CoachED UPDATE

JULY 2023

Enhancing the quality of conversations in education communities

Short Read

GOAL SETTING: 5 KEY ELEMENTS TO BRING THEM TO LIFE

Goal setting has become perhaps one of the most used and foundational concepts in coaching. What is a goal and how is it useful? Anthony Grant (2012) describes a goal as being 'the purpose toward which an endeavour is directed; an objective or outcome'. In coaching, we look at goals as the desired endpoint or 'future perfect'. Regardless of description one thing is clear and consistent in the literature and research around goal setting - Goals play a key role in moving us from our existing state to a desired state.

Locke and Latham (1990) developed Goal Setting Theory and have researched goals extensively, identifying **5 key elements** that need to be in place for us to achieve our goals and highlighting how these 5 elements help to translate 'good intentions into great results'.

Clarity: be clear about your goal and what you are trying to achieve. Write it down and think about how and when you will measure it. A clear goal can be measured.

Challenge: set a challenging goal that will stretch you and spark your interest. Goals that are either too easy or too difficult can harm motivation and performance.

Commitment: ensure you are committed to the goal by aligning it to your values or important outcomes. Individuals will work harder towards a goal when they have had input in developing it. This instinctual buy-in increases the commitment level towards goal achievement.

Feedback: ask for feedback, so you can gauge your progress and adjust if needed. Feedback can come from others or from within. It can be a check-in point, to ascertain that you're heading in the right direction. It can allow you to adjust a goal or aspects of it to ensure your moving towards what is wanted.

Task Complexity: take into account the complexity of the task, being realistic about time frames and achievability. Think about breaking complex tasks into smaller sub-goals if needed to reduce overwhelm.

When done in a supportive, structured way, goal setting is effective and often critical to success. This is where coaching can be a vehicle to support others set goals through increasing self-awareness and responsibility. Goals give us a route to focus our attention on goal-relevant behaviour such as actions that feed into and underpin movement towards the goal and away from irrelevant tasks that are distracting. (Zimmerman, Bandura, & Martinez-Pons, 1992).

How can we support goal setting in the workplace? Coaching is one key mechanism or strategy for helping this happen. It is a developmental conversation that is forward-focused as well as action-oriented. It is supported and underpinned by Self Determination Theory (Deci & Ryan), a macro theory of human motivation that looks at people's innate tendencies and psychological needs that feed into motivation. Coaching supports a sense of competency (achievement), a sense of autonomy (choice) and a sense of relatedness (connectivity). This interfaces beautifully with the tenants of Goal Setting Theory to support the movement towards goal setting and goal achievement.

Written by Claudia Owad,
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References:

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Locke, E. A., & Latham, G. P. (1990). A theory of goal setting & task performance. Englewood Cliffs, NJ: Prentice-Hall.

Zimmerman, B. J., Bandura, A., & Martinez-Pons, M. (1992). Self-motivation for academic attainment: The role of self-efficacy beliefs and personal goal setting. American Educational Research Journal, 29(3), 663-676.

Coming Soon

Jim Knight is returning to Melbourne to lead the Instructional Coaching Institute!

Growth Coaching International is delighted to be able to bring Jim Knight back to Australia for the first time in more than three years!

Taking place from **Monday 18th to Friday 22nd September 2023**, the institute is a focused and intensive professional development opportunity based on more than 20 years of research.

Contact our team at events@growthcoaching.com.au to express your interest and be the first to hear when registrations for this special event open!

Stay tuned for more information and further announcements.

Resources

GCI COACHING IN EDUCATION PODCAST: HOWICK COAST KĀHUI AKO

In this episode of the Coaching in Education podcast I'm in conversation with Mark Keenan and Jane Ginders from New Zealand who share the findings from a recent case study of the seven schools in Howick Coast Kāhui Ako as they developed individual coaching models over the last number of years.

Click here to listen

You can subscribe to our podcast via **Apple Podcasts** and **Spotify**. Head to our website today to catch up on our wide variety of episodes!

SMALL THINGS – BIG IMPACT

Written by John Campbell, GCI Founding Director

Recently I reconnected with a client who I had not been in contact with for several months. As we discussed an upcoming project he thanked me for a suggestion I had made at our last meeting, describing how much difference it had made for him and his team. While I was delighted with this feedback I struggled to remember the discussion and just what I might have said that made such an impact.

Read the full article here

Upcoming Courses

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.

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

UPCOMING COHORTS:

Wollongong - 2nd & 3rd August 2023
Melbourne - 2nd & 3rd August 2023
Brisbane - 3rd & 4th August 2023
Albury - 9th & 10th August 2023
Hobart - 10th & 11th August 2023
Canberra - 17th & 18th August 2023
Newcastle - 6th & 7th September 2023
Online - 13th & 20th September 2023
London - 2nd & 3rd November 2023

COACHING IN LEADERSHIP

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. Coaching in Leadership is fundamentally about how to best support and grow the capacity, motivation and wellbeing of others through more intentional conversations that lead to better relationships and, ultimately, better outcomes for students.

Designed specifically for current and aspiring leaders in educational settings, this course offers an extended cohort learning experience aligned with internationally recognized coaching and mentoring credentials.

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

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

UPCOMING COHORTS:

2 x 2 Day Cohorts - commencement dates below

Perth - 14th August 2023
Brisbane - 21st August 2023
Melbourne - 22nd August 2023
Sydney - 22nd August 2023

SPECIAL OFFER ON UK COURSES

GCI is excited to be bringing **Introduction to Leadership Coaching** and **The Impact Cycle** to **London!**

As a special introductory offer, **UK clients can save £25** on these courses by using the discount codes below when registering:

The Impact Cycle - London:
12th & 13th October 2023 (Use code **UKTIC25**)

Introduction to Leadership Coaching - London:
2nd & 3rd November 2023 (Use code **UKILC25**)

FIND ALL OTHER OPEN-ENROLMENT COURSES ON OFFER BY CLICKING HERE

Complimentary Professional Learning

GCI Insights: June 2023

Last week we released our latest issue of GCI Insights!

In this issue we feature the concept of a coaching "Way of Being". When did this concept arise? How has its meaning and expression continued to evolve? What does it look like in practice? And much more!

As in previous issues, our latest Insights 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.

We hope you enjoy this issue of GCI Insights as a companion to your coaching journey,

Click here to read our full issue of GCI Insights