



Chrysalis Mindset Coaching

3 Day Advanced Executive Coaching Programme



Academi Genedlaethol ar gyfer
Arweinyddiaeth Addysgol Cymru
National Academy for
Educational Leadership Wales



Chrysalis
Mindset Coaching

Brochure 2018

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Course Content

Developing a coaching culture within the Education system can provide educators with rich tools and resources to drive performance and raise standards in schools. Teachers and leaders are self-reflective practitioners, which can support the development of a coaching culture within the workplace. Creating a coaching culture can have a significant impact on staff morale as we become focused and open to challenges which will in turn help leaders and teachers improve the lives of young people.

The programme is designed to support with the new Leadership standards, the skills underpin many of the strands within the Professional Standards document.

On each of the days there will be opportunities to develop your skills through live coaching triad /pair sessions. For those of you that are bringing team members, this will be a perfect opportunity to work through some current issues within your workplace.

Background reading of literature (provided) in between training days will be essential to support with various exercises. The first piece of literature will be sent after day one to support with day 2 topics.



Aims of the course

Develop coaching culture across departments/ teams:

- How to use effective questioning techniques with our teams to raise performance
- Understand the key skills and models for coaching and be able to apply these in a coaching relationship within our establishments
- Learn a variety of tools and techniques which will enable you to coach in a variety of contexts across the whole workplace
- Look in depth at Individual learning styles (NLP Techniques) to best tailor goals and structures
- Sensory acuity
- Develop a deep understanding of Emotional Intelligence competencies (E.I)
- Deepen your understanding of how coaching and mentoring can impact an organisation
- Get a critical understanding of the role and responsibilities of the workplace coach and mentor
- Defining the difference between coaching and mentoring
- Strategies on how to Bridge the gap between where you are now on the coaching continuum and where you want to be
- Develop deep and rich questioning techniques, active listening skills and influencing skills to ensure an outstanding quality of dialogue
- Create an action plan for implementing coaching across the school



Day 1

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Coaching and mentoring

What we cover:

- Deeper use of Listening skills
- What is coaching
- GROW model
- Effective discussion and feedback
- Effective coaching questions
- Building a coaching culture
- Coaching and Emotional Intelligence.

Aims:

- Defining the difference between coaching and mentoring
- Understanding the Skills, Principles and Practice of Effective Management Coaching and Mentoring
- Deepen your understanding of how coaching and mentoring can impact an organisation
- Understanding the Skills, Principles and Practice of Effective Management of Coaching and Mentoring
- Understand the key skills and models for coaching and be able to apply these in a coaching relationship within teams
- Get a critical understanding of the role and responsibilities of the workplace coach and mentor
- How to gain a deepening Rapport with coachees by using NLP techniques
- Understand the theory context behind the dynamics of coaching
- Learn how to listen to everyday language to see how others limit themselves.

Leadership Standards

Key skills:

PL1	Wider reading and research outlooks	Leadership is a reservoir of knowledge and understanding about pedagogic reading and research and able to make connections for the teaching community linked to their working content.
C3	Working productively with external agencies	Leadership actively promotes and facilitates and worthwhile collaboration with employers, business, government and other educational professionals, both in routine aspects of learning organisation and in innovative approaches.
L1	Exercising corporate responsibility in all colleagues	Corporate responsibility is highly developed because a pride in being 'on top of the job' is fundamental to the culture of the team or school. The shared outlook of ensuring efficiency and regulation does not intrude upon vision but reinforces its effectiveness.
L2	Empowering others	The approach to leadership generates an image in teachers and others of what it feels like to work in a well led school. Aspects of leadership are made explicit to inspire future leaders.
L3	Delegation and empowerment	Leadership empowers colleagues to develop abilities in others, systematically encouraging reflection on practice and techniques for development.

Key literature handouts will be given on each training day



Day 2

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Developing a
coaching culture

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Developing coaching
skills within the role

What we cover:

- To develop core coaching competencies
- How to use effective questioning techniques
- Understand the key skills and models for coaching and be able to apply these in a coaching relationship
- Defining personal responsibility
- Define coaching and understand the range of coaching styles
- Understand the boundaries for a coaching relationship and how to contract effectively
- Learn a variety of tools and techniques which will enable you to coach in a variety of contexts
- Performance management and coaching.

Aims:

- Develop coaching culture across departments/ teams
- Study of the GROW model
- Learn a variety of tools and techniques which will enable you to coach in a variety of contexts across the whole workplace
- Look in depth at Individual learning styles(NLP Techniques) to best tailor goals and structures
- Understanding Emotional Intelligence within a coaching context
- Continued strategies on the use effective questioning techniques with our teams
- Sustainability of techniques Confident communication
- Improved working relationships
- Optimising positive conversations Are we focused on the problem or the solution?
- The importance of clarifying and paraphrasing.

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Day 3

- Cascading a coaching culture within your establishment (next steps)
- Sustainability

What we cover:

- Conflict Resolution & Assertiveness
- Chunking up and chunking down in language
- Enhanced leadership and strategic planning skills
- Challenge managers to expand their learning edge and go beyond the current level of competence
- Leading teams.

Aims:

- Learn how to ask the questions that can lessen or even solve problems
- Challenge peoples' objections gracefully.
- How to help others set and achieve Goals that supports identifying gaps in current performance and provide support to address these in a timely manner
- Understand the importance of mind mapping whilst working with senior leaders to bring about change
- Encourage rigour in the ways that managers organise their thinking, visioning, planning and expectations
- Understand the importance of performance management and coaching
- Confidently approach difficult conversations or topics with colleagues whilst recognizing appropriate boundaries and times to refer or signpost
- Knowledge capital. Social capital, Organisational capital in a leadership role
- Conflict resolution through effective questioning (chunking up and down)
- Further development of leading difficult conversation through a coaching dialogue
- Creating a coaching action plan for your school
- Action implications 7 step
- SWOT analysis as a coaching tool.

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Contact

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