

# CoachED UPDATE

## JULY 2024

Enhancing the quality of conversations in education communities

### 3 WAYS TO HELP SUSTAIN COMMITMENT TOWARDS GOALS

By this time of the year most people's New Year resolutions are a distant memory. It is a sad commentary on our lack of ability to follow through on our good intentions. Most of us can start well but sustaining commitment and progress on new goals is a difficult challenge. Old habits are hard to break; our general business becomes just too much of a pressing need to deal with so that anything not urgent just goes to the bottom of the list. Life just gets in the way.

Yet the ability to push through, sustaining effort and motivation towards our goals is an important element in the coaching process. It is this very reason why we at Growth Coaching like the H for Habits part of the GROWTH model. Making explicit the issue of sustaining momentum towards goals in the coaching process is one small way of helping to ensure that.

There are other ways to help do this. Here are 3 strategies that we can use with those we lead and coach that will help them to continue to strive towards achievement of their goals.

#### 1. Peter Gollwitzer's research into 'Implementation Intentions' <sup>1</sup>uncovered an important principle.

When people were able to look into the future and anticipate challenges to ongoing goal achievement and put in place ahead of time some alternative actions in response to the anticipated 'trigger' they were much more likely to maintain commitment to the goal. For example, if you have decided to get fitter and exercise regularly, one way of maintaining commitment to this goal would be to anticipate a trigger that might derail this intention and plan an alternative goal-consistent response before the trigger occurs. Something like... "If it is cold and wet on a jogging morning then I will go to the gym." When this "if...then" formula was used goal achievement was much higher.

#### 2. Richard Ryan and Edward Deci's work on Self Determination Theory and 'intrinsic motivation' <sup>2</sup>highlights the importance of linking goals to values and deeper meaning.

When goals are 'should' goals our commitment can fall away easily. We are much more likely to sustain commitment to a goal when it is linked to our own chosen values.

A question such as, "Why will achieving this be important to you?" can be a helpful and significant coaching question when reviewing a goal. For some, this simple question has been deeply moving.

#### 3. Marshall Goldsmith's focus on inviting colleagues to become partners with leaders seeking to implement goals and behaviour change, highlights the value of harnessing the social environment to assist in goal achievement.

In a paper, Leadership is a Contact Sport <sup>3</sup>, he describes a strategy that involves leaders sharing the goals on which they are working with their colleagues. He then outlines a simple way in which leaders can get targeted, regular feedback on how they are progressing towards the identified goals. When this process was implemented colleagues became allies and supporters of the leader's success, creating a highly motivated support network and accountability mechanism.

So "while sustaining commitment to goals in the face of life's changing priorities and pressures" skilful coaches and leaders can deploy a range of evidence-based approaches to help increase the chances of success. Try integrating some of these strategies into your leadership and coaching conversations and let us know how they work for you.

Have a great month!

By John Campbell,  
GCI Founding Director

#### References:

<sup>1</sup>Gollwitzer, P.M. (1999) Implementation intentions: Strong effects of simple plans. American Psychologist 54 (7) 493-503.

<sup>2</sup>Ryan, R.M. & Deci, E.L. (2000). Self-determination theory and the facilitation of intrinsic motivation, social development and well-being. American Psychologist. 55(1), 68-78.

<sup>3</sup>Goldsmith, M., & Morgan, H. (2004). Leadership is a contact sport: The 'follow up factor' in management development. Retrieved July 2011, from <http://www.marshallgoldsmithlibrary.com/docs/articles/LeaderContactSport.pdf>



## Inspiring Educators: Facilitating Success and Wellbeing in Others

With Prof. Christian van Nieuwerburgh

Prof. Christian van Nieuwerburgh's full-day interactive workshop 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. Through a blend of mini-seminars, engaging group discussions and opportunities to try out new strategies, participants will learn how to motivate and enhance the wellbeing of those around them.

This session is designed for anyone who supports others through conversations. It is suitable for educators, coaches, leaders and professionals.

Cost: \$450+GST per participant

Group discounts available for groups of 3 or more.

Click to register for our  
**MELBOURNE** workshop  
13th AUGUST 2024

Click to register for our  
**SYDNEY** workshop  
16th AUGUST 2024





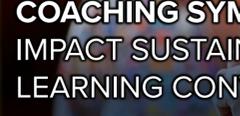
## THE AUSTRALIAN INSTRUCTIONAL COACHING INSTITUTE 2024

WITH DR JIM KNIGHT

23-26 SEPTEMBER, MELBOURNE

For more Information and to register [click here](#)

Following the huge success of the Australian Instructional Coaching Institute in 2023, Dr Jim Knight is coming back by popular demand! The Institute is a focused and intensive professional development opportunity based on 20+ years of research. It provides a big-picture view of instructional coaching covering the key topics presented in Jim Knight's best-selling books and research. This 4-day intensive event is the best professional development you could do as an instructional coach, mentor or leader. Secure your place quickly for the opportunity to learn with a renowned world leader in Instructional Coaching.

