

CoachED UPDATE

JUNE 2022

Enhancing the quality of conversations in education communities

TIME TO READ: 4MINS

"I HAVE ALWAYS IMAGINED THAT PARADISE WILL BE A KIND OF LIBRARY." - JORGE LUIS BORGES

I love my books. I think I must be the person all the online booksellers had in mind when they added the feature that goes, "If you like this... you will probably like this..." Most of the time, I do like the additional suggested titles and end up buying one of them. Not sure what that says about my impulse control.

Anyway, I recently came across a new book and had to get it. It's by Dr. Haesun Moon, who serves as Executive Director at the Canadian Centre for Brief Coaching. It's called the **Coaching A-Z: The Extraordinary Use of Ordinary Words**. I have been familiar with Haesun Moon's work for a while, but this is the first book she has published, and it's one that many coaches and leader coaches will find helpful. It seeks to bring formal coaching skills and the resulting benefits into informal everyday conversations. This is something we at GCI have been exploring ourselves for a while. We actually call this using a 'coaching approach,' and you can find more on it in these articles:

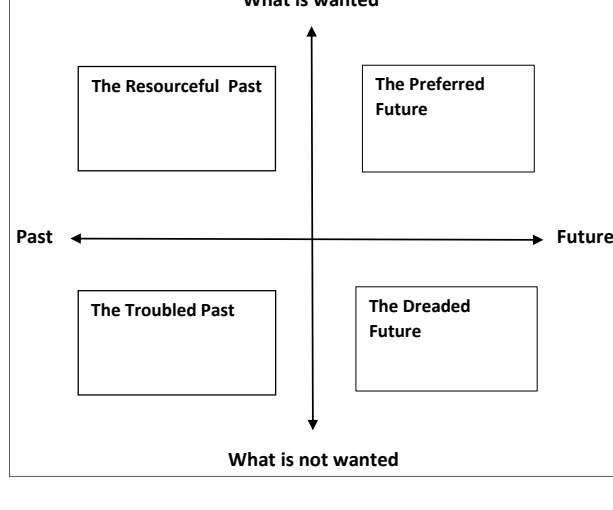
- [Coaching and a 'Coaching Approach': What's the Difference](#)
- [A Coaching Orientation in Every Interaction](#)

In the introductory chapter, the author introduces a central concept and a simple framework that forms a platform for everything else that follows. The foundational concept is captured in the quote,

"Not all narrative is curative!" (p.12)

As coaches, we can fall into the trap of believing that conversation is, of itself, helpful, that the 'helping through talking' process, well... helps. However, it depends on what kind of conversations we initiate and whether we are leading them in growthful ways. Throughout the book, the author demonstrates how the Solutions Focus approach provides a way to set up conversations oriented toward achieving constructive progress and energised participants.

The simple framework the author proposes, which she terms the **Dialogic Orientation Quadrant** (p.13), provides a helpful way of conceptualizing conversations so that they can more often be growthful and energising. Two axes intersect to form a standard matrix with four quadrants. The horizontal axis places the Past and the Future at the two extremes. The vertical axis places 'what is wanted' and 'what is not wanted' at the two end points.



Moon proposes that conversations that move things forward are those that are oriented towards:

- What's Wanted in the Future – The Preferred Future
- What's Wanted from the Past – The Resourceful Past

What's Wanted in the Future means that we bring a focus to conversations orientated towards the situation that is still to be shaped. A focus in this area is more likely to generate hope and optimism as the preferred future is sketched out in more specific detail. Gaining clarity about what's wanted in the future helps to engender increased energy and commitment as the preferred future since it begins to look more apparent and attainable.

What's Wanted from the Past means that we are drawing attention to current resources and successes often be overlooked amid the more pressing challenges that the topic presents. When we give more time to what is already working we highlight frequently passed-over strengths and build agency and resilience.

I wonder where you currently spend most of your time in your interactions with colleagues?

In **Coaching A-Z** Haesun Moon has given us a concise, to-the-point primer on how to rethink everyday interactions. It's short, easy to read, and full of gems that will make a difference to how you engage in a whole range of conversations. Highly recommended.

