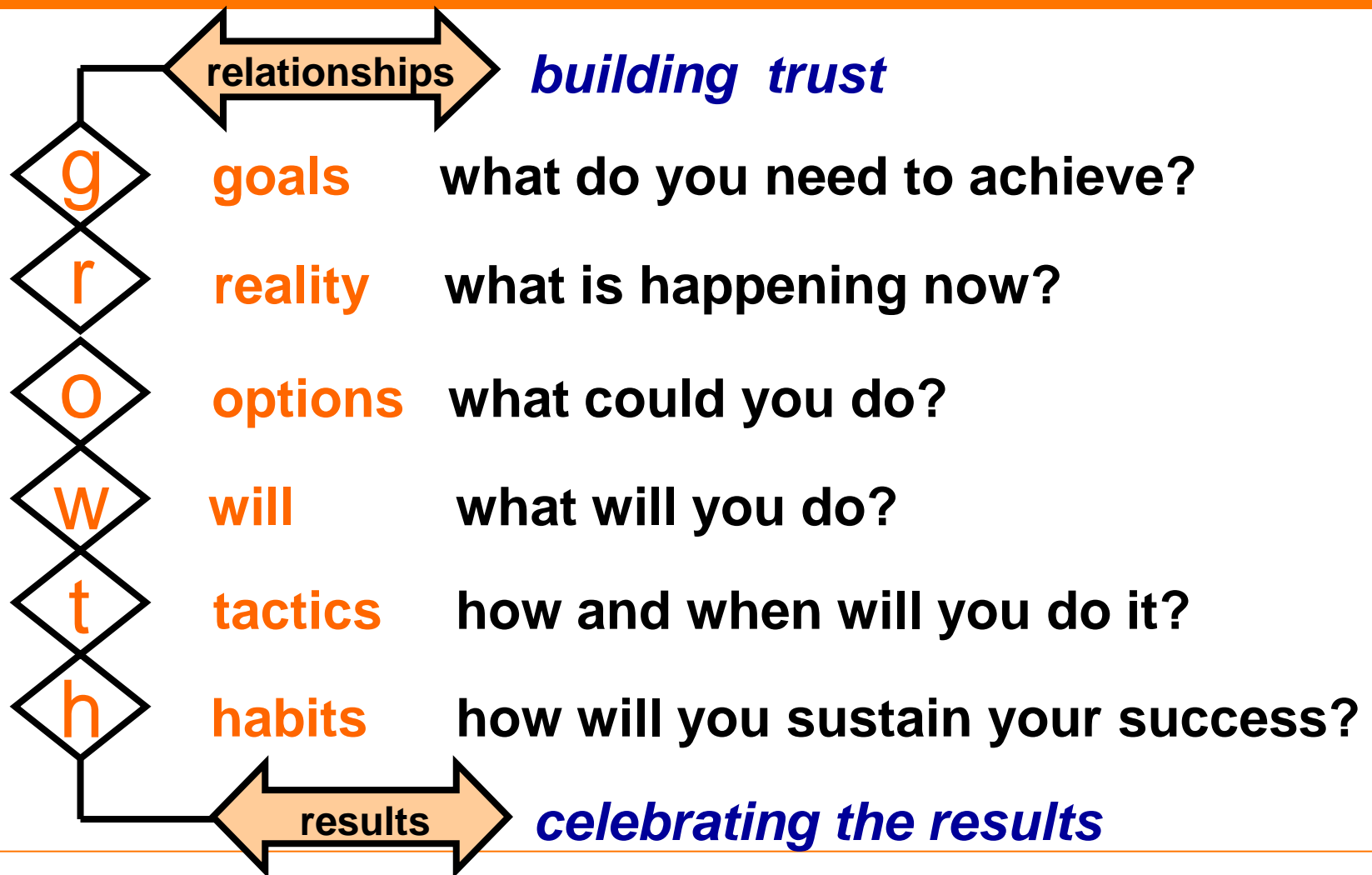
3 Pillars of Coaching



- **GROWTH Model**
- **Coaching Skills**
- **Emotional Intelligence**



The GROWTH coaching system is...





