

# Coaching for Leaders in Education



Developed and delivered by

Aisling Given

## **Life Given Coaching and Consultancy Ltd**

Recognising how difficult life can become as you climb the ladder, Aisling is dedicated to facilitating and coaching others on the principles of wellbeing and effective leadership. Aisling created Life Given to deliver programmes that allow organisations to create an environment where individuals can feel, "fully human and fully alive," without the side effects of chronic stress, anxiety, and the feeling of never being enough.

# Coaching for Leaders in Education

## Aims and Purpose

Coaching for leaders in education is an essential component in the ongoing development and effectiveness of teachers, headteachers and deputies, and other educational leaders. This form of professional development is tailored to the unique challenges and opportunities that come with leading in an educational setting. It focuses on enhancing the leadership skills necessary to foster a positive school culture, improve student outcomes, and navigate the complex landscape of educational policy and reform.

A key aspect of coaching for educational leaders is its emphasis on personalised growth and learning. Unlike traditional professional development workshops that may offer one-size-fits-all solutions, coaching is highly individualised. It takes into account the specific needs, goals, and context of each leader. Through one-on-one sessions and small group discussions, our coaches work closely with educational leaders to identify areas for improvement, set realistic goals, and develop strategies for achieving these goals. This personalised approach ensures that leaders receive the support and guidance they need to make meaningful progress in their professional journey.

Coaching provides a safe space for leaders to reflect on their practice, challenge their assumptions, and gain new perspectives. It encourages a mindset of continuous learning and improvement, which is vital in the fast-evolving field of education. By fostering self-awareness and resilience, coaching helps leaders to effectively manage change, solve complex problems, and lead their schools with confidence and competence. Ultimately, coaching for leaders in education not only contributes to the personal growth of individual leaders but also to the overall success and improvement of their schools and academies and the educational system at large.

## Overview of Sessions

Sessions are for groups of no more than 8 delegates and are approx. 2 and ½ hours half termly. (This is flexible depending on the needs of the Schools or Academy)

**Session 1** - The impact of crisis on ME and my school community.

What's included:

Acknowledge the impact of current affairs on the confidence, competence, and joy of everyone in the community including me. Identify areas that are common for us all. We will work to identify areas of wellness in life that we would like to improve and consider how this might impact us and the communities we live and work in.

Objectives:

- Time for reflection on personal situation and practice.
- Improve self-awareness using an effective toolkit.
- Collaborate with other practitioners to build confidence.
- Become aware of the toolkit for self-development.

Workbook for guidance.

**Session 2** – Being and Leading, knowing you are enough.

What's included:

It's far too easy to get caught up in the constant cycle of 'doing' more to 'have' more. But what about pausing to reflect on who you might need to 'be' to achieve your goals? Using the BE-DO-HAVE model we explore the question, what is there to deal with in myself so I can be the leader I want to be, no matter what?

Objectives:

- Reflect on the previous session.
- Learn and use the BE-DO-HAVE model.
- Allow deep discussion about individual approaches to leadership.
- Identify our value and belief system.

Workbook for guidance.

**Session 3** – Moving from thinking to doing, with compassion for yourself and others.

What's included:

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We'll explore how compassion for ourselves, and others is part of strong leadership. Delve into

what is possible for the future. This session will focus on how we can take action, find momentum and achieve goals that will improve personal growth and positively challenge and improve our working environment.

Objectives:

- Reflect on previous session.
- Explore compassion and how it supports strong leadership.
- Identify what is getting in the way.
- Develop a plan to action goals so they become a reality.

Workbook for guidance.

#### **Session 4** - What will transformation look like for me and my community moving forward?

What's included:

A deep discussion on beginning the journey of transformation. Identifying the importance of validation in several areas. Ensuring we take time to validate our own emotions and the emotions of others', seeking first to understand, in order to be understood. An opportunity to acknowledge, celebrate, and grow new openings that are making a difference and are signs of light and hope in dark.

Objectives:

- Reflect on previous sessions and learning.
- Understanding the importance of validation.
- Gain tools to implement strong communication in the workplace.
- Identify the new openings that will support a positive future.

Workbook for guidance.