



*“Coaching helps people develop and learn in ways that enable them to have or achieve what they really want. This is because a coach focuses on an individual’s situation with the kind of attention and commitment that the individual will rarely experience elsewhere.” Julie Starr*

### What is coaching?

Coaching involves a coach supporting a school leader to achieve professional and personal goals. The coach observes, listens, questions, summarises, prompts and encourages the coachee in order for them to meet their targets.

### Why is coaching so popular and powerful?

Real, effective change is more likely to come about if an individual has come up with their own action steps and ideas rather than it being imposed, or even suggested, by someone else.

### How are coaching and mentoring different?

Coaches do not normally offer advice, share experiences or give opinions. Instead they use advanced skills in listening, questioning and reflection in order to move towards goals. Whilst a mentor might share advice, knowledge and experience, a coach’s role is to ask the right questions and enable the coachee to make their own decisions.

### Fundamentals of coaching:

- There is a position of **equity** between the coach and coachee;
- Coaching is **non-judgemental**;
- It is **supportive and positive** with an underlying belief that the coachee is capable of change;
- It is **confidential**;
- There is a bias towards **action** – the coach supports in the setting of coachee goals, along with the acknowledgement that

great leadership ‘behaviours’ can be developed;

- Coaching offers the **space and time** to talk through and articulate issues.

### How can School Leaders Training help?

For a long time, many leaders in business and industry have benefitted from having coaches, and now schools are understanding the value too.

We have a team of experienced coaches who are available to coach school leaders towards professional and personal goals.



### How does it work in practice?

A key aspect of coaching is rapport; therefore, we offer a free initial session between a coach and coachee to see if the sessions are likely to bring benefit to the coachee.

There are various ways of using our coaches, but one popular model with schools is to purchase a package of six sessions of around 60-90 minutes each (one per half term).

The sessions are then arranged via online video conference calls (Skype/ Zoom/ BOTIM etc.) at mutually convenient times.

Does this sound like it would really benefit some of your school leaders?

Please contact us for further details or if you have any questions at all.

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