

PROFESSIONAL DEVELOPMENT FOR LEADERS



bts spark 
developing education leaders

One to one coaching programs for education leaders

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About our **Coaching** programs

One-to-one coaching support

This is learning at its most personal and relevant. You can expect a top-quality professional coach who is passionate about supporting you to make the changes you want. You can expect them to quickly understand your context and to be someone you can talk openly to about sensitive and difficult issues. And you can expect tangible help thinking through the challenges that are most relevant to your role.

A researched course

It isn't all up to you and your coach. We've researched each leadership subject and put together a program full of insight, tools, ideas and exercises. Online pre-work ahead of each coaching session will invite you to apply these insights and tools in your work context. You and your coach will then be able to use this to get the most from your coaching sessions.

Professional development for busy people

Most education leaders we work with are time poor. They want professional development that is targeted to their needs and accessible when they need it. They don't want the disruption and expense of leaving their school or workplace to attend a training day. Coaching offers an alternative on-the-job learning experience, where you can schedule coaching sessions at times to suit you and apply your learning immediately on the job.

Flexible Coaching

Most popular



Overview

Everyone's context is unique, so it's no surprise that flexible coaching is our most popular offer.

Most people like to start with our *Personal Leadership Review* – an online reflection tool enabling you to spend half an hour considering your leadership strengths and priorities for development. You will then co-create your flexible coaching journey with your coach.



Learning objectives

33 modules are available, offering a chance for you to widen your skillset and gain new strategies in...

- *Relate* – critical people leadership skills
- *Be* – emotional intelligence, confidence and resilience
- *Inspire* – motivating yourself & others
- *Think* – leading school improvement



Your coach will advise you on which leadership modules are most relevant for you

1-TO-1 COACHING

Flexible coaching journeys can be of any length, for example...

US\$1,500, Can\$2,010 + GST (6*60 mins sessions, Personal Leadership Review & online learning)

US\$1,000, Can\$1,410 + GST (60 mins initial Personal Leadership Review session followed by 5*30 mins sessions & online learning)

Over 99% of those we coach say they have changed their leadership

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Soft Leadership Skills for Emerging Leaders



Overview

This program is for teachers interested in exploring people leadership. You will gain new insights into yourself as a leader and learn how to be confident and effective in a first leadership role.



Learning objectives

- Know what kind of a leader you want to be and how to make it happen
- Understand the pitfalls of becoming a people leader and how to avoid them
- Feel more confident acting as a leader and dealing with others with patience and authority
- Learn effective tools for engaging others
- Feel confident dealing with key people management situations



Who is this for?

Teachers considering their first leadership role

Key content

- The Me, Us and It of leadership
- Six pitfalls of leadership
- Your values and strengths as a leader
- Building authority and confidence in your leadership
- Taking others with you

1-TO-1 COACHING

Personal leadership coaching including five coaching sessions with professional coach & online learning
US\$1,250 (5*60 mins coaching sessions), Can\$1,675 + GST (5*60 mins coaching session) *recommended*
US\$750 (5*30 mins coaching sessions), Can\$1,075 + GST (5*30 mins coaching sessions)



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Soft Leadership Skills for Team Leaders



Overview

This program is designed to help team leaders to engage, motivate and involve their teams.



Learning objectives

- Learn how to engage others
- Gain the ability to stay open and resourceful with challenging people
- Understand inclusive leadership and how to engage people differently
- Learn effective questions that get to the root of individuals' concerns
- Feel confident giving sensitive messages in a powerful way
- Know how to run a team meeting that engages others



Who is this for?

Heads of department, headteachers, stage team leaders, section heads, curriculum coordinators

Key content

- Reflecting on your leadership
- Framework for powerful conversations
- Building trust
- Powerful questions
- Difficult conversations
- Engaging your team

1-TO-1 COACHING

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US\$1,250 (5*60 mins coaching sessions), Can\$1,675 + GST (5*60 mins coaching session) *recommended*
US\$750 (5*30 mins coaching sessions), Can\$1,075 + GST (5*30 mins coaching sessions)

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Soft Leadership Skills for Assistant Principals



Overview

This program supports Deputy Principals and Assistant Principals to be at their most effective, influence others and hold their authority.



Learning objectives

- Become aware of different influencing approaches and how to maximise them
- Get clearer on what kind of leader you want to be
- Understand the 'mindtraps' that limit your effectiveness as a leader
- Know the impact you want to have across the schools
- Be more confident working with your principal
- Develop some strategies for working with more challenging people



Who is this for?

