



UNLOCKING POTENTIAL

COACHING SKILLS TRAINING FOR MIDDLE LEADERS

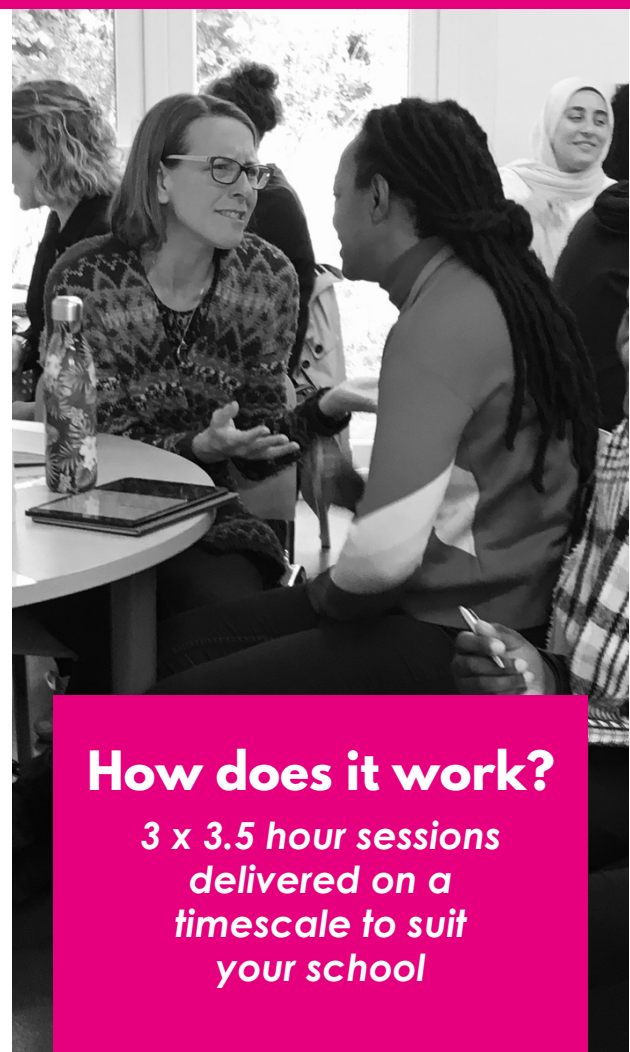
Equip your Middle Leaders with the essential knowledge and skills to coach others effectively and with confidence.



Coaching for Excellence

Our Middle Leaders hold a pivotal role in fostering a culture of excellence in our schools. 'Unlocking Potential' is a practical and engaging programme that trains leaders in the essential coaching tools and strategies needed to facilitate those vital developmental conversations that inspire, motivate and grow the individuals they lead.

Your leaders will leave this course understanding what it means to be an effective coach, how to give feedback, communicate with empathy and create psychologically safe team environments, while at the same time driving performance. They will develop the skills and confidence to support a culture of learning, growth and improvement across the school.



How does it work?

*3 x 3.5 hour sessions
delivered on a
timescale to suit
your school*

What are the outcomes?

- Increased confidence in utilising coaching techniques both formally and informally, ensuring high levels of accountability and progress towards professional goals.
- Enhanced understanding of the neuroscience underpinning coaching, enabling better application of coaching theory, skills, and mindset.
- Ability to employ a variety of coaching models and approaches with both individuals and teams to raise levels of psychological safety and engagement.
- Improved capacity to deliver feedback using a coaching approach, facilitating constructive dialogue and improved performance.
- Heightened awareness of leadership styles, leading to more intentional and effective leadership approach.

Programme Outline

Session One:

- Understand the neuroscience underpinning coaching and its impact on cognitive processes and behaviour change.
- Practice active listening and master the art of asking powerful questions to facilitate self-reflection and goal-setting.
- Gain insight into your own leadership style and approach, enabling you to lead with authenticity and impact.
- Learn coaching strategies to cultivate psychological safety and collaboration among your teams.

Session Two:

- Practice the GROW coaching model.
- Understand contracting, safeguarding, and confidentiality in coaching relationships,
- Acquire skills to define SMART goals to foster accountability and support progress.
- Practice using a range of tools and approaches to help individuals overcome barriers to making progress.
- Learn coaching tools to examine values and belief systems to support a diverse and inclusive team culture.
- Receive supervision and actionable feedback on your own growing coaching skills and competencies.

Session Three:

- Practice coaching strategies to engage with an 'unaware' coachee, guiding them towards self-awareness and growth.
- Learn the BEAM feedback model to provide constructive and actionable feedback that encourages reflection and promotes continuous improvement.
- Practice delivering feedback in a manner that fosters psychological safety, creating an environment where coachees feel valued, respected, and empowered to explore challenges and opportunities openly.
- Create a 'coaching action plan' for your team, aligned with your departmental goals.

What people say...

“Three months on since we did the course and I can honestly say the coaching training delivered by Laura has transformed the way I now work with my team.”

Senior Leader - Habersdasher's Academy Trust, London

“This was the best CPD I have ever had. I loved learning the neuroscience around coaching. We were given time to practice and grow in confidence. Laura's passion for coaching is so motivating. Feeling excited to get coaching!”

Middle Leader - Prendergast School, London

“The Coaching training Laura delivered to our leadership team was brilliant. Really elevated the way we have been thinking and acting since. Highly recommend!”

Headteacher - Harris Academy Trust, London



Who am I?

I'm Laura, Director of Beam Coaching & Training, and I believe coaching is one of the most powerful tools we can use to develop and empower others. I spent 17 years as a teacher and leader within education before training as an Executive Coach and I now hold Senior Coach status with the EMCC. I deliver coaching and coach training programmes to both Primary and Secondary schools, alongside being an Associate Lecturer at the University of East London as part of their MA in People Management.

Interested? Let's talk...

If you'd like to discuss coaching training for the staff in your school then email me at:
laura@discoverbeam.co.uk.

