For many people the performance review conversation is one of the most dreaded of all leadership responsibilities. And for good reason…

The evidence suggests that these review or appraisal conversations are not often done well (Coens & Jenkins, 2002). Indeed, one large corporate organisation has recently decided to completely restructure its system and abandon performance ratings.

We believe coaching approaches can make a significant and positive difference to the way these conversations occur. This workshop will enable you to learn how three different international education systems approach this challenge, as the workshop will include presentations from:

- Margaret Barr, Lead Associate - Growth Coaching UK, Scotland
- Kerry Mitchell, Director - The Education Group, New Zealand
- Jason Pascoe, Director - Growth Coaching International, Australia

This one day workshop addresses the challenges associated with formal performance and development review processes and demonstrates how coaching approaches can be integrated into these conversations so that productive outcomes are achieved and relationships maintained.

Outcomes:

As a result of attending this workshop it is intended that participants will:

- Become familiar with how coaching approaches are being integrated into performance review processes in Scotland, New Zealand and Australia
- Be clear about what an effective ‘coaching approach’ to Performance and Development looks like
- Explore and practise conversational strategies to guide and support the development of performance goals
- Develop greater confidence in leading Performance and Development conversations
Workshop Outline:

- Performance Systems: Challenges and Opportunities
- Performance Development Systems around the globe: Coaching approaches
  - NZ
  - Scotland
  - Australia
- Reflections: What makes this work?
- Context is key – link to AITSL Framework
- Integrating coaching approaches into your school’s context
- Summary and Conclusion

Workshop Presenters:

**Margaret Barr**
Margaret is a coach and a former head teacher. Her MSc in Coaching Psychology is from the University of East London. Until 2012 Margaret was the head teacher of a city secondary school, and other roles have included mentor and field assessor for candidates studying for the Scottish Qualification for Headship at the University of Glasgow, and mentor to new head teachers.

**Kerry Mitchell**
Kerry is a founding director of The Education Group. Prior to that she was employed by Massey University as a consultant and researcher. She has over 35 years experience in education and she has worked in a wide range of state and integrated schools. She has extensive experience in strategic planning, setting up and reviewing performance management systems, training appraisers, conducting principal appraisals, and facilitating professional development groups for principals and deputy principals. Currently Kerry is the project leader for the Teachers Council: Appraisal Support for Professional Leaders Project.

**Jason Pascoe**
Jason Pascoe is a Director of GCI and experienced facilitator who is committed to supporting and engaging individuals, teams and organisations to reaching their potential. His past 15 years’ experience includes leadership, project coordination, design and facilitation of workshops, team development, teaching, personal training and university lecturing.

Jason’s enthusiasm and ability has been described by leaders as inspirational and motivational. He is passionate about coaching as a strategic component in building the structure of success into organisations.