



# CoachED UPDATE

## MAY 2023

Enhancing the quality of conversations in education communities

### TIME TO READ: 2MINS

#### 8 WAYS TO ADD EDGE AND STAYING POWER TO YOUR GOALS?

One of the good things about our calendar system is that when we get to December 31 we get to put a line under the year and start again. There is sense of hopefulness as we close out one year and get a chance to start all over again. If you are like a lot of people you take that chance to start again and set some new year's resolutions. If you did that this year I wonder how yours are going so far. Quite possibly your response might be at this stage of the year ... "Not all that well." It seems when it comes to goals we are good starters but not quite so good finishers.

Here are some tips that will give you, and those you coach, greater staying power when it comes to completing those goals.

#### Develop a rich detailed picture of your goal.

Develop a sharp, clear "movie with soundtrack" about what this area of your life or work will be like when you have achieved your goal. We move in the direction of our images of the future and especially when this image is clear and sharp and richly embellished it is more likely to be achieved.

#### Make your goals authentic.

Your goals need to connect with your important values and passions. If there is little that touches you at a deeper level about your goal(s) they will never create much spark. Or conversely if your goals contradict your most important values you will be undermining them from the start.

#### Make sure your inner conversation supports your goal.

We all know the "inside our heads tape" that runs non-stop every day. We need to make sure this "tape" is working to support the achievement of our goals. If not we need to do some rewriting and in genuine and real ways change it so that it works in our favour not, undermines us.

#### Get started.

Creating some momentum is a great first step. Action leads to learning and feedback so that even if what we did is not quite

right we can learn, modify and keep going. Just thinking or planning to get started teaches us nothing much and the longer it is before we get started the less likely we are to get started at all!

#### Engineer some early success.

Seeing things start to happen via some early progress greatly encourages us to keep going. So set yourself up for some early wins to build some positive emotion and energy for the longer journey towards your goal.

#### Anticipate roadblocks.

It's inevitable that various challenges will emerge to slow you down on your road to goal achievement. After if these things were easy to knock over you would have already accomplished them. So anticipate where there might be challenges and devise ways to get around them - ahead of time - putting in place some contingency actions from the start.

#### Figure out a way to get feedback on progress.

When you can see that you are moving in the right direction towards your goal you tend to want to keep going. One reason why gyms can be helpful when setting goals around fitness is that the equipment can be programmed to provide immediate feedback on how you are going. When the progress is there right in front of you staying on track is easier.

#### Involve others in your journey toward your goal.

We are relational beings and doing things with others and being held accountable by others are good ways to reinforce our commitment to what we want to achieve.

Try a few of these and see if they don't go a long way towards helping your goals stick!

John Campbell, GCI Founding Director



### #COACHED2023 RECAP PROMO VIDEO

Visit the above video to see highlights of our #CoachED2023 Conference.

[Click here to watch.](#)

### HEAR FROM OUR DELEGATES

Thank you to all presenters. It was incredible to be 'surrounded' by so many dedicated, experienced, and master coaches!

- Sarah Hodgson, PYP Digital Learning Coach, American International School of Bucharest, Romania

This is seriously one of the best conferences I have attended, it helped me to embed my ways of being and the humbleness of highly skilled presenters allowed me to feel more confident of my own coaching journey which is always an evolving learning through reflection and practice.

- Michelle Gujer, Early Learning Manager, Gowrie Victoria

### CONFERENCE ON-DEMAND TICKET

Missed out on the live event, but would still like to see the sessions from the conference?

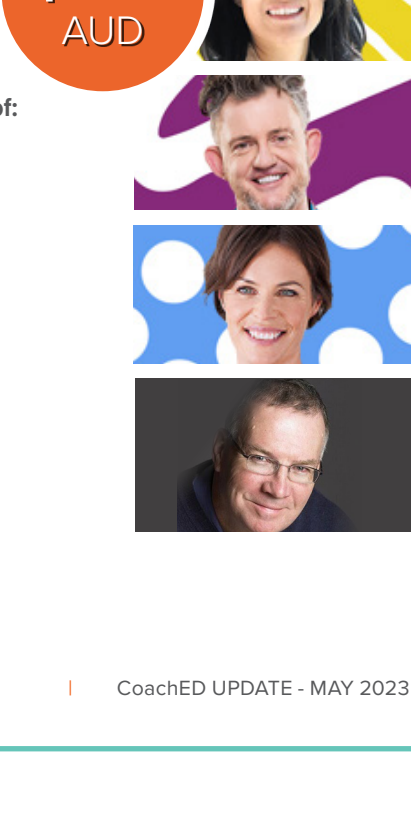
We are pleased to offer an **On-Demand Ticket** comprising access to recordings of ALL conference sessions!

