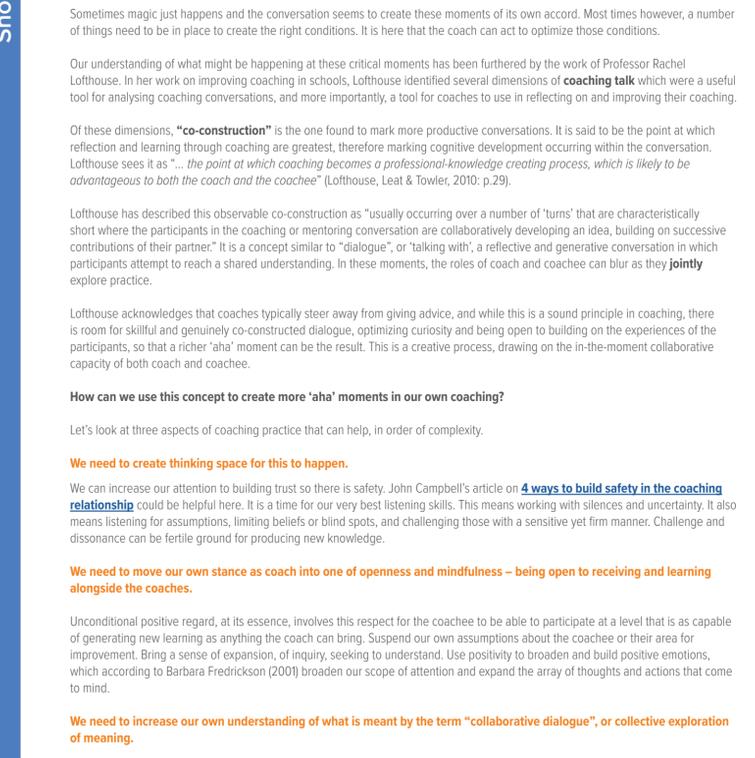


CoachED UPDATE

MARCH 2024

Enhancing the quality of conversations in education communities



3 WAYS TO MORE 'AHA' MOMENTS IN COACHING

Looking for more "aha" moments in your coaching? These are the moments when the conversation changes in quality - the "light bulb" moments of sudden realization, when we feel a breakthrough: new knowledge is created. When these moments occur, they can be truly powerful and often lead to the shift in practice that was hoped for.

Sometimes magic just happens and the conversation seems to create these moments of its own accord. Most times however, a number of things need to be in place to create the right conditions. It is here that the coach can act to optimize those conditions.

Our understanding of what might be happening at these critical moments has been furthered by the work of Professor Rachel Lofthouse. In her work on improving coaching in schools, Lofthouse identified several dimensions of **coaching talk** which were a useful tool for analysing coaching conversations, and more importantly, a tool for coaches to use in reflecting on and improving their coaching.

Of these dimensions, "**co-construction**" is the one found to mark more productive conversations. It is said to be the point at which reflection and learning through coaching are greatest, therefore marking cognitive development occurring within the conversation. Lofthouse sees it as "...the point at which coaching becomes a professional-knowledge creating process, which is likely to be advantageous to both the coach and the coachee" (Lofthouse, Leat & Towler, 2010: p.29).

Lofthouse has described this observable co-construction as "usually occurring over a number of 'turns' that are characteristically short where the participants in the coaching or mentoring conversation are collaboratively developing an idea, building on successful contributions of their partner." It is a concept similar to "dialogue", or "talking with", a reflective and generative conversation in which participants attempt to reach a shared understanding. In these moments, the roles of coach and coachee can blur as they **jointly** explore practice.

Lofthouse acknowledges that coaches typically steer away from giving advice, and while this is a sound principle in coaching, there is room for skilful and genuinely co-constructed dialogue, optimizing curiosity and being open to building on the experiences of the participants, so that a richer "aha" moment can be the result. This is a creative process, drawing on the in-the-moment collaborative capacity of both coach and coachee.

How can we use this concept to create more 'aha' moments in our own coaching?

Let's look at three aspects of coaching practice that can help, in order of complexity.

We need to create thinking space for this to happen.