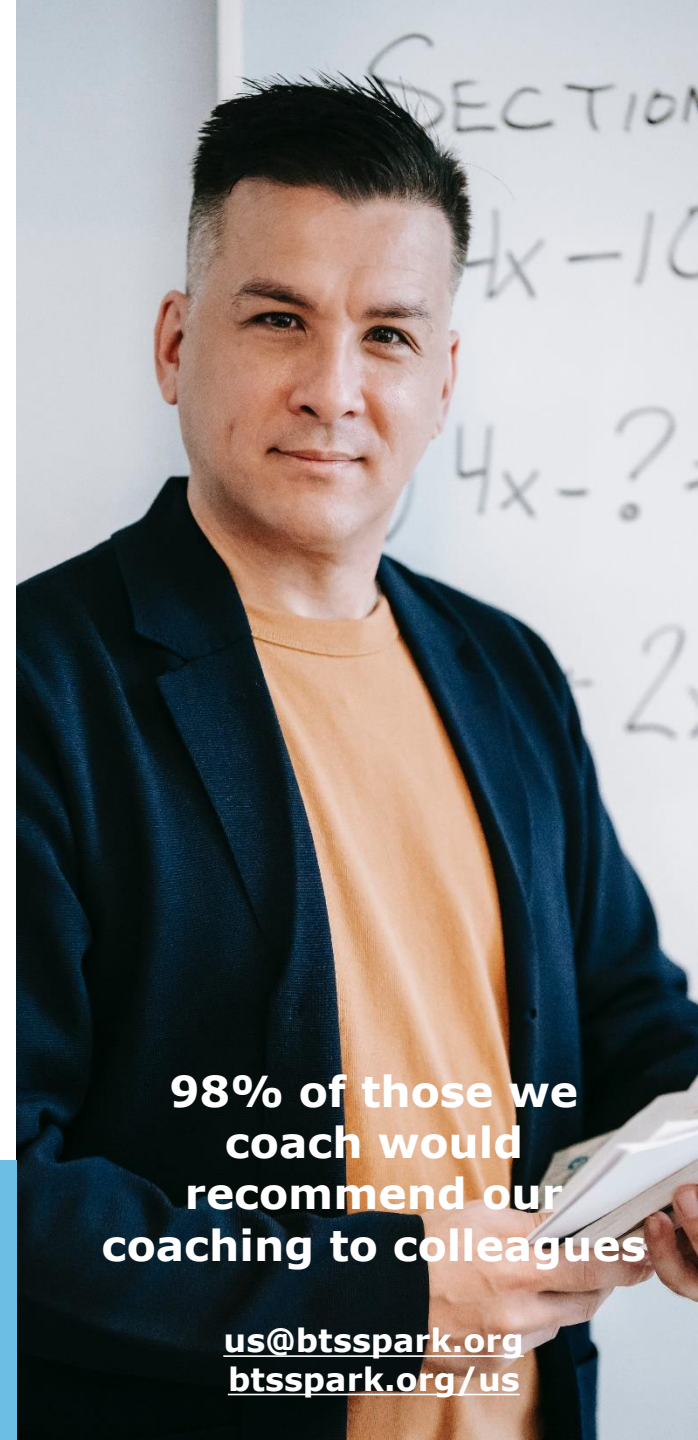
Deputy principals and assistant principals

Key content

- Influencing audit
- Presence and authority
- Mindtraps
- Managing up
- Difficult conversations
- Managing conflict

1-TO-1 COACHING

Personal leadership coaching including five coaching sessions with professional coach & online learning
US\$1,250 (5*60 mins coaching sessions), Can\$1,675 + GST (5*60 mins coaching session) *recommended*
US\$750 (5*30 mins coaching sessions), Can\$1,075 + GST (5*30 mins coaching sessions)



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Soft Leadership Skills for Aspiring Principals



Overview

This program enables aspiring principals to fine-tune their leadership and ready themselves to apply for their first principalship.



Learning objectives

- Get clear on your natural leadership style and how you want to come across as a leader
- Learn how to flex your leadership to respond to different situations
- Explore what holds you back as a leader and how to unblock this
- Gain new strategies for engaging key stakeholders and apply these right now
- Learn how to hold difficult conversations with confidence, sensitivity and rigour



Who is this for?

