



Coached UPDATE

SEPTEMBER 2021

Enhancing the quality of conversations in education communities

Short Read



TIME TO READ: 3MINS+

PROGRESS-FOCUSED CONVERSATIONS AND INNER WORK LIFE

There has been a lot written about wellbeing for both educators and students in recent times. And, rightly so. The pandemic and associated extended lockdowns have prompted a focus on wellbeing and mental health. **GCI leaders have already contributed to this in helpful ways.**

This heightened focus on wellbeing led me back to a book I had read a little while ago - The Progress Principle (Amabile and Kramer, 2011). It is in this book that Amabile and Kramer introduced the term 'Inner Work Life.' They described this as the combination of perceptions, emotions, and motivations that contribute to how people think and feel about their work world. The book suggested that positive Inner Work Life is a beneficial thing associated with a range of organisational and personal benefits. But, perhaps even more significantly, the authors' extensive research identified distinct practices that influential leaders do to contribute to the positive Inner Work Life of those with whom they work. Right at the top of the list of these effective practices was helping **progress** happen, hence the book title. The authors make this bold claim:

"...facilitating progress is the most effective way for managers to influence inner work life. Even when progress happens in small steps, a person's sense of steady movement to an important goal can make all the difference between a great day and a terrible one" (Amabile & Kramer, p. 77).

They go on to elaborate upon two key factors that contribute to progress. The first is **Catalyst Factors**, which are actions or steps that help progress **the project**. These could include new ideas from a colleague, an additional resource, identifying a new next step, or a recommended app that might offer a more efficient way. **Nourishment Factors** are the second. These are actions that support **the person**. They include a range of interpersonal practices like listening, showing respect, providing encouragement, and other forms of interpersonal support.

The encouraging thing about the authors' conclusions is how much these practices resonate with leaders using a coaching approach. **At its heart, coaching is about movement and progress.** Every coaching conversation, done well, will bring about at least tiny step movement and progress; frequently, it will be much more than that! It's reassuring to have a growing amount of research evidence to support the many stories about how coaching often helps energise people, serving as a stimulator of positive Inner Work Life in formal and less formal settings.

Further, **Catalyst Factors** highlight the value of the search for resources and options and identifying clear next steps, which are also central to the GCI coaching approach. As Professor Tony Grant at the University of Sydney used to say, "If there ain't actions—it ain't coaching!"

A closer look at **Nourishment Factors** emphasises the importance of the Coaching Way of Being that surrounds good coaching interactions. Conversations in the context of a relationship built on trust and psychological safety will impact the willingness of people involved to explore new thinking and innovations. These are vital ingredients for making progress.

Whatever your current situation, it's worth considering:

- In what ways might you be more of a trigger for progress in your leadership context?
- What Catalyst and Nourishment Factors might you be able to incorporate in your daily interactions?

Many of us are working in a more challenging working environment than we have ever experienced. So it's good to know that when we use a coaching approach as our way of leading, we are going a good way towards nurturing the positive Inner Work Life of our colleagues and team members. That's got to be good for all of us, especially right now.

Reference:

Amabile, T., & Kramer, S. (2011). The progress principle: Using small wins to ignite joy, engagement, and creativity at work. Harvard Business Review Press.