We can increase our attention to building trust so there is safety. John Campbell's article on **4 ways to build safety in the coaching relationship** could be helpful here. It is a time for our very best listening skills. This means working with silences and uncertainty. It also means listening for assumptions, limiting beliefs or blind spots, and challenging those with a sensitive yet firm manner. Challenge and dissonance can be fertile ground for producing new knowledge.

We need to move our own stance as coach into one of openness and mindfulness – being open to receiving and learning alongside the coaches.

Unconditional positive regard, at its essence, involves this respect for the coachee to be able to participate at a level that is as capable of generating new learning as anything the coach can bring. Suspend our own assumptions about the coachee or their area for improvement. Bring a sense of expansion, of inquiry, seeking to understand. Use positivity to broaden and build positive emotions, which according to Barbara Fredrickson (2001) broaden our scope of attention and expand the array of thoughts and actions that come to mind.

We need to increase our own understanding of what is meant by the term "collaborative dialogue", or collective exploration of meaning.

This could be achieved by further reading. It could also be by talking with colleagues and fellow coaches, articulating how we see it as a concept, listening to others' expression of it and building a shared understanding through those conversations. This in itself is the practice of dialogue - collective exploration of meaning. Through practice outside coaching conversations, we are more skilful when in coach mode.

Have you ever experienced an 'aha' moment in your own coaching? What can you learn from that experience?

By Dr Kristine Needham, Emeritus Consultant, Growth Coaching International.

References:

Fredrickson, B. (2001). The role of positive emotions in positive psychology: The broaden-and-build theory of positive emotions. *American Psychologist*, 56(3), 218-226. <http://dx.doi.org/10.1037/0003-066X.56.3.218>

Lofthouse, R., Leat, D. and Towler C. (2010). Coaching for teaching and learning: A practical guide for schools. CfBT Education Trust.







THE IMPACT CYCLE IN ACTION

Real coaches, real teachers and real classrooms = real coaching

When:
20 - 22 March 2024

Where:
The Crowther Centre for Applied Educational Research, Brighton Grammar School VIC

This is the **only coaching course** where you can experience the reality of coaching in a **real school environment**. The instructional coaching course is delivered by Growth Coaching International (GCI) under our partnership agreement with Instructional Coaching Group (ICG), in collaboration with *The Crowther Centre for Applied Educational Research* at Brighton Grammar.

This **practical course** is designed for leaders, teachers, and instructional coaches who want to explore The Impact Cycle and see it in action over the course of three days. Each day will incorporate a variety of classroom visits, coaching demonstrations, coaching practice, strategies to implement coaching and 'Ask Me Anything' sessions with current instructional coaches and leaders.

[FIND OUT MORE & REGISTER](#)

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COACHING IN EDUCATION
PODCAST

STORIES FROM THE COACHES WITH GRAY RYAN



I'm delighted to share with you the second episode in our podcast mini-series called 'Stories from the Coaches'. In our first episode we turned the spotlight on our very own Dan Steele who shared some fascinating insights into coach training from the other side of the slide deck. In this second episode I'm joined by another member of the GCI team – Gray Ryan. Gray is highly regarded for his integrity, professionalism and outcomes focus. His motivational and engaging style and highly attuned listening skills enable him to develop positive, meaningful and trusting relationships with GCI clients. Gray is an experienced coach and facilitator with an extensive background in educational leadership. Join me as Gray shares some great insights from his many years of experience in both coaching and facilitating. This is another 'must listen'.

Click [here](#) to listen to this latest episode.

- Richard Reid, Podcast Host.

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

COACHING: A PERFORMANCE DEVELOPMENT APPROACH FOR OUR TIMES?

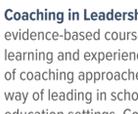
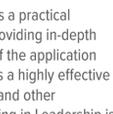
Written by John Campbell.

In this short article from our archives, John Campbell explores a coaching approach to performance development conversations.

[Read the full article here](#)

UPCOMING COURSES



We are delighted to partner with ACEL to bring the Coaching in Leadership course to educators across Australia in 2024.

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.