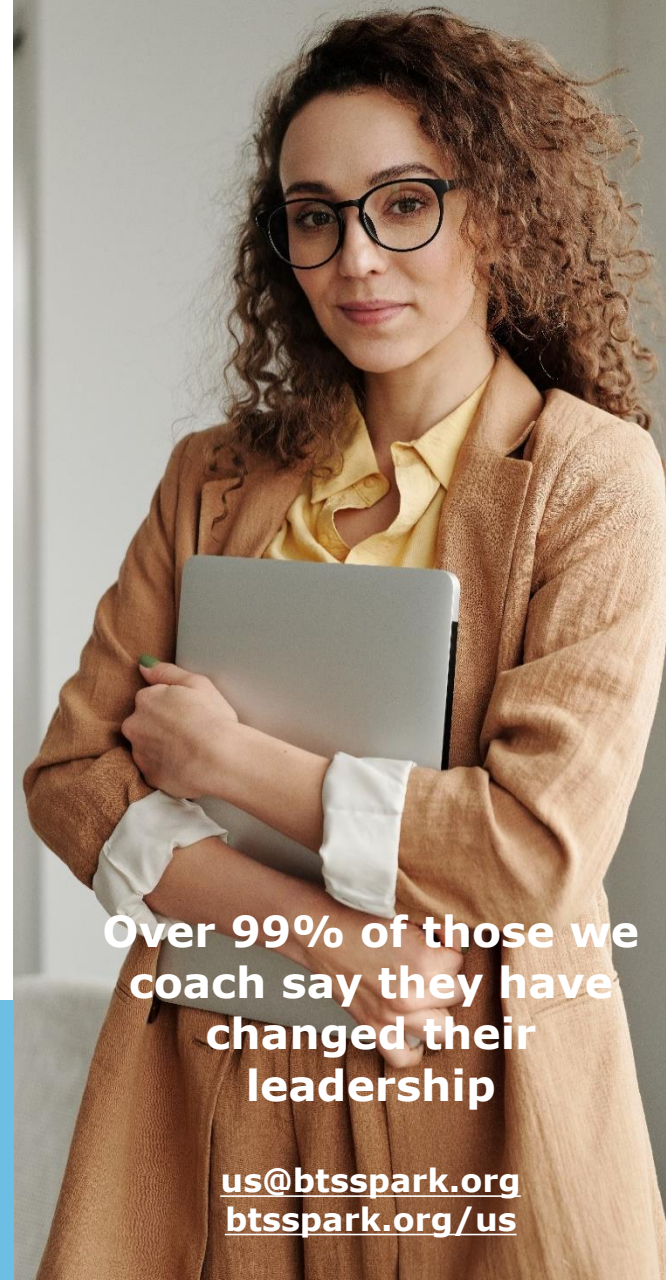
Those considering applying for a principalship role

Key content

- Leadership archetypes
- Values lifeline
- Sharing your leadership with others
- Mindtraps & personal resourcefulness
- See Hear Speak
- Perceptual positions
- Finding your authentic power

1-TO-1 COACHING

Personal leadership coaching including five coaching sessions with professional coach & online learning
US\$1,250 (5*60 mins coaching sessions), Can\$1,675 + GST (5*60 mins coaching session) *recommended*
US\$750 (5*30 mins coaching sessions), Can\$1,075 + GST (5*30 mins coaching sessions)



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Soft Leadership Skills for New Principals



Overview

This program supports newly appointed principals to make a successful transition into their new school, make sense of their new context and establish themselves with colleagues.



Learning objectives

- Get clear on priorities for action
- Reflect on how you deal with pressure
- Learn how to manage your state
- Reflect on your core values and how to build these into your leadership brand
- Get clear on the Building Blocks, Buy in and Behaviour you need to make your vision a reality
- Identify key relationships that you need to invest in
- Become more confident in working with challenging individuals



Who is this for?

Newly appointed principals

Key content

- First 100 Day Wheel
- Establishing milestones & ways of working
- Mindtraps that limit your leadership
- Coping with the pressures of the role
- 3 B's model
- Dealing with challenging individuals

1-TO-1 COACHING

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US\$1,250 (5*60 mins coaching sessions), Can\$1,675 + GST (5*60 mins coaching session) *recommended*
US\$750 (5*30 mins coaching sessions), Can\$1,075 + GST (5*30 mins coaching sessions)



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Soft Leadership Skills for Established Principals



Overview

This program offers flexible coaching for experienced principals to fine-tune and refresh their leadership.



Learning objectives

- Reflect on your leadership strengths and development areas through a *Personal Leadership Review*
- Co-create a coaching journey to meet your needs, in partnership with your coach
- Draw flexibly on content from across our leadership curriculum of 33 mindsets...
- *Relate* – critical people leadership skills
- *Be* – emotional intelligence, confidence and resilience
- *Inspire* – motivating yourself & others
- *Think* – leading school improvement



1-TO-1 COACHING

Personal leadership coaching including five coaching sessions with professional coach & online learning
US\$1,250 (5*60 mins coaching sessions), Can\$1,675 + GST (5*60 mins coaching session) *recommended*
US\$750 (5*30 mins coaching sessions), Can\$1,075 + GST (5*30 mins coaching sessions)

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Level One coach training

Powerful Conversations



Overview

This program helps you to strengthen the quality of your everyday conversations with colleagues, students or parents. Our Powerful Conversations framework and tools help you to create genuine two-way dialogue and intentionally make the most of 'coaching moments'.