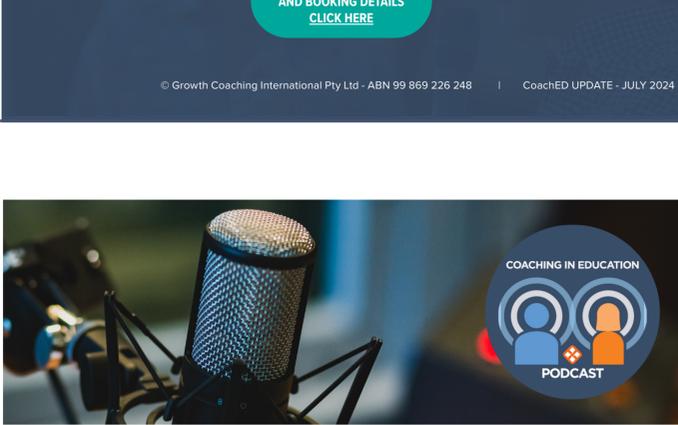


## COACHING SYMPOSIUM: COACHING FOR IMPACT SUSTAINING COACHING THROUGH LEARNING CONVERSATIONS - New Zealand

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.

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

FOR MORE INFORMATION AND BOOKING DETAILS [CLICK HERE](#)



### STORIES FROM THE COACHES WITH LUCY CARROLL



Over the last six months I have had the privilege of chatting with a number of the GCI team with a view to gaining their insights and thoughts on developing coaching in our schools. In this particular episode I'm excited to be joined by Lucy Carroll. Lucy joined Growth Coaching International in 2019 and brings with her, over 30 years of experience in education, in diverse settings across Australia and internationally. Most recently Lucy has worked at the Institute of Positive Education at Geelong Grammar School, promoting student, staff and family wellbeing through innovative education programs in the field of positive psychology. This role has taken Lucy into schools across all sectors in Australia and has stretched as far afield as Singapore, Hong Kong, Dubai and Germany. Join me in this episode as Lucy shares some fabulous insights into how she sees coaching fit into the world of education and the immense benefits for those who position it front and centre in their approach to professional conversations.

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](#).

### ARE YOU A GIVER, A TAKER OR A MATCHER?

By Dr Paolo Terzi

Who makes it to the top, 'givers' or 'takers'? Surprisingly, even in cutthroat business environments, it is givers — those who help and support others with their time, mentorship, resources or network; and do so regardless of whether they would benefit from it.

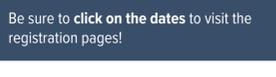
This is the key finding presented by Adam Grant, the youngest full Professor at Wharton, in his book "Give and Take". The author himself is the lead researcher in many key studies narrated in the book, and that makes his arguments very compelling. Plenty of stories make the narrative engaging, clear and memorable — we learn about what it means to be givers or takers from a gallery of characters ranging from stuttering lawyers to Jonas Salk; and from philanthropists to NBA players.

Read the full article [here](#) on our website.



### UPCOMING COURSES

#### COACHING IN LEADERSHIP



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 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

**Brisbane** - 25th July 2024

**Melbourne** - 31st July 2024

**Sydney** - 14th August 2024

**Perth** - 22nd August 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 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!

"Thank you for an informative program delivered in a supportive environment. I have a new energy and am confident the skills I have learnt will be used from day one of the new term."

Jane Neary, Head Teacher, Chifley College - Shalvey Campus NSW

#### UPCOMING COHORTS:

**Sydney** - 7th & 8th Aug 2024

**Melbourne** - 8th & 9th Aug 2024

**Brisbane** - 26th & 27th Aug 2024

**Launceston** - 30th Aug & 13th Sep 2024

**UK Online** - 18th Sep - 23rd Oct 2024

### COACHING ACCREDITATION PROGRAM



Click above to find out everything about this course through the interactive Flipping Book.

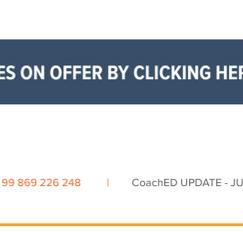
Our flagship coach training course with Prof. Christian van Nieuwerburgh, delivered fully ONLINE over 6 months with a GLOBAL COHORT and a pathway to individual European Mentoring and Coaching Council (EMCC) credentials.

Our next cohort commences **2nd October 2024!**

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

### ADVANCED COACHING PRACTICE

Advanced Coaching Practice is for experienced coaches who are interested in taking their practice to the next level. It is designed to support active reflection on your current coaching practice leading to new insight and awareness.



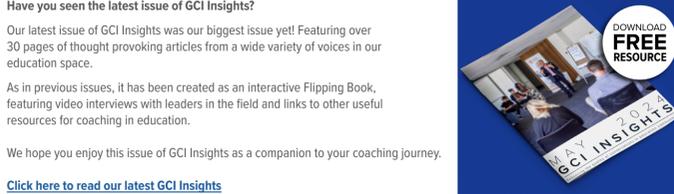
#### UPCOMING COHORTS:

3 x 2hr fortnightly online workshops

Online - [29 Oct, 12 & 26 Nov 2024](#)

Click above to hear our Consulting Professor Christian van Nieuwerburgh talk about this course.

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



Have you seen the latest issue of GCI Insights? Our latest 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](#)

