

Building the capability of early childhood centre leaders



Survey on
Leadership
Derailers

Mindtraps



Group Coaching
Session 1

Adaptability



Group Coaching
Session 2

Leadership
confidence



Group Coaching
Session 3

Building trust



Group Coaching
Session 4

Flexing your
approach



Group Coaching
Session 5

Supporting &
Coaching



Group Coaching
Session 6

Giving feedback

The need

Australia's largest provider of early learning and care, Goodstart launched a bold 5-year Lead to Learn strategy aiming to invest in its Centre Directors and empower them with the skills and confidence to coach their teams and develop the potential of all staff. Goodstart developed an integrated professional development program for all Centre Directors including:

- Inquiry-based learning
- 360 feedback
- Group coaching

Our solution

BTS Spark partnered with Goodstart to offer group coaching to Centre Directors that aligned with Goodstart's X-Lead Framework. Centre Directors came together for virtual group coaching sessions to reflect on their leadership, learn practical tools to coach others and connect with their peers – all with the support of a professional leadership coach. Centre Directors could access online learning both to reinforce the group coaching and post-program for ongoing support. In this way, they were able to engage in quality leadership learning without leaving their Centres. By the end of the program, 80% of Centre Directors were reporting 'very strong' relationships with their teams.

Impact

650

Centre Directors

100%

Of participants completing the program reported:

- Regularly using a coaching style at work (cf 52% pre-program)
- Confidence in giving feedback (cf 68% pre-program)
- Successful strategies for dealing with stress (cf 55% pre-program)