



Leadership for Performance EquiLearn's Coaching Package for Heads

The Coaching Package has 2 Key Components

1. **Diagnostic Module**
2. **Coaching Conversations**

What is the **Diagnostic Module**?

It is a succinct intervention which is designed to form the basis of a continuous development initiative at most senior levels of school leadership. It is short and reasonable in price. It gives leaders an introduction to their strengths, capabilities and instinctive talent together with an opportunity to consider the personal issues on which they might work to achieve their very best. It has been used successfully for senior teams as well as individuals; team members start from the baseline of self awareness the module provides which can be shared within the group towards promoting collective effectiveness and success.

How does the **Diagnostic Module** work?

I One-to-one confidential client-coach telephone conversation to discuss overall personal objectives and the business agenda. Review the Diagnostic Module and agree what to expect and how to approach the personal assessments that follow. **(40 minutes)**

II Client completes two self-exploration & personal development assessments online, one of which is a measure of Emotional Intelligence. **(45-60 minutes)** Client may also complete a personal learning styles inventory.

III A one-to-one confidential client-coach meeting to review the results of these assessments, provide feedback, agree general expectations plus a way forward. This will include an action plan. **(90 minutes)**

What are the **outcomes and benefits**?

1. Increased self-awareness, gained in a confidential and enjoyable environment, expressed as a user-friendly, practical action plan.
2. A tangible, evidence-based starting point for personal learning & development
3. Ownership of a personalized action plan tailored to context.
4. A learning and development plan aligned to school-contexted goals and personally determined requirements.
5. Clarity around how to learn best

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6. For teams participating in the **Diagnostic Module**, there is a solid basis for collective success. This is achieved through collaborative learning, grounded in an openly shared talent inventory allowing leverage of differences in preference and approach towards ever higher levels of performance

What are the **Coaching Conversations**?

Coaching Conversations are a series of 6 confidential coaching sessions for 120 minutes each carried out over a period of no more than 18 weeks. During these sessions the focus is the individual action plan agreed between coach and coachee - the result of the **Diagnostic Module** - contextualised to leadership effectiveness.

Each conversation with its insights and outcomes is summarised in a **Learning Log** so that the coachee can reference their personal journey. Additionally there is a feedback process on the effectiveness of each session so that the coach can respond to the needs of the coachee on an ongoing basis.

Appropriate email and telephone support is available to the coachee through the coaching conversation process. The **Coaching Package** also offers an optional final personal effectiveness measure at the end of the series. This provides the coachee with tangible evidence of the learning and development journey travelled in the process.

Fees

The **Coaching Package** is charged at an all-inclusive fee. The latter will vary according to the location of the coaching and any travel involved.

For further information

Please email your queries to info@equilearn.org
or call us on 44 207 736 7878