Resources



Coaching in Education Podcast

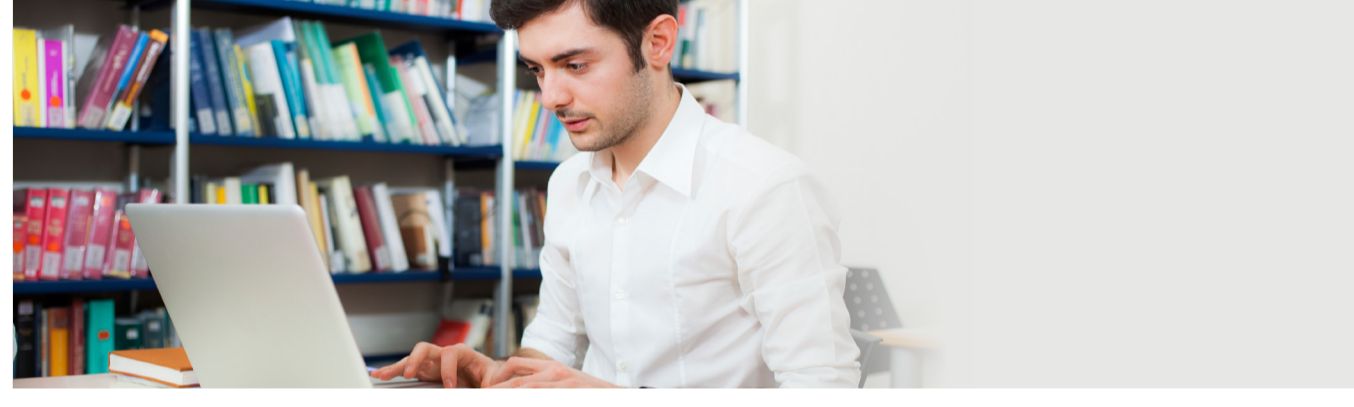
Our featured resource is the latest edition of the GCI Coaching in Education podcast.

This month our host Richard Reid is in conversation with **Ian Dickinson, Principal of Pigeon Mountain Primary School in Auckland, New Zealand**. Listen in as Ian shares many of the wins and some of the barriers he has experienced over recent years developing a coaching culture. Join Richard as he explores how video peer coaching has provided an excellent vehicle for improving the quality of conversations as the school aims to provide an 'Education with a Heart'.

And, we have a favour to ask...if you find this a worthwhile listen, please leave a rating and a review. It helps people to find us.

[Listen to the Podcast here.](#)

Upcoming Courses



As the pandemic continues to cause various levels of restriction and unpredictability in schools, our online programs and coaching provide an accessible, flexible and adaptable way to keep your professional learning going.

Here's what some recent participants have said about our online training:

"The clarity from the facilitators and the input from participants, it was comfortable to freely discuss ideas and opinions." - Aimee Campbell, Leader of Learning, Glenfield Intermediate School, New Zealand

"I just want to say, Thank you for such a powerful program! I feel equipped, energised and excited to coach staff in my new deputy head role this year!" - Vicky Kirby-Beach, Assistant Head of Junior School, Oxley Christian College, VIC

"I am extremely proud of the progress that I have made across the course. The online delivery has really suited me and given me the opportunity to deeply explore each concept at my own pace." - Josh Bell, Assistant Principal, NSW

- Josh Bell, Assistant Principal, NSW

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

o Online:

Introduction to Leadership Coaching

Commencing Tuesday 7 September (London, UK) for 6 weeks
Commencing Wednesday 13 October (Sydney) for 6 weeks

Advanced Coaching SF Masterclass

Oct 14 & 21

Individual Coaching

Scheduled to suit you

Introduction to Leadership Coaching Intensive

6 sessions over 3 half-days during school vacation + implementation session - 22-24 September 2021

6 sessions over 3 half-days during school vacation + implementation session - 12-14 January 2022

[Click here for NZ courses](#)

o In Person:

Coaching Accreditation Program Phase 1-3 (4-days)

