

COACHING SKILLS FOR LEADERS TO SUPPORT STAFF DEVELOPMENT AND DRIVE IMPROVEMENT

CODE 7400

ABOUT THIS COURSE

This highly practical course is designed to introduce leaders to key coaching skills, tools and approaches they can use in their daily role.

This course equips leaders with coaching skills that are vital in supporting colleagues in achieving their personal and departmental goals and targets. Coaching is a key skill for leaders that supports a number of challenges they face on a day to day basis, whether it is giving difficult feedback, conducting performance management reviews or developing others for leadership roles.

Delegates will be introduced to key skills and approaches that will raise the engagement and performance of the individuals and teams they lead, in order to create a positive impact on student learning and outcomes.

PROGRAMME

Examining and Applying Key Coaching Competencies and Principles

10.00 – 10.45am

- Learn the principles of coaching and mentoring and the key differences between the two
- Develop knowledge of coaching tools and models to support staff development and drive improvement
- Examine opportunities for coaching within school and explore whole school approaches
- Examine key coaching competencies and principles and how they can be applied in a school or college context
- Analyse your own leadership strengths and areas for development, to increase engagement in schools

Discussion: coffee break

10.45 – 11.05am

Improving Key Skills in Building Rapport, Listening and Questioning

11.05 – 12.15pm

- Improve key skills in building rapport, listening and questioning in order to support staff in reaching their targets
- Practical workshop on Developing Rapport
- How to give effective feedback to ensure understanding and improved performance
- Examining key questioning skills
- Introduction to the GROW model of coaching
- Experience a 'live' coaching session
- Analysis and feedback

Practical Coaching Experience Session

12.15 – 1.00pm

- Instructional coaching, modelling, feedback, reflections on how to improve practice
- Coaching practice using the GROW model
- Feedback and self-evaluation, including consideration of utilising these skills in your school / college

Lunch and informal discussion

1.00 – 2.00pm

Using 'Scaling' As An Effective Coaching Tool

2.00 – 2.45pm

- Utilising 'scaling' as an effective coaching tool: practical guidance and support
- Examples and Case Studies of when and how to use
- Coaching practice session using 'scaling'
- Feedback and self-evaluation

Discussion: afternoon tea

2.45 – 2.55pm

Exploring Successful Coaching Techniques For Conducting Difficult Conversations and Motivating Colleagues for Change

2.55 – 3.40pm

- Using coaching approaches for giving effective feedback and engaging in difficult conversations
- Practical examples, discussion, case studies demonstrated
- Exploring effective approaches and techniques for motivating colleagues for change
- Where next? Whole school coaching and mentoring approaches and programmes
- Further Resources for leaders and how to develop your skills

LOCATION/DATE

London

Monday 01 July 2019

COURSE LEADER

Laura Osman is an experienced coach (ILM Level 7 Executive Coaching & Mentoring) and a member of the International Society of Qualified Coaches (ISQC). She has worked in education for over 17 years as a Teacher, Departmental Leader and teacher Trainer in inner London secondary schools.

WHO SHOULD ATTEND?

- Senior leaders
- Trainers in schools leading Coaching sessions
- Middle leaders looking to extend their skill base
- Leaders responsible for staff or student wellbeing
- Heads of Department

BENEFITS OF ATTENDING

- Learn the principles of coaching and mentoring and the key differences between the two
- Analyse your own leadership strengths and areas for development, to increase engagement in schools
- Develop knowledge of coaching tools and models to support staff development and drive improvement
- Improve key skills in building rapport, listening and questioning in order to support staff in reaching their targets
- Gain increased understanding of how to give effective feedback in order to ensure improved performance
- Explore successful techniques for conducting difficult conversations and motivating colleagues for change
- Gain practical coaching experience and experience being coached