The On-Demand Ticket includes more than 36 hours of content, including recordings of:

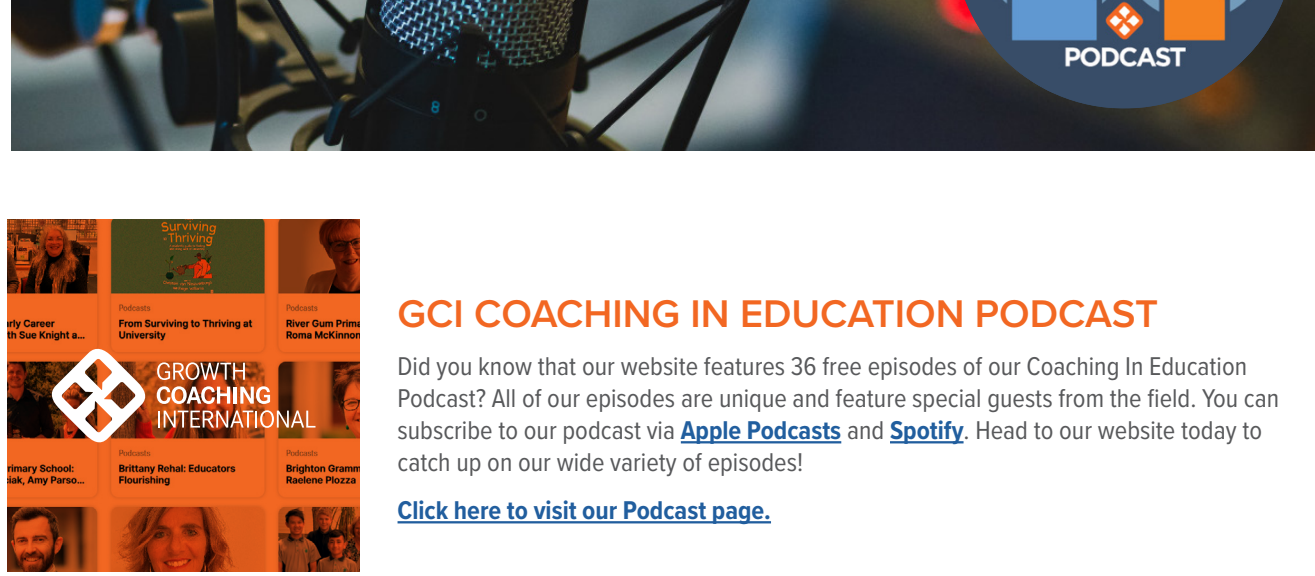
- 5 Keynote presentations, including inspiring sessions from **Haesun Moon** and **Michael Bungay Stanier**
- 15 workshops, led by **expert facilitators**
- 12 stories from fellow educators **making an impact** in their contexts
- 4 Research case studies, led by the team at **CollectiveD**

**SECURE YOUR TICKET NOW!**

On-Demand Tickets are on sale until **9th June 2023**



Access to recordings will be available from the time of purchase until the Event Lobby closes on 10th September 2023. \*no live content included.



### GCI COACHING IN EDUCATION PODCAST

Did you know that our website features 36 free episodes of our Coaching In Education Podcast? All of our episodes are unique and feature special guests from the field. You can subscribe to our podcast via [Apple Podcasts](#) and [Spotify](#). Head to our website today to catch up on our wide variety of episodes!

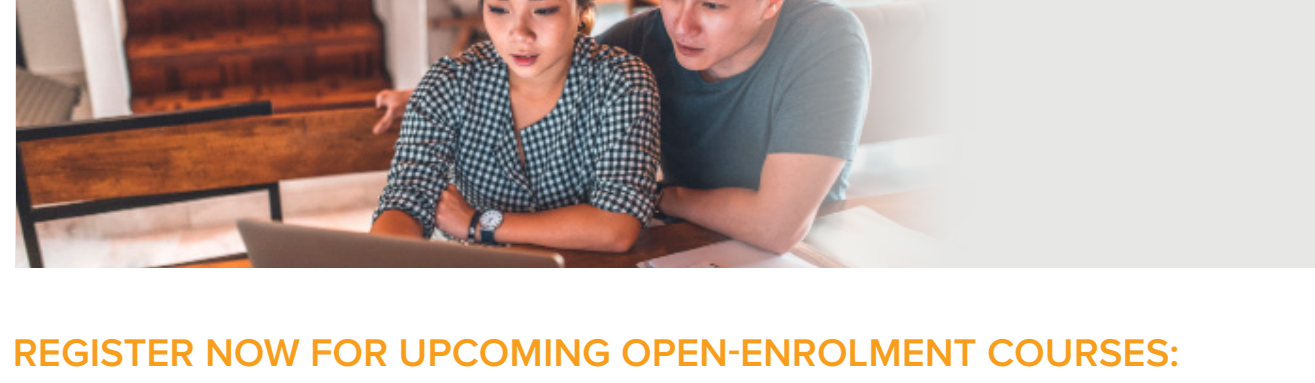
[Click here to visit our Podcast page.](#)

