

Some reviews about our Leadership and Middle Leaders Coaching Courses

Feedback examples from Middle leaders, leading a coaching school and pastoral leader courses

The training was tailor made due to the trainer's good care of everyone's expectations of the session. While it was interesting to review coaching methods available, it was also nice to see how the session was organised as I need to train staff into coaching back at work. I learnt so much.

The whole course was really helpful and amazing. The resources are fantastic. The hints and tips and examples were really helpful in improving the coaching methodology and when it is best to use them as opposed to other strategies. The session reaffirmed in my mind that this would be of great benefit to the CPD of the teachers in my school and in the implementation of whole school developments at an individual level.

There was the opportunity to discuss my thinking with regards to coaching at my school – the ability to reflect and talk specifically about my individual situation and any concerns/questions that are relevant to my school. Really useful resources to both begin to share with, initially my management colleagues and then when rolling out to the wider staff. I hope to embed coaching as a key part of the CPD/Development/Appraisal cycle at my school. It was a really enjoyable experience - thank you for the thorough and easy-to-implement nature of the sessions and your warm and friendly delivery!

I've reflected on the importance of clarity of purpose both within coaching conversations and when deciding whether the necessary conversation is a coaching one (as distinct from monitoring and mentoring).

I've clarified my understanding of the principles of coaching: the need to be open-minded, reflective, flexible and attentive.

I've thought about the useful distinction between the 'what' (principles, policies, content) and the 'how' (practicalities and strategies that are much more personal and 'coachable').

-The Wheel of Coaching is a fantastic tool - it's so versatile and can be used immediately! I like that it offers something concrete and will help with those 'comfortable but challenging' conversations.

-The Five-Minute Lesson Reflection and Pop in postcard as well as the question prompts for 'unseen observations' are all handy 'light touch' tools for coaching with observations.

-I'll use the practical resources to begin supporting colleagues to reflect on their practice around giving and receiving feedback. I'm hoping to begin with 'the wheel of feedback' and have individuals select an area they would like to explore within that.

The trainer really minimised the impact of being unable to meet in person - it worked well!

What was really useful was focusing on how to apply the principles of coaching to the development of coaching skills amongst middle leaders

Lots of resources which can be adapted to use in school have given me loads to work with. I have learnt how coaching is very much a supportive process, allowing the person to be in control of their own goal/journey. How the use of questioning can help people reflect and

come up with their own actions/strategies rather than me always problem solving for them, this will result in a much better culture within the school.

I have found learning about the coaching techniques useful but mostly having the opportunity to think and discuss how coaching can work in my school and with certain colleagues. I will be able to use the new approaches and techniques I have learnt with our teachers and in particular the NQT's I support.

For me the key was to have a facilitator who helped me understand the perspectives that teachers have when they start thinking about or using coaching as an additional tool in their toolkit. I found the trainers use of stories from her own teaching and coaching background as most useful, interesting. I loved hearing about how coaching was used in "observations", for examples. This made the theory and other coaching materials/tools come alive.

My biggest learning experience was how to use the push pull model in the context of my working relationships. Where I fell on the Heron's intervention analysis leadership tool and what this would mean for me in my middle leadership role. I have also found the different hats and 321 reflection techniques particularly useful and would certainly look to be using this with my colleagues at the start of my new role. The training has already made me think about how I can use the resources that were provided and has enabled me to think about leadership in the same way that I think about teaching. This was a huge step forward for me. This came through discussing the push – pull and Karpman triangle with others. A very useful and reflective discussion.

The information and guidance that were provided were very useful; the trainer tried to personalise it to my school setting and allowed me to ask any questions that arose as we proceeded through the course. The training will allow me to introduce a coaching community at my school.

I have learnt to think about how to improve my own and others' teaching. How to approach staff and pupils in an appropriate manner. I have learnt to think about the attributes of a coach and use these attributes to effectively manage and improve teaching and learning. The practical ideas were very useful. I will be using some of the approaches when generally talking to staff, in staff meetings and contributing to staff discussions. Incidentally I had a pupil try and cause conflict with me this week and I consciously thought about my response before it escalated.

The trainer made me feel very comfortable within a few minutes and the time flew by. She was also able to personalise the training to suit me and my needs.

Key learning experiences: how as an Academy, we can build on our understanding of coaching, and have a better working knowledge of the fundamentals of coaching. Particularly useful: Talking through the resources and strategies. Discussing how coaches can be trained, and how coaching can be used for types staff members. I found it incredibly useful and valuable. I think our next step is coaching leaders and building leadership capacity. Thank you so much, this course was more than what I expected or was hoping for. It's been a really useful experience.

A thoroughly enjoyable course taking us through the overall requirements of successfully coaching people. Essentially it outlines a clear difference between mentoring and coaching. I also really appreciated the sources the trainer referenced for further research. If time allows, a follow-up session would be useful where we could role-play scenarios as this would embed the learning and practise better for me.

I'm going to try really hard to think about the language that I use and try to encourage people to be more independent, e.g. rather than asking my team/people I observe in the future what they could have done to improve a lesson, I might say, 'How could you have done it differently?' Thus, encouraging them to evaluate their own practice.

Very useful course. I am going to try to change my language with colleagues and open up more dialogue and sense of their empowerment. Begin conversations with the end in mind. Great to hear that 'quiet leadership' is valued. It would have been useful to spend more time on how to have difficult conversations with colleagues as this was dealt with only briefly at the end and was rushed as we had run out of time. However, what a superb training opportunity I will not forget, thank you.