



Coached UPDATE

MAY 2021

Enhancing the quality of conversations in education communities

TIME TO READ: 3MINS+

MANAGING TENSIONS IN THE COACHING RELATIONSHIP

Short Read



It's pretty common for coaches to experience a range of internal 'tensions' in various coaching relationships. These can include juggling the pull between challenging and letting things go, being fully present, and thinking of what comes next, among others. GCI Executive Director Professor Christian van Nieuwerburgh, with co-author, David Love, explores these and other coaching practice 'tensions' in his newest book, *Advanced Coaching Practice* (2019). Experienced coaches are finding this a worthwhile read!

Another immediate tension facing leaders when they enter into coaching conversations with team members is the tension that comes from being a coach and a supervisor. This is not easy to resolve, and leaders can sometimes find that it compromises their role as coach, manager, or both. Edgar Schein has insightfully explored the dynamics of power in helping relationships in *Helping: How to offer, give and receive help* (2009). However, these situations vary in their complexity and context, and there are no easy, neat solutions to resolving them. Though as coaches and leaders, we do need to be working on this.

A similar tension exists within the context of developing new teachers. How can teacher educators and mentors bring a coaching approach to the developmental conversations they have with beginning teachers when a pass or fail grade is also a factor in the learning experience? What kinds of conversations and relationships ameliorate the tension that exists between

review and assessment, and the need to encourage growth and development in adult learners? Pre-service (and early career teachers) undoubtedly need training and expert knowledge as well as feedback and appraisal of their readiness for entry to the profession. How can we do this in a respectful way that enables the individuals to become engaged critically reflective professionals?

It is this very issue that we are exploring in our Curious Convos webinar this month. Mary-Clare Relihan works with pre-service teachers and their school-based mentors in the Faculty of Education at Monash University, where she is also undertaking her doctoral research looking at coaching, mentoring and adult learning. This month, Mary-Clare discusses this topic with GCI Managing Director Chris Munro, also someone with past experience of navigating what he calls the "delicate partnership" between the university, schools and pre-service teachers.

References:

Schein, E. (2009). *Helping: How to offer, give and receive help*. Berrett-Koehler Publishers Inc.

Van Nieuwerburgh, C. & Love, D. (2019). *Advanced Coaching Practice: Inspiring change in others*. Sage Publications Inc.

Resource



GCI Coaching in Education Podcast Series

The GCI Coaching in Education podcast series is now exclusively devoted to sharing stories from the field! Educators from the full range of educational settings worldwide share their starting points, what's worked, what's been challenging, and how they have adapted approaches to suit their contexts. It's where theory and good intentions meet reality, and consequently, these stories offer lots of insights about implementing coaching in educational settings.

Click [here](#) to access the GCI Coaching in Education Podcast Series and subscribe using your favourite podcast app.

REGISTRATION FOR THE FOLLOWING ONLINE AND FACE-TO-FACE PROGRAMS IS CLOSING SOON:



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

- o **Online:**
 - Advanced Coaching: Solution Focus Master Class**
(6x 2 hr sessions across 2 days) [Starting June 1](#)
- o **In Person:**
 - Introduction to Leadership Coaching 2 days**
[May 27/28 Geelong](#) [June 24/25 Perth](#)
[June 17/18 Melbourne](#) [June 24/25 Kalgoorlie](#)
[June 22/23 Hobart](#)
 - Advanced Coaching: Solution Focus Master Class 2 days**
[June 16/17 Brisbane](#)
 - Managing Challenging Conversations 1 day**
[June 3 Melbourne](#)
 - The Impact Cycle 2 days**
[June 17/18 Perth](#)

Complimentary Professional Learning



Curious Convos: Coaching and Mentoring in Teacher Education

Join Mary-Clare Relihan from the Faculty of Education at Monash University for this Curious Convo with Chris Munro as they explore the tensions between sharing expert knowledge and assessing performance, and the facilitation of growth-oriented and agency-enabling conversations, particularly when working with pre-service and early career teachers.

Click [here](#) for more information and to register.

Coming Soon

Planning for the 7th Coaching In Education Conference 2021 is underway!

Our bi-annual coaching in education conference is back, and this time we are going global and virtual!

Dates: **September 21/22**

Confirmed speakers:

- Dr Ellie Drago-Severson, Teachers College, Columbia University, NYC, USA

(Listen to Ellie discuss feedback [here](#))

- Dr Jim Knight, Senior Partner Instructional Coaching Group, Kansas, USA

- Professor Christian van Nieuwerburgh, GCI Executive Director and University of East London, UK

(More speakers to be announced soon)



[Click to register your interest and to lock in the special Early Bird rate!](#)

Re-launch of Coaching in Education Podcast Series.

Watch out for the Coaching in Education Podcast Series coming in May!

In the re-launch episode, GCI Managing Director Chris Munro introduces our new podcast host Richard Reid and interviews him about his own coaching journey. As you will hear, Richard is a school leader who has experienced and witnessed the benefits of coaching in school settings. Richard continues to work as a Principal in County Down, Northern Ireland and is a podcasting enthusiast in his 'spare' time. He brings the warm and humble perspective of teacher, Principal, coach and mentor to his new role hosting our podcast series.