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 - [16th May 2024](#)

Hobart - [29th May 2024](#)

Melbourne - [29th May 2024](#)

Sydney - [29th May 2024](#)

THE IMPACT CYCLE

The **Impact Cycle** course is delivered by ICG under our partnership with Instructional Coaching Group, this course aims to support educators in establishing instructional coaching cycles that lead to improved teaching and student learning. The course is for anyone who works alongside teachers to help them develop their practice.

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

"Thank you so much for an amazing 2 days. Thank you for your care and authenticity. I have learnt so much and feel much more confident as a leader and to begin engaging in the coaching process with my peers."

Sanja Ivetić, River Gum Primary School, VIC

UPCOMING COHORTS:

Brisbane - [18th & 19th March 2024](#)

Melbourne - [8th & 9th May 2024](#)

Sydney - [15th & 16th May 2024](#)

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 cascade as 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!

"Thank you - I learned so much. This course has been life-changing in terms of my professional life. I wish I had done it years ago. It should be mandatory for all emerging leaders."

Lisa Wilson, ACT Education Directorate

UPCOMING COHORTS:

Perth - [14th & 15th March 2024](#)

Geelong - [30th April & 1st May 2024](#)

Online - [3rd & 10th May 2024](#)

Hobart - [15th & 16th May 2024](#)

COACHING ACCREDITATION PROGRAM



Our flagship coach training course with Prof. Christian van Nieuwerburgh, delivered fully **ONLINE** over 6 months with a GLOBAL cohort and a pathway to individual European Mentoring and Coaching Council (EMCC) credentials.

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

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

READ OUR LATEST ISSUE OF GCI INSIGHTS

Enhancing the quality of conversations in education communities



DOWNLOAD FREE PDF!

Have you seen the latest issue of GCI Insights?

The November 2023 issue of GCI Insights was our biggest issue yet! Featuring over 30 pages 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.

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

[Click here to read our latest GCI Insights](#)

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News & Upcoming Events

Later in 2024, we are delighted to be bringing two recognised thought leaders in coaching in education back to Australia! Please mark your calendars for the following exciting events and watch this space for further details.

INSPIRING EDUCATORS: FACILITATING SUCCESS AND WELLBEING IN OTHERS WITH PROF. CHRISTIAN VAN NIEUWERBURGH

August 2024, Melbourne and Sydney

This full-day interactive workshop with Professor Christian van Nieuwerburgh will provide you with the skills and knowledge to engage, motivate and support the people around you. Drawing from research, theories and practice from the fields of coaching psychology and positive psychology, the workshop will be highly practical, focusing on immediately implementable strategies and techniques that can be used in one-to-one, team and group interactions.




Christian will draw on his research, practice and writing, including *The Leader's Guide to Coaching in Schools* (2017), *Advanced Coaching Practice: Inspiring Change in Others* (2019), *An Introduction to Coaching Skills* (2020), *From Surviving to Thriving: A Student's Guide to Feeling and Doing Well at University* (2022) and *Positive Health: 100+ Research-based Positive Psychology and Lifestyle Medicine Tools to Enhance Your Wellbeing* (2023).

THE INSTRUCTIONAL COACHING INSTITUTE 2024 WITH DR JIM KNIGHT

23-27 September, Melbourne (venue TBC)

The 5-day Instructional Coaching Institute is a focused and intensive professional development opportunity based on 20+ years of research. It provides a big-picture view of instructional coaching and comprehensive learning opportunity covering the key topics presented in Jim Knight's bestselling books and research.

This unique learning opportunity helps coaches and leaders not only establish a proven foundation for success, but also develop a deeper and complete understanding of the **instructional coaching process and practices**, cultivate the necessary communication skills for healthy conversations, deepen engagement in the classroom, and best utilise coaching tools and resources.

COACHING SYMPOSIUM: COACHING FOR IMPACT SUSTAINING COACHING THROUGH LEARNING CONVERSATIONS - NEW ZEALAND

9th August 8:30am - 3:30pm (NZDT), Royal New Zealand Yacht Squadron, Westhaven Marina, Auckland

Growth Coaching New Zealand, in partnership with The Education Group Ltd will be hosting **Coaching Symposium: Coaching For Impact Sustaining Coaching Through Learning Conversations**, featuring keynote speakers: Professor Christian van Nieuwerburgh, Chris Munro and Pip Carter.

[Click here for more information and booking details.](#)

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