Commencing Sep 9/10 Melbourne

The Impact Cycle Program 2-day

Oct 11/12 Brisbane Oct 28/29 Melbourne

Oct 28/29 Sydney Nov 1/2 Perth

Managing Challenging Conversations 1-day

Oct 21 Melbourne Oct 25 Perth

Introduction to Leadership Coaching 2-day

Nov 8/9 Perth Nov 25/26 Geelong

Nov 25/26 Melbourne

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

Complimentary Professional Learning



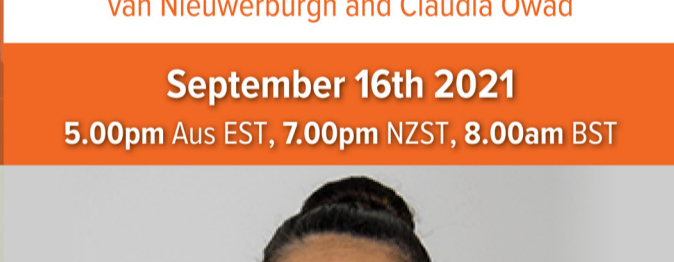
Curious Convos Webinar: Coaching as a Wellbeing Enhancer with Professor Christian van Nieuwerburgh and Claudia Owad

September 16th 2021

5.00pm Aus EST, 7.00pm NZST, 8.00am BST



Prof. Christian van Nieuwerburgh
(GCI Executive Director)



Claudia Owad
(GCI Director of Programs)

Curious Convos: Coaching as a Wellbeing Enhancer with Professor Christian van Nieuwerburgh and Claudia Owad

Attending to the wellbeing of educators, students, leaders, and other school staff has become even more critical as the world continues to grapple with the effects of Covid-19. In this curious conversation, Claudia and Christian will reflect on how coaching can support the wellbeing of educators. In addition, they will discuss practical ways to bring a greater focus to wellbeing in coaching conversations.

Thursday 16th September, 2021

5pm Australian EST

8am British Summer Time

[Register here.](#)



7TH COACHING IN EDUCATION CONFERENCE

Connect with us on social media

#Coached2022



GOING GLOBAL: CELEBRATING INTERNATIONAL PERSPECTIVES

1 & 2 March 2022

Next year will see our 7th Coaching in Education Conference go online for the first time!

The conference has as its theme **Going Global: Celebrating International Perspectives**, and it is this global perspective that is one of the big pluses of hosting an event of this kind virtually.

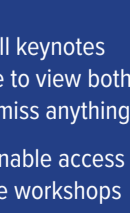
We are genuinely excited by the possibilities that this format offers. Building on the quality and reputation of our previous face-to-face conferences, next year you will have the opportunity to:

- Learn from practitioners making an impact in different systems and different educational settings all over the world
- Hear the latest thinking from more global thought leaders from the US, UK and Australia
- Avoid the dreaded conference 'FOMO' feeling. All keynotes and presentations will be recorded and available to view both during and after the event so you don't need to miss anything
- Experience a conference program designed to enable access across international timezones with recurring live workshops
- Network internationally with colleagues you would normally never get to meet
- Experience a professional virtual conference environment custom-built for this event

Keynote Speakers

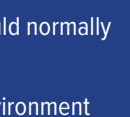
Professor Dianne Vella-Brodrick

Gerry Higgins Chair in Positive Psychology, Deputy Director and Head of Research at The Centre for Wellbeing Science, University of Melbourne (Australia)



Professor Ellie Drago-Severson

Professor of Education Leadership and Adult Learning & Leadership, Teachers College, Columbia University (USA)



Dr Jim Knight

Senior Partner, Instructional Coaching Group and Research Associate, University of Kansas Center for Research on Learning (USA)



Dr Mark McKergow

Co-Director of The Centre for Solutions Focus at Work (UK)



Indicative Program

The conference program will be delivered in four three-hour blocks and will include:

- Opening Address: Prof. Christian van Nieuwerburgh and John Campbell
- Keynote Speakers: Dr Jim Knight, Prof. Dianne Vella-Brodrick, Prof. Ellie Drago-Severson, Dr Mark McKergow
- Stories from the Field (Implementation)
- Stories from the Field (Research)
- Concurrent Live Workshop Sessions (Repeated once) to suit varying levels of expertise, role and interest. More details coming very soon.
- Scheduled networking discussions
- Closing Address: Prof. Christian van Nieuwerburgh and Prof. Rachel Lofthouse

[Register here for early bird rates](#)

[Conference webpage and full program coming soon](#)