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Performance Coaching

PERFORMANCE COACHING FOR SCHOOLS

Coaching is an integral part of effective leadership and management. It provides the basis for good communication and effective learning.

Do you want to:

- Improve Learning and Teaching?
- Improve the outcomes of Performance Management?
- Maximise individual talent within an effective team?
- Encourage and empower your staff?
- Positively develop your learning network or schools cluster?

If you and your team are passionate about unlocking a persons potential in a way that leaves them more competent and fulfilled so that they are more able to maximise their own performance, then this programme is right for you.



Designed by professionals with a **successful background in education and business leadership** who understand the unique environments and dynamics that occur within schools. The training is designed to be practical, self evaluative and thought provoking, it will awaken in you the powerful impact that coaching has when applied as part of a leaders *and* teachers toolkit at whatever level within the organisation you currently work.

“There is strong evidence to suggest that coaching promotes learning and builds capacity for change in schools. Two studies (Cordingly, Bell et al 2003, 2005) point clearly to the value of teachers learning with and from one another.”

National College School Leadership

“Coaching is about unlocking potential in order to maximise potential.

It’s about bringing out the best in people.”



Try Before You Buy.

No cost taster sessions currently being booked. [See inside for details](#)



“If you want to move people it has to be towards a vision that is positive to them.”

Course Objectives

The primary objective in adopting a coaching strategy is to invest in the long term professional development of others as well as:

- Helping staff to identify their development potential in a way that they feel valued.
- Encouraging staff to establish long term goals for their own development
- Enabling agreement between senior leaders and staff roles in the development process
- Providing on going advice and feedback
- Improved quality in learning and teaching

“Coaching has a positive impact on school climate and can be the catalyst in creating increased flexibility, clarity, responsibility, rewards, team commitment and improved standards.”
(N.C.S.L)

Building on Your Existing Strengths and Successes

Performance Coaching in Schools will support you in your existing work to implement the best learning environment for your pupils and your school team. It will enhance and support existing strategies such as:

National Strategies:

The Primary National Strategy and Key Stage 3 National Strategy both have specific leadership dimensions. Both strategies emphasise the importance of collaborative professional development and peer support between teachers and school leaders. The Key Stage 3 National Strategy Guide for School Leaders stresses the importance of creating time for staff to learn together as a principle of school improvement, and the Primary National Strategy provides cover time for leadership teams to work and learn together.

Head Teacher Standards and Learning-Centred Leadership:

Headteacher standards are designed to provide guidance on the expectations of headteachers. They place emphasis on the development of others, on building a collaborative learning culture in the school, and on finding ways to ensure that work is focused on pupil learning and achievement.

This along with the work on distributed leadership and growing tomorrow's leaders, has clearly demonstrated the significance of leaders employing coaching approaches and developing a culture of 'learning conversations' to support pupil learning.



Call 01233 646 605 to book a no cost 30—40 minute taster session

Course Description

Building Your Coaching Skills - What will be covered?

- Learn about and know What is and What is not coaching?
- Understand the relationship between Learning, Coaching and Emotional Intelligence
- Explore the 10 Principles for Coaching from the National Framework
- Learn about and practice the essential skills that are needed
- Improve your capability to actively listen, observe and interpret different forms of communication
- Recognise that good listening supplies the building blocks to good understanding
- Learn about and practice different styles of questioning
- Learn about and use the 'GROW' model for structured coaching



“Coaching helps people achieve *their* goals by using *their* internal resources.”

Supporting and Extending Your Work in School

Developing Leadership Capacity: Growing Tomorrow's Leaders :

The arguments for investing in the development of others are extensive and numerous. It is the people that make up the team. It is the team that create the success. Work around distributed leadership, and the identification and development of leaders for the future illustrates that leadership needs to be shared widely. Leadership needs to be nurtured to ensure that there are sufficient future leaders in the system to secure succession when the current generation moves on.

There is remarkable convergence about the importance of coaching in achieving this aim.

Transforming The School Workforce:

To develop a school workforce that has the professionalism, teamwork and leadership to deliver further rapid and sustainable improvements in standards our teachers must be using cutting-edge approaches - Performance Coaching and mentoring must play a key role if this process is to be successful.

Personalised Learning:

Coaching is not confined to the adults in the school. The importance of peer coaching with an emphasis on learning relationships, high quality listening and questioning skills have informed National Strategies.



to Performance Coaching for your team, department or Governing Body.

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Performance Coaching For Schools

Course Leaders

John Pritchard is the founder of Enlighten and former head teacher. John specialises in helping people achieve greater success and fulfilment through coaching techniques and professional development training. He has completed N.P.Q.H and L.P.S.H with the National College of School Leadership and has Ofsted accredited training for Self Evaluation as well as an Advanced Diploma in Curriculum Management from Christ College Canterbury. He holds post graduate degrees in primary and secondary education and holds an MA in Education with Greenwich University. His research focused on the relationship between motivation, emotion and learning and enhances his work as a coach. Johns training has been described as, 'dynamic and purposeful' and his style as, 'excellent, able to engage with a wide range of individuals.'

Philippa Morton is a management consultant and coach for a leading management development consultancy. A graduate member of the Chartered Institute of Personnel Development, with a diploma in Training and Development, Philippa specialises in performance coaching, self-awareness and effective working relationships. She has a diploma in both corporate and personal performance coaching and utilises her skills as an NLP practitioner throughout her coaching style. She holds a degree in Psychology and Education Studies, not to mention coming from a family full of teachers! She is passionate about people development and supporting others to achieve their full potential.

This is a unique training and development opportunity combining experience and complimentary skill sets from education and business management consultancy.

Ideally suited to and uniquely designed for school professionals of all levels **Performance Coaching in Schools** is designed to meet the needs of Head Teachers, Deputy Head Teachers, Senior Teams, Department Leaders, Teachers and Teaching Assistants.

About Enlighten

Our style has been described as, purposeful, dynamic and clearly focused. This down to earth approach and our commitment to viewing each client as unique will ensure we provide you with the coaching or training steps needed to accelerate you towards your aspirations.

Enlighten provide personal and professional coaching solutions as well as designing bespoke professional development training which results in:



- An increase in performance and motivation
- A clear focus with positive success criteria
- Individually designed training and coaching
- Plans to ensure you deliver on your goals and targets.



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or visit
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