



GROUP COACHING FOR SCHOOLS

Collaborative learning for your team

Why group coaching?

Group coaching is a safe space that allows participants to:

- Learn and practice new skills
- Discuss work-based challenges and experiences
- Get to know colleagues better
- Receive guidance and feedback from a professional coach

Over the course of a group coaching program, your team will become more empowered and more cohesive. Individuals will become more self-aware, and the group will develop a common language of leadership.

What does a group coaching program look like?

Group coaching usually involves a leadership coach working with up to 6 participants over several months. Through engaging in a series of coaching sessions, participants are supported to reflect on their practice and expand their leadership toolkit. This brochure outlines various group coaching program options. We've researched each leadership subject and put together a program full of insights, strategies, ideas and exercises. Online pre-work ahead of each coaching session will invite participants to apply these insights and strategies to their work context.

How can we get started?

You can launch a group coaching program anytime. Coaching sessions are scheduled at times to suit you and delivered via zoom – so participants don't need to leave school to access great professional development.



Flexible Group Coaching

Most popular



Overview

Flexible group coaching enables participants to access targeted professional development in 90-minute bursts, supported by a professional leadership coach. They get the opportunity to develop their skills and confidence in specific aspects of leadership, learn from each other and apply new strategies in between coaching sessions.



Learning objectives

33 modules are available, offering a chance for you to widen your skillset and gain new strategies in...

- *Relate* – critical people leadership skills
- *Be* – emotional intelligence, confidence and resilience
- *Inspire* – motivating yourself & others
- *Think* – leading school improvement

Our team can advise you on your choice of modules.



Each of these modules comprises two group coaching sessions plus online learning

GROUP COACHING

Series of 90 mins sessions for up to 6 participants with a group coach via zoom & online learning

US\$2,860 for 4 sessions

US\$4,290 for 6 sessions

98% of those we coach would recommend our coaching to colleagues

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Soft Leadership Skills for Emerging Leaders



Overview

This program is for teachers interested in exploring people leadership. You will gain new insights into yourself as a leader and learn how to be confident and effective in a first leadership role.



Learning objectives

- Know what kind of a leader you want to be and how to make it happen
- Understand the pitfalls of becoming a people leader and how to avoid them
- Feel more confident acting as a leader and dealing with others with patience and authority
- Learn effective tools for engaging others
- Feel confident dealing with key people management situations



Who is this for?

Teachers considering their first leadership role

Key content

- The Me, Us and It of leadership
- Six pitfalls of leadership
- Your values and strengths as a leader
- Building authority and confidence in your leadership
- Taking others with you

GROUP COACHING

Collaborative learning experience including five 90 mins sessions with professional leadership coach via zoom & online learning

US\$3,575 for up to 6 participants



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Soft Leadership Skills for Team Leaders



Overview

This program is designed to help team leaders to engage, motivate and involve their teams.



Learning objectives

- Learn how to engage others
- Gain the ability to stay open and resourceful with challenging people
- Understand inclusive leadership and how to engage people differently
- Learn effective questions that get to the root of individuals' concerns
- Feel confident giving sensitive messages in a powerful way
- Know how to run a team meeting that engages others



Who is this for?

Heads of department, instructional coaches, curriculum coordinators, assistant principals, principals

Key content

- Reflecting on your leadership
- Framework for powerful conversations
- Building trust
- Powerful questions
- Difficult conversations
- Engaging your team

GROUP COACHING

Collaborative learning experience including five 90 mins sessions with professional leadership coach via zoom & online learning

US\$3,575 for up to 6 participants

Over 99% of those we coach say they have changed their leadership

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Developing your Personal Leadership



Overview

This program enables you to reflect on your personal leadership and learn some practical strategies to widen your 'leadership toolkit', whether or not you currently hold a formal leadership role.



Learning objectives

- Get clearer on your natural leadership strengths
- Identify a key leadership shift that feels important in your current context
- Gain a deeper level of self-awareness
- Learn how to manage your state so you can increase your personal effectiveness
- Learn some practical strategies to build rapport and influence others
- Uncover the core values that motivate you to do your best work



Who is this for?

This program is popular with both school leadership teams and whole school staff

Key content

- Personal leadership review
- Mindtraps, In and Out of the Box
- ETC process to manage your state and increase your personal effectiveness
- See Hear Speak
- Perceptual positions process
- Values lifeline

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Level One coach training

Powerful Conversations



Overview

This program helps you to strengthen the quality of your everyday conversations with colleagues, students or parents. Our Powerful Conversations framework and tools help you to create genuine two-way dialogue and intentionally make the most of 'coaching moments'.