John Campbell, Founding Director, GCI

Reference

Moon, H. (2022). *Coaching A-Z: The Extraordinary Use of Ordinary Words*. Bright Wing Media.

NB: We have just confirmed that Dr Haesun Moon will be a keynote speaker at the **8th Coaching in Education Conference** scheduled for **March 7-9 2023**. More details coming very soon.

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Coaching in Education Podcast

Our featured resources is the latest episodes of our GCI Coaching in Education podcast.

BRITTANY REHAL: EDUCATORS FLOURISHING

'Educators Flourishing. A term that many school leaders would love to use to describe their team. Join us in conversation with educator flourishing specialist Brittany Rehal from California in the US, as we consider what this concept looks like in schools and how coaching could make a significant contribution to the numbers of flourishing educators in your school. Also in this episode, Brittany talks about the book she is writing on educator flourishing and encourages you, the listener, to contribute your own story to the process via this [link](#).

[Listen to the Podcast here.](#)

FACE TO FACE VS ONLINE: WHAT'S THE BEST OPTION?

As we all know, the world changed in 2020 and for GCI, what had been an inclination towards providing courses in an online format, became something we had to do... and fast!

For a few of us, however, online learning was a format that we felt was not entirely suited to the provision of highly interactive, skills-based learning experiences that are at the heart of GCI's coach training courses. Twelve months after we redesigned several of our coaching courses and made them available online, our view has changed. We believe that 100% online courses and blended courses with a face-to-face plus an online component offer a rich and deep learning experience. In some ways, it can be better than traditional live workshops.

[Read the full article here.](#)

IMPACT OF VIDEO PEER COACHING ON TEACHING PRACTICE

Ian Dickinson, Principal Pigeon Mountain Primary School (PMPS), New Zealand, explains about the program and its impact.

Pigeon Mountain School in Auckland New Zealand has 650 students and a strong team of teachers striving to develop their self-evaluative capacity. With an existing coaching program introduced by Principal and GCI Accredited coach Ian Dickinson, and classroom video already in place for gathering evidence of the professional growth and goal setting, the school is now integrating the two into a Video Enhanced Peer Coaching Program (VEPC).

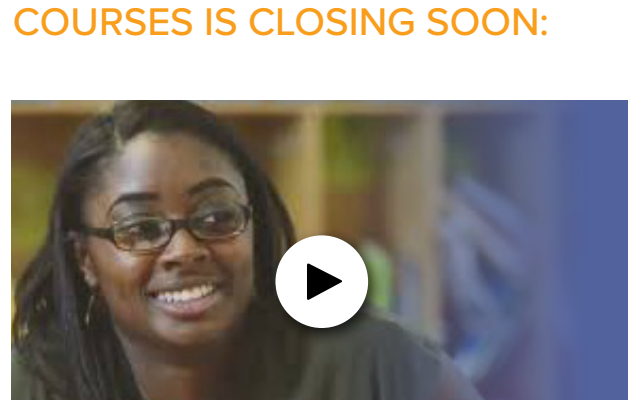
[Read the full article here.](#)

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



• The Impact Cycle

Delivered by GCI in partnership with the Instructional Coaching Group (ICG), this 2 day 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. The Impact Cycle also provides educational leaders with a model of instructional leadership that enables teacher agency.

Hear about the course from ICG's Senior Partner [Jim Knight](#)

For course dates and to register, click [here](#)

• Online 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. Our next cohort commences in September. For more information and to register visit the link [here](#)

Online:

A Coaching Approach to Mentoring

Commencing 7 September 2022 - 1 Day workshop*

Coaching and Supervision

Scheduled to suit you

Introduction to Leadership Coaching Intensive

6 x 2hr workshops 8am - 10am and 11am - 1pm daily
Online Intensive AEST Commencing 13 - 15 July 2022

A Coaching Approach to Managing Challenging Conversations

NT, SA & WA - 24 June 2022*

30 August 2022

Introduction to Leadership Coaching

Introduction to Leadership Coaching UK (GMT)

*Please ensure you meet eligibility requirements of the course prior to registering.

