

What if My Boss Doesn't Get Coaching? | Episode 252

Elena: Hello friends. Welcome to the Bright Morning Podcast. I'm your host, Elena Aguilar. And in each podcast episode, you'll learn how you can lead conversations that build connection and spark change.

If you've ever started the school year thinking, what if my admin doesn't understand what I do, then this one's for you. Hi friends. I'm Elena Aguilar and this is the Bright Morning Podcast in video form. Every week I'll help you lead coaching conversations that build connection and spark real change.

Today we're talking about one of the biggest hidden challenges that coaches face, especially at the beginning of the year. It's the awkward, sometimes stressful. Sometimes totally bewildering question. What if my admin doesn't get coaching? Or maybe it sounds more like this. Should I be reporting back on what teachers say?

Why do they keep asking me to sub for classes? Are run assemblies? Do they even know what I do here? If any of that sounds familiar, then you're in the right place. When your administrator doesn't understand your role, your effectiveness as a coach is compromised from the start. You might find yourself constantly justifying your work or getting pulled into tasks that dilute your impact.

The worst part is it's easy to internalize the misunderstanding and to start believing that maybe you're not being helpful or that you're not doing enough. But that is not the truth. The truth is without clarity and alignment with your admin, no matter how strong your coaching skills are, you're gonna be swimming upstream.

Here's what often happens, coaches try to stay in their lane. They wait to be invited into partnership. They assume that their admin knows what coaching is, or they're afraid that asking questions will make them seem demanding or inexperienced. So instead of stepping into leadership, they play it safe and they stay small.

When we do that, we miss the chance to create the foundation for a transformational coaching program. We stay in the shadows, we lose our voice. So what can we do instead? Let me tell you a short story. Some years ago I was coaching at a school where the principal introduced me at a staff meeting as, here's the person who's going to help fix struggling teachers.



I felt a wave of panic hearing that said that one statement undermine trust before I even began. But instead of reacting or retreating, I scheduled a meeting with that principal the next morning and I said something like, I know that you want your teachers to grow and thrive and so do I. I'd love to align on what coaching means here so that we can make that happen.

And then I brought in a definition of coaching. I asked about my principal's goals and I shared mine, and what happened next was so powerful. My principal shared that they had never had a coach before, and they admitted that they were just trying to sound confident in front of their staff. So that meeting we had was the start of a real partnership and we ended up meeting weekly and we strategized together and we supported each other and it really ended up being a meaningful relationship and maybe most importantly, our teachers flourished.

So the relationship that you build with your admin is not just a nice to have, it's actually the scaffolding that supports everything else you do. So if this is resonating, I want to invite you to go deeper. Our partnering with admin skill session in the Coach Learning Library. And in that session I walk you through a whole bunch of things, including what to say in your very first meeting with your principal, how to define coaching in a way that builds buy-in, the exact questions to ask, to set shared expectations.

And I also give you scripts for those hard conversations like what to say if your admin wants you to report back on teachers. I even provide you with editable email templates to request a meeting and a printable conversation guide that you can use immediately. And this is one of those sessions that changes the game, and I promise you, when you get aligned with your admin.

Everything else becomes easier. Okay, so here is your challenge for the week. Schedule a 30 minute meeting with your admin. Even if the school year is already underway, schedule it. Even if it's your second year schedule it, it's never too late to build or to rebuild that foundation. And then go in with curiosity, go in with clarity, and go in with confidence.

So you might start with something like, I'd love to align on our goals for this year and share a little bit about how I define coaching and what you can expect from me. That one conversation, and even just that opening sentence can shift everything. So here's the big takeaway that I want you to remember.

Trust isn't built in the big moments. It's built one conversation at a time. So don't wait. Start that conversation. Lead it with the skills that you already have. Now, if that change feels overwhelming to you, then I wanna direct you to the show notes where you will find a link to the skill session called Partnering with Admin.



And if you're a coach Learning Library subscriber, then it's already there waiting for you. And if you're not yet a subscriber, this is the perfect time to join. You will have my guidance on demand and a community to practice with and to problem solve with each month, all year long, the Learning Library and the PLC could make the difference between surviving and thriving this year.

Alright, if you are curious to learn more about the Learning Library, I have a special treat for you this week. In the show notes, you will find a link to my skill session called Crafting Your Personal Vision, and I have made that available for podcast listeners so you can access it today for free to see how you like Learning on Demand with me.

And in the show notes, you'll also find a link to our upcoming free webinars.

Thanks for watching. If this video sparked something for you, then give it a like and share it with a fellow coach or leader. I would also love to hear your thoughts or questions, and so feel free to drop those in the comments. And if you wanna go deeper, then explore the linked resources below so that you can keep learning.

And don't forget, this episode is part of our weekly podcast, so subscribe and then you won't miss any future episodes. All right, I'll see you next time.

Friends, if you appreciated today's episode, would you share it with someone you know who would benefit from it and or hop over to Apple Podcasts and then leave us a five star rating and a review so that others can discover it. And thank you for helping new friends reach our show. And guess what? If you love the show.

And you want to watch me record every episode, then your luck, because the podcast is now on YouTube. So check out the show notes for a link to this episode in video form and then subscribe to our channel. All right, folks. LesLee Bickford is the podcast producer and Stacey Goodman does the sound engineering.

And take care everyone, be well.

