

**Kate O’Driscoll Aspiring Leadership Award
Introduction to Leadership Coaching
Growth Coaching International**

Jackie Draper

I am grateful to have received the Kate O’Driscoll Aspiring Leadership Award earlier this year. Thank you to CPAT for awarding this to me and I would like to express my gratitude to the O’Driscoll family for supporting this scholarship and for allowing Kate O’Driscoll’s legacy to continue on. From what I have heard about Kate is that she was a model leader who inspired others through her courage and commitment to Catholic education, and to creating learning environments that nurture our children and allow them to flourish.

I attended the Introduction to Leadership Coaching course run by Growth Coaching International. In this course I learnt about the Growth coaching model and the 8 Key Coaching Skills. Chris Munro took the course and was fantastic in his modelling of coaching.

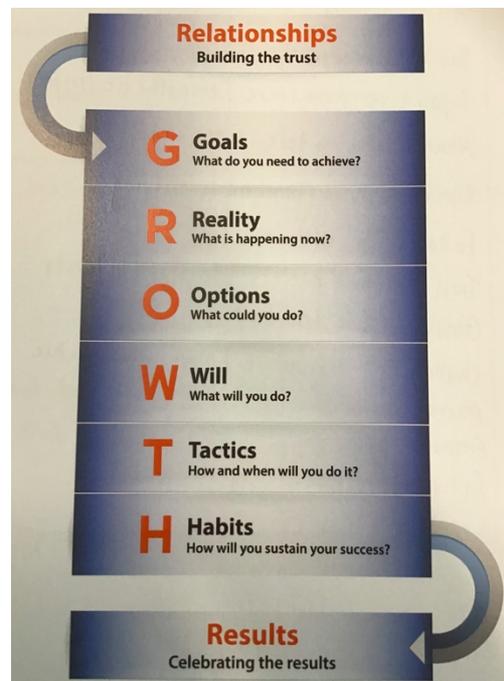
The definition of coaching promoted by Growth Coaching International describes coaching as

“...a one to one conversation focused on the enhancement of learning and development through increasing self-awareness and a sense of personal responsibility, where the coach facilitates the self-directed learning of the coachee through questioning, active listening and appropriate challenge in a supportive and encouraging climate” (van Nieuwerburgh, 2012).

This definition highlights the intent of coaching as being self-directed learning and development, and the two key outcomes of coaching as self-awareness and responsibility. Questioning and active listening are also key skills needed by the coach so they can facilitate this process.

The 8 step Growth Coaching Model was the main focus of the course and that focused on goal setting and creating intrinsic motivation and personal responsibility.

Building relationships is key in the Growth model and step one is to build trust and once that trust is established then the goal setting and coaching can begin. By having better relationships with the people we work with, then better results can occur as team members are more engaged and collective effort is inspired.



The model is a 'systematic process that aligns relationship building as well as strategy, visioning and management processes to get people where they need to be' (Campbell, 2016).

The course also focused on taking a solution focused perspective and aimed to not focus on problems, but rather create solutions. This involves developing a clear and specific picture of the preferred future and through identifying and implementing small actions and steps, a path of change can be seen.

From here, I see leadership teams adopting a coaching approach in conversations where appropriate. A coaching approach can occur in any situation where someone wants something to be different, even when the nature of the conversation is not an explicit coaching session. Coaching in this way provides a way of leading and effective leaders can incorporate these skills and strategies in their leadership approach.