### TRY FEEDFORWARD INSTEAD OF FEEDBACK

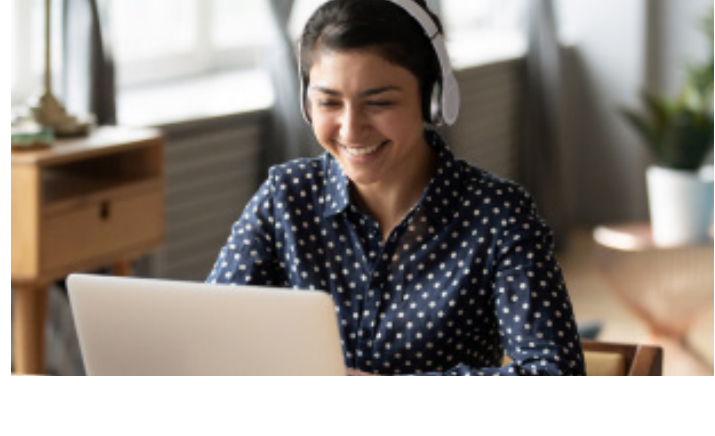
Written by Marshall Goldsmith

Providing feedback has long been considered to be an essential skill for leaders. As they strive to achieve the goals of the organization, employees need to know how they are doing. They need to know if their performance is in line with what their leaders expect. They need to learn what they have done well and what they need to change.

[Read the full article here.](#)



### REGISTER NOW FOR UPCOMING OPEN-ENROLMENT COURSES:



#### • A Coaching Approach to Managing Challenging Conversations

This course develops skills and confidence to effectively lead the different types of difficult conversations such as managing under-performance, giving sensitive feedback and change management.

It is particularly suitable for those in leadership and managerial roles seeking to develop skills to effectively manage challenging workplace conversations.

[Click here to secure a place at an upcoming cohort in your area!](#)



#### • Advanced Coaching Practice with Prof. Christian van Nieuwerburgh

Want to know more about GCI's Advanced Coaching Practice program? Prof. Christian van Nieuwerburgh has made the following short [video](#) explaining the program.

This course is for experienced coaches who are interested in taking their practice to the next level. It is designed to support active reflection on your current coaching practice leading to new insight and awareness. The course, based on the book *Advanced Coaching Practice* co-authored by Professor Christian van Nieuwerburgh and David Love, will support you to address the question "how can I be of even better service to those around me?"

Our next cohort commences on **9th May 2023** - [click here](#) to register.

### NEW COURSE FOR CURRENT & ASPIRING LEADERS

#### Coaching in Leadership: Energising Every Conversation

Coaching in Leadership is a new leadership development course that builds the confidence and skills to develop coaching as a way of leading.

Learn how to use a coaching approach to build engagement, make progress and strengthen relationships, in every conversation.

Designed specifically for current and aspiring leaders in educational settings, this new course offers an extended cohort learning experience in three phases over 3-4 months.

**Register Now!**



Visit the above video to view our [Coaching in Leadership - Course Overview](#)

#### Online:

**A Coaching Approach to Mentoring** **FEATURED**  
Commencing 15 August 2023  
1 day online workshop - 3 x 2hr sessions

**Introduction to Leadership Coaching Intensive**  
Commencing 12 July 2023 - AEST  
3 day online workshops

**Advanced Coaching Practice** **FEATURED**  
Commencing 10 Oct 2023 - AEST  
3 x 2hr fortnightly online workshops

**Solutions Focus Coaching Masterclass**  
Commencing 12 Oct 2023 - AEST  
2 x 1 day online workshop - 3 x 2hr sessions each day

**Students Coaching Students**  
Commencing 15 Aug 2023 - AEST  
3 x 2 hour online workshops  
**\*This course has pre-requisite requirements**

**Coaching and Supervision**  
Scheduled to suit you

[Click here for NZ courses](#)

