



## Feedback

Learn what participants said about this London Challenge-led Initiative for Partnered Schools

### Coaching & Mentoring Programme Robert Clack School

July 10 & 12

Facilitated by

Andrea Charman



## Day One

### WWW

- positive attitude among group
- subject knowledge not essential
- establishing ground rules
- seeing clear differences between mentoring & coaching
- differences & similarities between coaching, mentoring, instruction
- pace was ideal
- more understanding of what coaching entails
- thinking about how to focus the issues
- have greater self-belief that I might be able to do this
- now feel like an 8 on what coaching is and is not
- discussion of ideas; thinking differently
- clarifying issues
- revising & consolidating role of coach & developing techniques
- methodology mirrored in actual practice NOT patronising
- placing the issues in context
- I GROW: practical help given = realistic to implement
- now understand the differences between coaching & mentoring
- ideas for getting started
- realising how to use so many leading Qs
- meeting some great people
- professionalism of day
- more idea of what is involved: model for use inspires confidence
- mentor v coach v instructor
- recognising where I am now
- framework for beginning a conversation
- working with others
- thinking about my own strengths
- great modelling of the process
- learnt so much about me

### Learning Points (each participant shared one point)

- The introduction/context phase is more tricky than I thought
- How to set up a 'conversation'
- 73% comms is body language
- 73% comms is body language
- You are your message
- Context – listening at 3 levels
- Avoid collusion
- Is a partnership
- I need to listen more than speak
- How to listen – focus the unspoken
- Don't panic!
- Listen with my eyes
- Don't say 'I would' as a solution to problems

## Day Two

### Programme Takeaways

- importance of stepping into another's shoes
- very inspiring – convinced it will be a great catalyst for change in schools plus, in ME. Thanks!
- going away with skills to use all the time
- will use this every day not just with NCSL
- understand role completely
- confidence
- an.. 'I can do this feeling.'
- good guidance & useful scenarios
- great ideas on how to approach the process
- optimism – for success
- very useful – built my confidence
- appreciation that others will be in the same situation/going thru same stages
- greater self-belief
- positive attitude towards coaching
- really enjoyed practising coaching & evaluating each other...learning from mistakes
- profound self-searching
- the destructiveness of guilt; the liberation of choice!
- robust model
- good network of practitioners
- a support buddy
- clarity of purpose
- an action plan for my own challenge