8 Key Coaching Skills



1. Developing trust

5. Empathising

2. **Being present**

6. Being succinct

3. ***Listening actively***

7. ***Asking the best questions***

4. Clarifying

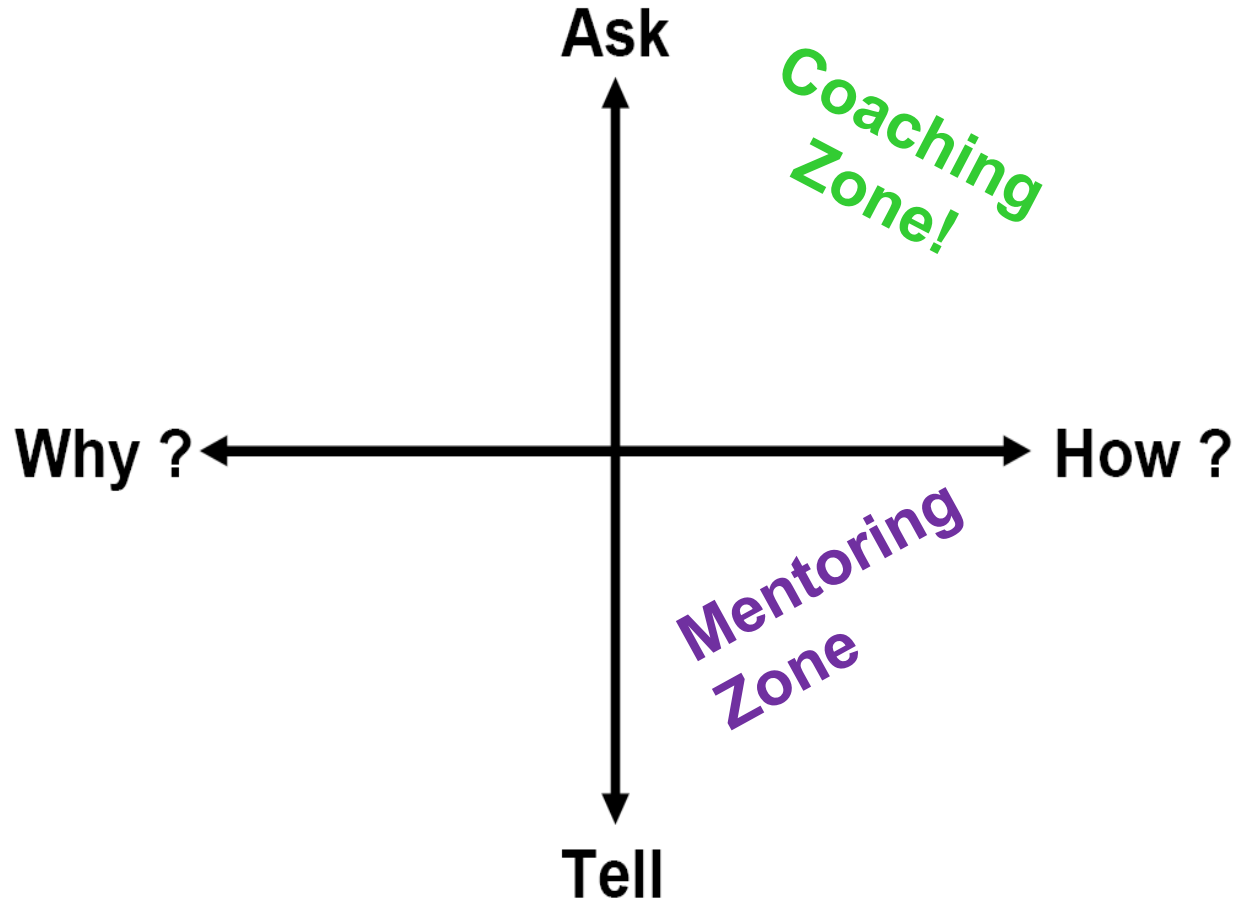
8. Giving feedback



Mentor... Coach?



