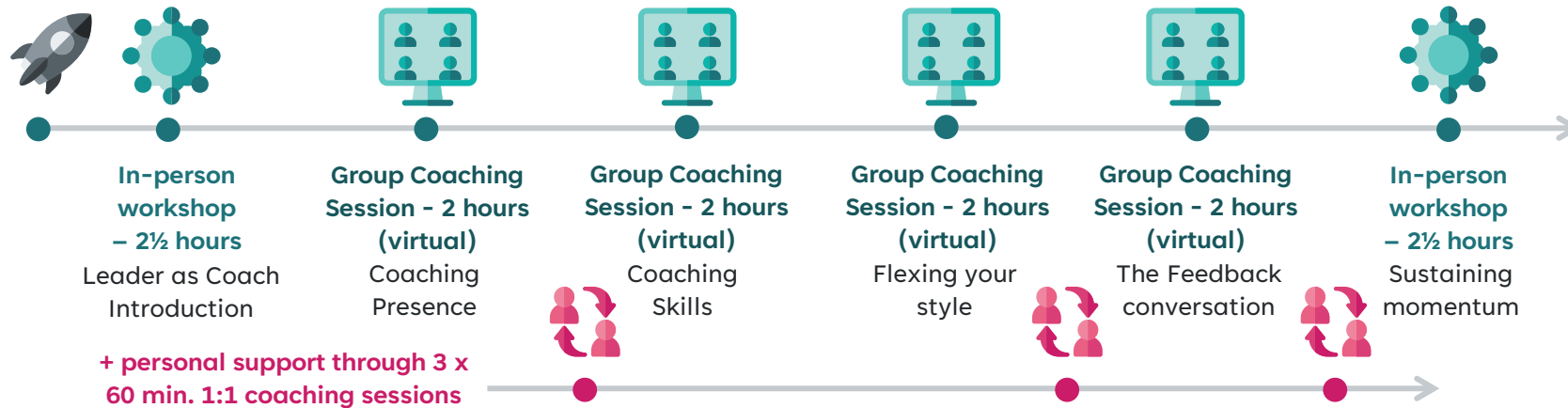


Building a coaching culture across a trust



The need

Shires Multi-Academy Trust wanted to embed a strong coaching culture across its schools, with everyday coaching conversations helping to empower and develop staff at every level. As a first step, the trust wanted to develop a cadre of lead coaches to model the coaching approach and cascade key tools and skills to the wider staff teams. Following the successful programme for this first group, it was repeated for a second group of lead coaches.

Our solution

We delivered our Leader as Coach programme for two successive cohorts of leaders drawn from across the trust's schools and central staff. Practical workshops, small group coaching sessions and active experimentation between sessions built participants' core skills such as active listening, powerful questioning, flexing their approach and giving feedback. 1:1 coaching sessions provided additional personal support.



It has been transformational for my team and my leadership.
Rebecca Gordon, Headteacher

Every aspect has been useful as I was totally new to coaching. However my big takeaway is not jumping in with solutions. I now realise I haven't been listening properly or allowing others to come to their own conclusions, leaving 'solutions' less powerful when enacted.

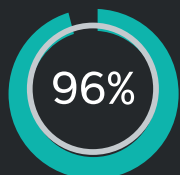
Jeanette Little, Headteacher

It has enabled me to have more powerful conversations with staff. I have used the tools to ensure I am actively listening and not listening to respond. I now feel confident in helping my team to reflect using the GPS model.

Rachael McKinney, Head of Humanities.



Impact



of participants agreed that the programme insights and tools were helping them to achieve greater impact in their leadership



of participants reported feeling confident and well-equipped to coach and develop others.



of participants said Leader as Coach was a relevant and impactful professional development programme.