



## Advanced Coaching Programme for School Leaders

**An ILM approved programme in coaching techniques to enhance your leadership and enable you to develop others effectively.**

### Aims

- Understand behavioural preferences to improve your self-awareness
- Understand human psychology using cognitive behavioural models
- Refine coaching skills and knowledge using three coaching models
- Practice coaching approaches and methodologies
- Know on how to best utilise coaching within school settings
- Create opportunities to apply and evaluate coaching in your setting

### Programme Summary

#### Day One:

Explore coaching: facts and misconceptions  
Understand simple human psychology  
Practice coaching using OSKAR and GROW models  
Explore using coaching in your own setting  
Use a journal to support reflective practice

#### Day Two

Deepen our understanding of self and our impact on others  
Explore DISC® Personality Preferences  
Understand coaching relationships  
Practice coaching using OSKAR and GROW models  
Know the 10 steps to embedding effective coaching practice and create a plan for the effective use of coaching in your setting

#### Day Three:

Share experiences of coaching  
Explore successes and challenges of our practice  
Use SPA and SPEAR models to work through solutions  
Practice group coaching techniques  
Learn how to continue to embed effective coaching practice using Appreciative Inquiry model

### Program Lead



Leonie Hurrell is an Educational enthusiast. At 24 Leonie became the youngest Deputy Headteacher in Dorset and went on to be a Headteacher for 8 years, before becoming an ILM Certified Leadership Coach. Leonie is

passionate about learning and people development. Founder of The Thinking Academy, a company that provides coaching and ILM approved training solutions for schools. She is also a School Evaluation Partner for Dorset and a co-opted Governor for an Infant School in Hampshire.

### Eligibility

This programme is suited for Headteachers and Senior Leaders in Schools, with some experience of coaching.

### Dates

2<sup>nd</sup> May 2019 | 4<sup>th</sup> July 2019 | 7<sup>th</sup> November 2019

### Venue

Trinity C of E VA Primary & Nursery School, EX2 7GB

### Cost

£295 per person

Attendance includes a complimentary full DISC® Profile Assessment, ilm certificate and a year study membership to the Institute of Leadership and Management.

### To book:

**On-line booking form at:**

**Or contact: [emma@exeterconsortium.com](mailto:emma@exeterconsortium.com)**

**Please Book By: 5<sup>th</sup> April 2019**



## Full Program Content

### Day One

**Exploring what coaching is and isn't**  
 In this session we will study the facts and myths about coaching. Reflecting on our own understanding and coaching experiences, we will look at definitions of coaching from experts such as Timothy Gallwey and Sir John Whitmore and gain clarity on our own understanding of what coaching is.

**Understand simple human psychology**  
 We will explore a simple model of human psychology from Professor Steve Peters, to enable us to understand how we function and how we can use this understanding to support productive coaching sessions.

**Practice coaching skills**  
 In this session we will have the opportunity to coach using the OSKAR model by Paul Z Jackson and Mark McKergow and the well-known GROW model by Sir John Whitmore. We will reflect on our own practice and learning from these sessions.

**Plan for coaching practice**  
 We will explore the use of coaching in our own schools using a SWOT analysis to identify opportunities. We will learn how to reflect on our practice using David Clutterbuck's Seven Coaching Conversations and understand the importance of creating a reflective journal.

### Day Two

**The importance of self-awareness in coaching**  
 We will understand why self-awareness is vital in leadership and coaching, through research by Tasha Eurich. We will explore William Marsden's DISC Personality types and use a DISC® Assessment to understand our own personality preferences.

**Understanding relationships in coaching**  
 We will study two relationship models: Dr. Eric Berne's Transactional Analysis and Stephen Karpman's Drama Triangle. We will look at how we can improve relationships within leadership and coaching by increasing our own awareness.

**Implementing effective coaching practice in schools**  
 We will use the 10 steps to embedding effective coaching practice by Peter Hawkins and explore potential barriers to find solutions. We will create a short-term action plan for implementation coaching of practice in our own schools.

### Day Three

**Evaluation of Coaching**  
 We will conduct a group review of the coaching experience using an evaluative tool to reflect on the practice within your setting. We will highlight the common successes and challenges of coaching practice.

**Explore Coaching Techniques and Tools**  
 Using two new coaching tools SPA and SPEAR we will look at group coaching strategies. We will have the opportunities to practice group coaching and reflect on our practice.

**Next steps**  
 We will use the Appreciative Inquiry model by David Cooperrider to create organisational change for coaching. We will plan how to develop a longer-term coaching culture within school. We will create a clear vision for continuing and excelling with coaching in school.



### ILM Brand Policy

Including guidance on the use of the ILM Logo

V5 December 2016