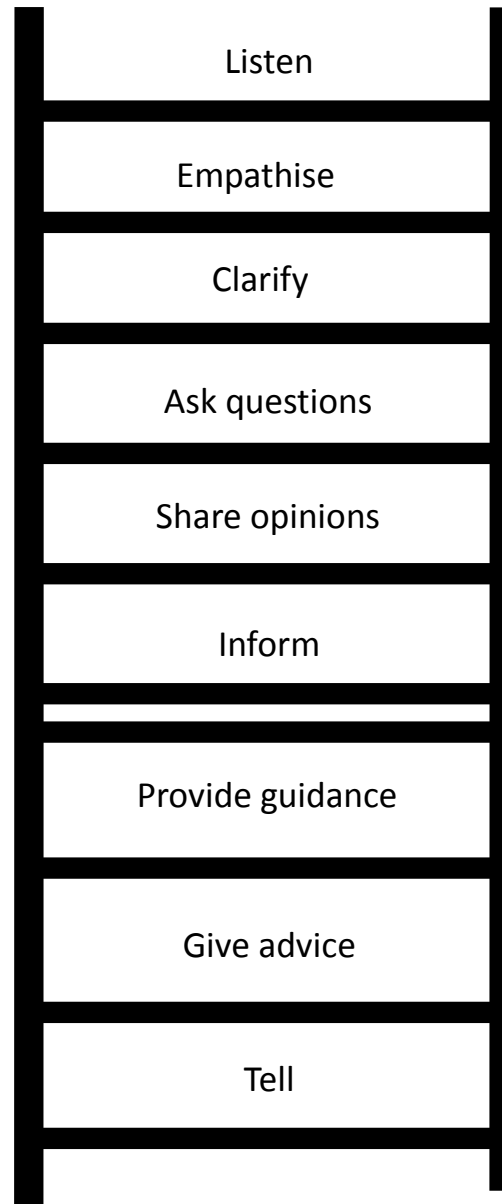
- “A mentor is a more experienced individual, willing to share his or her knowledge with someone less experienced in a relationship of mutual trust.”
D.Clutterbuck 1992 Mentoring
- “Professional coaching is an ongoing partnership that helps clients produces fulfilling results... In each meeting the client chooses the focus of the conversation, to which the coach listens and contributes observations and questions. The interaction contributes clarity and moves the client into action.”
International Coach Federation





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NON DIRECTIVE



DIRECTIVE

Discovery



Informing



Coaching is **not the same as...**



- **Counsellor** Tends to look for causes of problems & focuses on the past and how it impacts the present
- **Training** Has a set agenda & content to be delivered
- **Mentoring** Is a relationship between expert & novice involving the giving of advice
- **Consulting** Problem fixing approach requires expert knowledge



Why coaching?



Teachers who worked with coaches:

- Practised new strategies more often and with greater skill than teachers who were not coached.
- Retained and increased their new skills over time; teachers who were not coached did not.
- Demonstrated a clearer understanding of the purposes and uses of the new strategies than teachers who were not coached.



*‘We act our way into learning – rather
than learn our way into acting’*

– Michael Marquardt Action Learning Method



Coaching Practice



- Find a partner and determine coach/coachee
- **Coachee:** select a simple goal that you want to achieve in the next few months. Something that you have been putting off.
- **Coach:** coach your partner through this topic using the GROWTH model
- Allow 10 minutes and then swap roles and repeat



Awareness

- growing awareness changes the game. It moves us from being **acted upon** to being in a position to **act on** the issue or challenge.

Responsibility

- commitment & performance arises from **choice**
- taking **responsibility & ownership** for change