Learning objectives

- Understand how to build connection and trust with a wide range of people
- Learn how to appreciate others' perspectives
- Gain greater awareness of when to speak and when to listen
- Use more open questioning to support others to grow
- Become more confident and competent in giving effective feedback
- Learn how to make the most of corridor conversations



Who is this for?

The program is popular with school leaders at all levels, and teachers seeking to improve their communication skills.

Key content

- See Hear Speak
- Perceptual positions process
- Playback and mirroring
- Four levels of listening
- Powerful questions
- www.ebi and AFIRM

GROUP COACHING

Collaborative learning experience including four 90 mins sessions with professional leadership coach via zoom & online learning

US\$2,860 for 4 sessions



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Level Two coach training

Coach



Overview

This program enables leaders to develop the talent in their team, tap into their natural coaching style and learn from a professional leadership coach.



Learning objectives

- Unlock potential in your team members, helping them get more confident and competent in their roles
- Tap into your natural coaching style to hold great coaching conversations
- Practice flexing your coaching style to meet the needs of different individuals
- Know how to succeed with more challenging individuals
- Learn the art of coaching by experiencing a professional coach in action



Who is this for?

Education leaders (Directors, principals, assistant principals) seeking to develop the talent of others

Key content

- Coaching styles self-assessment
- Four Faces of Coaching
- Push/Pull and Skill/Will
- Coaching to shift mindsets
- Coaching Mindtraps

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Mindful Mentoring



Overview

This program sets mentors up for success, giving them the structures, skills and confidence to build trusting relationships with their mentees and provide them with effective support and challenge.



Learning objectives

- Learn how to build trust, safety and rapport
- Understand how and when to share expertise
- Reflect on your natural mentoring style
- Know how to flex your mentoring style to match the needs of your mentees
- Practice listening and questioning at a deeper level
- Explore some practical tools you can use to support your mentees
- Learn 'tricks of the trade' from a professional coach



Who is this for?

Anyone in a mentoring role. The program has been successfully delivered to mentors of principals, teachers and students.

Key content

- Mentoring contract
- Four Faces
- Situational mentoring
- Trust equation
- See Hear Speak
- Levels of listening
- Powerful questions

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From Surviving to Thriving



Overview

This program helps you combat the mindsets that prevent you from being your best self on a daily basis. You will get clarity and skills to help you thrive despite the challenges of your role.



Learning objectives

- Review your current work life balance against seven key areas
- Build your own 'balance wheel'
- Learn how to manage your state
- Bring more of your 'spark' into your work
- Learn some practical strategies for managing difficult relationships
- Renew and refresh your energy



Who is this for?

Principals, Assistant Principals, heads of department, teachers

Key content

- The invisible rubber band
- Core values
- In and Out of the Box & Mindtraps
- ETC process for managing your state
- Perceptual positions
- Winning formula

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Engaging Parents



Overview

This program enables you to become more confident and more capable at interacting with parents, both engaging them as partners in their children's learning and working through their concerns and difficult situations as they arise.



Learning objectives

- Reflect on what gets in the way of effective relationships with parents
- Learn how to build trust and rapport
- Widen your listening and questioning techniques to enhance the quality of your conversations with parents
- Understand how to shift a relationship dynamic by getting curious about the parent perspective
- Know how to hold your own in a conversation, whilst not coming across as overpowering



Who is this for?

All school-based staff, including school leaders, teachers and support staff

Key content

- See Hear Speak
- Power dynamics
- Levels of listening
- Powerful questions
- Perceptual positions

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Team Effectiveness



Overview

This program supports your team to come together to set the foundations for effective teamwork – forging an open and inclusive culture, building strong working relationships and creating a shared sense of purpose.



Learning objectives

- Seek feedback from all team members on their current experience of the team
- Develop a shared understanding of how to improve team effectiveness
- Build collaboration between team members from different backgrounds
- Support team members to embrace critical team mindsets
- Challenge team members to take personal responsibility for the success of the team



Who is this for?

School leadership team, executive team or teacher team

Key content

- Team effectiveness audit
- Four stages of team development: Alliance – Functioning – Performing – Transforming
- Four team mindsets: Team Connection – Team Purpose – Team Truth – Team Wisdom

SMALL TEAM VIRTUAL SUPPORT

Supporting a small team of six, including a team effectiveness audit, followed by 4 * 2-hour team development zoom sessions with a leadership coach


US\$3,520 for the team

The above is an example of a team effectiveness program. Each team's needs are unique. Contact us to discuss your needs.



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