#### In-person:

##### The Impact Cycle Program 2-day

Brisbane - Commencing 24 July 2023

Melbourne - Commencing 9 Aug 2023

Newcastle - Commencing 9 Aug 2023 **FEATURED**

Perth - Commencing 21 Aug 2023

##### Managing Challenging Conversations

Melbourne - Commencing 26 July 2023 **FEATURED**

Brisbane - Commencing 28 July 2023

Sydney - Commencing 17 Oct 2023

##### Coaching in Leadership

Perth - Commencing 18 May 2023

Brisbane - Commencing 5 June 2023

Melbourne - Commencing 21 June 2023

Sydney - Commencing 21 June 2023

Canberra - Commencing 3 Aug 2023 **FEATURED**

##### Introduction to Leadership Coaching 2-day

Melbourne - Commencing 24 May 2023

Newcastle - Commencing 24 May 2023 **FEATURED**

Sydney - Commencing 31 May 2023

**Warrnambool - Commencing 9 Aug 2023** **NEW REGIONS**

Albury - Commencing 9 Aug 2023

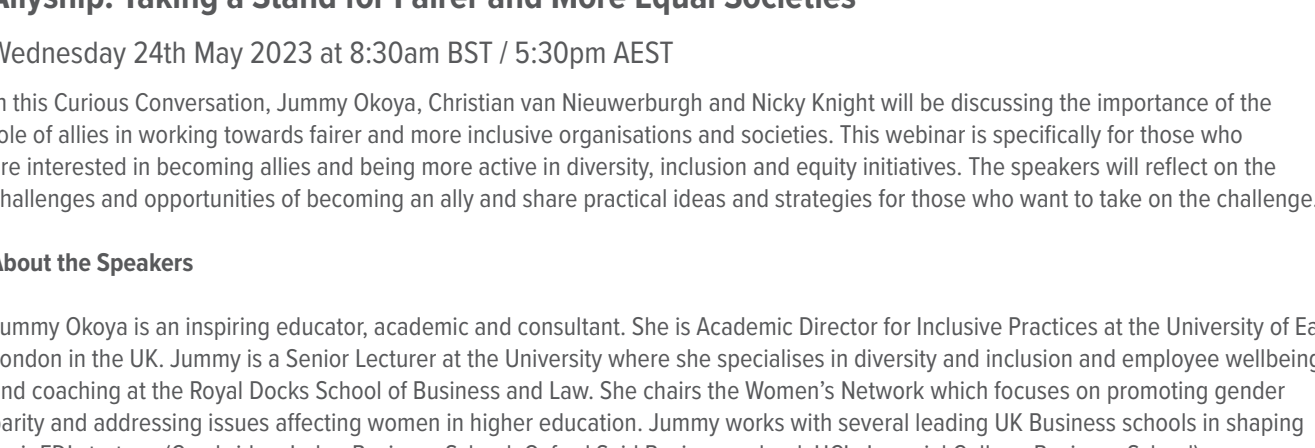
Hobart - Commencing 10 Aug 2023

Canberra - Commencing 17 Aug 2023 **FEATURED**

Perth - Commencing 24 Aug 2023

\*Please ensure you meet eligibility requirements of the course prior to registering.

Be sure to [click on the dates](#) to visit the registration pages!



### Allyship: Taking a Stand for Fairer and More Equal Societies

Wednesday 24th May 2023 at 8:30am BST / 5:30pm AEST

In this Curious Conversation, Jimmy Okoya, Christian van Nieuwerburgh and Nicky Knight will be discussing the importance of the role of allies in working towards fairer and more inclusive organisations and societies. This webinar is specifically for those who are interested in becoming allies and being more active in diversity, inclusion and equity initiatives. The speakers will reflect on the challenges and opportunities of becoming an ally and share practical ideas and strategies for those who want to take on the challenge.

#### About the Speakers

Jimmy Okoya is an inspiring educator, academic and consultant. She is Academic Director for Inclusive Practices at the University of East London in the UK. Jimmy is a Senior Lecturer at the University where she specialises in diversity and inclusion and employee wellbeing and coaching at the Royal Docks School of Business and Law. She chairs the Women's Network which focuses on promoting gender parity and addressing issues affecting women in higher education. Jimmy works with several leading UK Business schools in shaping their EDI strategy (Cambridge Judge Business School, Oxford Said Business School, UCL, Imperial College Business School).

Christian van Nieuwerburgh is a coach, academic and thought leader in the field of coaching in education. He is Global Director at Growth Coaching International, Professor of Coaching and Positive Psychology at the Centre for Positive Health Sciences at RCSI University of Medicine and Health Sciences in Dublin, Ireland and Principal Fellow at the Centre for Wellbeing Science of the Melbourne Graduate School of Education at the University of Melbourne. Christian has written about intercultural sensitivity in coaching and has a deep interest in equity, diversity and inclusion.

Nicky Knight is an education consultant and founding Director of The Education Group, an independent consulting company based in Auckland, as well as Director of Growth Coaching International New Zealand.

[Register here.](#)