# Coaching for Individuals and Collegiate Groups

**Introduction: My Leadership Agenda**
You will start your coaching journey by exploring your own leadership competencies, via peer and self assessment. Your Coach will encourage you to reflect on this, and use it to set some inspiring leadership objectives which will impact both on your personal leadership and your school.

**Step One: Inspirational Leadership**
As leaders we all have natural strengths and abilities. This step will encourage you to tap into your own sense of possibility and leadership ‘spark’ and draw out your unique brand of leadership, so you can leverage this more often. What inspires you and provides a sense of possibility that others can tap into?

**Step Two: What Holds Me Back?**
This step will focus on the difference between our aspirations (the kind of leader we would like to be) and the reality of leading in our school. We will introduce a powerful methodology - Mindtraps - to help you have the impact you want, and to bounce back from frustrations, no matter how challenging. Used well, this technique can significantly enhance your leadership impact in your school.

**Step Three: Influencing Others’ Behaviour**
In any school there are a few individuals that will inevitably have more impact than others - these can be critical levers. This step will focus on identifying them – and then on how to influence them to change their behaviour. We will introduce a tool to help break through in the most challenging of relationships. Your Coach will help you to apply this to understand how to engage and motivate one or two of your most challenging characters.

**Flexible learning options**
You will be offered a choice of learning modules, to meet your personal development needs and school priorities:
- Developing your Coaching Skills
- Leading Change
- Leadership Partnership
- Impossible Conversations

**Final Step: The Strategic Challenge**
This final step will introduce a framework to help you think through how to initiate changes you want to make, to give you the best chance of success - whether the barriers you encounter are practical, attitudinal or a mixture of both. You will review your original leadership objectives with your Coach, and reflect on your key learning points from the program.

Please note that this coaching programme is available in two formats:
- either 10 individual telephone coaching sessions with a personal coach;
- or 10 face to face and Skype sessions for a collegiate group with a group coach.