[Click here for NZ courses](#)

Online Coaching Accreditation Program

Commencing 28 September 2022 - 6 Month Program

In-person:

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

Sydney - Commencing 23 June 2022

Perth - Commencing 18 August 2022

Brisbane - Commencing 29 August 2022

Sydney & Melbourne - Commencing 31 August 2022

Introduction to Leadership Coaching 2-day

Geelong - Commencing 25 July 2022

Sydney & Melbourne - Commencing 3 August 2022

Perth - Commencing 22 August 2022

The Impact Cycle Program 2-day

Sydney - Commencing 11 August 2022

Adelaide - Commencing 18 August 2022

Brisbane - Commencing 18 August 2022

Bussleton - Commencing 5 September 2022

Perth - Commencing 8 September 2022

A Coaching Approach to Managing Challenging Conversations

Perth - Commencing 8 August 2022

Brisbane - Commencing 12 August 2022

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

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Curious Convos: Sustaining Growth as a Coach

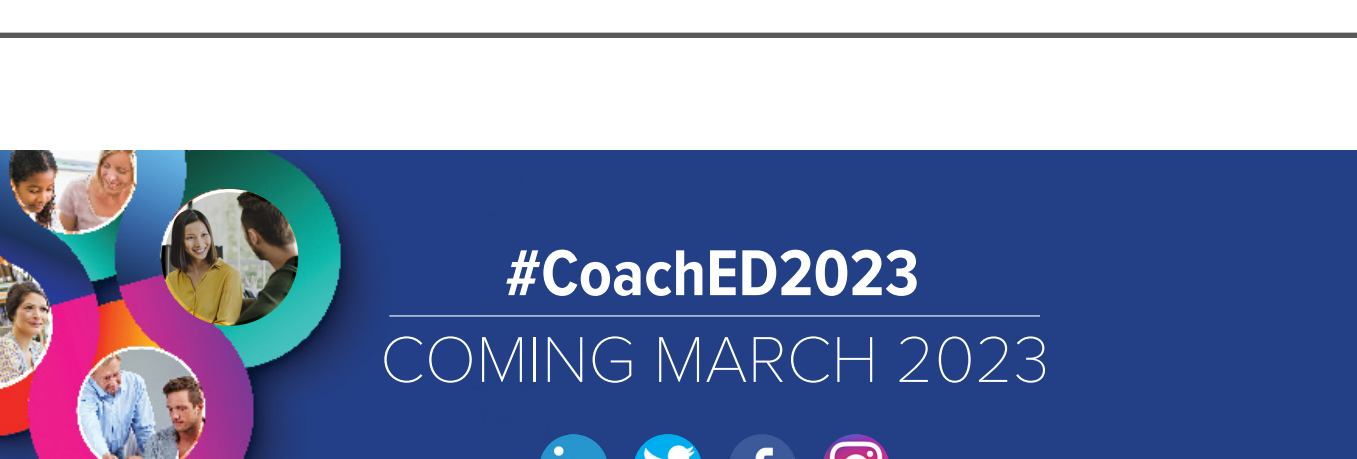
Missed out on the live webinar?

Watch this conversation between Di Henning and Chris Munro as they explore what we know about how coaches develop and what helps to sustain this growth towards becoming advanced practitioners over time.

[Click here to watch the recording and access additional resources](#)

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GCI is pleased to announce the Coaching in Education Conference is returning on **7-9 March 2023**. This will be a completely **online, global** event running across multiple time zones!

Further to this, we are also thrilled to confirm our first two keynote speakers of **#CoachED2023**:

MICHAEL BUNGAY STANIER

Michael Bungay Stanier is at the forefront of shaping how organisations around the world make being coach-like an essential leadership competency. His book *The Coaching Habit* is the best-selling coaching book of this century, with over a million copies sold and thousands of five-star reviews on Amazon. In 2019, he was named the #1 thought leader in coaching.



HAESUN MOON

Haesun Moon, Ph.D., is a communication scientist, an educator, and author of *Coaching A to Z: The Extraordinary Use of Ordinary Words* and several collaborative books. She cares about people experiencing better conversations at home and at work - and she does that by training, coaching, and consulting. She believes that conversations can change the world, and she defines this process as hosting dialogic conditions in which people participate to imagine and perform their preferred change.



Stay tuned for further information and event announcements!

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