Learning objectives

- Understand how to build connection and trust with a wide range of people
- Learn how to appreciate others' perspectives
- Gain greater awareness of when to speak and when to listen
- Use more open questioning to support others to grow
- Become more confident and competent in giving effective feedback
- Learn how to make the most of corridor conversations



Who is this for?

The program is popular with school leaders at all levels, and teachers seeking to improve their communication skills.

Key content

- See Hear Speak
- Perceptual positions process
- Playback and mirroring
- Four levels of listening
- Powerful questions
- www.ebi and AFIRM

1-TO-1 COACHING

Personal leadership coaching including four coaching sessions with professional coach & online learning
US\$1,000 (4*60 mins coaching sessions), Can\$1,340 + GST (4*60 mins coaching session) *recommended*
US\$600 (4*30 mins coaching sessions), Can\$860 + GST (4*30 mins coaching sessions)



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Level Two coach training

Coach



Overview

This program enables leaders to develop the talent in their team, tap into their natural coaching style and learn from a professional leadership coach.



Learning objectives*

- Unlock potential in your team members, helping them get more confident and competent in their roles
- Tap into your natural coaching style to hold great coaching conversations
- Practice flexing your coaching style to meet the needs of different individuals
- Know how to succeed with more challenging individuals
- Learn the art of coaching by experiencing a professional coach in action

* Varies slightly depending on delivery format



Who is this for?

Education leaders (Directors, principals, assistant principals) seeking to develop the talent of others

Key content*

- Coaching styles self-assessment
- Four Faces of Coaching
- Push/Pull and Skill/Will
- Coaching to shift mindsets
- Coaching Mindtraps

1-TO-1 COACHING

Personal leadership coaching including five coaching sessions with professional coach & online learning
US\$1,250 (5*60 mins coaching sessions), Can\$1,675 + GST (5*60 mins coaching session)
US\$750 (5*30 mins coaching sessions), Can\$1,075 + GST (5*30 mins coaching sessions)



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Mindful Mentoring



Overview

This program sets mentors up for success, giving them the structures, skills and confidence to build trusting relationships with their mentees and provide them with effective support and challenge.



Learning objectives

- Learn how to build trust, safety and rapport
- Understand how and when to share expertise
- Reflect on your natural mentoring style
- Know how to flex your mentoring style to match the needs of your mentees
- Practise listening and questioning at a deeper level
- Explore some practical tools you can use to support your mentees
- Learn 'tricks of the trade' from a professional coach



Who is this for?

Anyone in a mentoring role. The program has been successfully delivered to mentors of principals, teachers and students.

Key content

- Mentoring contract
- Four Faces
- Situational mentoring
- Trust equation
- See Hear Speak
- Levels of listening
- Powerful questions

1-TO-1 COACHING

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US\$750 (5*30 mins coaching sessions), Can\$1,075 + GST (5*30 mins coaching sessions)



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From Surviving to Thriving



Overview

This program helps you combat the mindsets that prevent you from being your best self every day. You will get clarity and skills to help you thrive despite the challenges of your role.



Learning objectives

- Review your current work life balance against seven key areas
- Build your own 'balance wheel'
- Learn how to manage your state
- Bring more of your 'spark' into your work
- Learn some practical strategies for managing difficult relationships
- Renew and refresh your energy



Who is this for?

Principals, Assistant Principals, heads of department, teachers

Key content

- The invisible rubber band
- Core values
- In and Out of the Box & Mindtraps
- ETC process for managing your state
- Perceptual positions
- Winning formula

1-TO-1 COACHING

Personal leadership coaching including four coaching sessions with professional coach & online learning
US\$1,000 (4*60 mins coaching sessions), Can\$1,340 + GST (4*60 mins coaching session)



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Leading Change



Overview

This program provides structured coaching support and guidance to those striving to lead significant change within their school or department.



Learning objectives

- Use a self-assessment tool to reflect on your own change leadership style
- Get clear on the changes you want to bring about
- Consider how to communicate the vision to others in a powerful way
- Develop strategies to engage others in the change process
- Know how to influence key individuals and stakeholders
- Access two coaching modules most relevant to your change context



Who is this for?

Principals and others seeking to lead change in their schools

Key content*

- Leadership archetypes
 - Letter from the Future
 - Me Us It of leading change
 - Rubber Band model
 - Bridge 'Levers of Change' model
 - Breakthrough Thinking Cycle
- * Content depends on modules chosen

1-TO-1 COACHING

Personal leadership coaching including five coaching sessions with professional coach & online learning
US\$1,250 (5*60 mins coaching sessions), Can\$1,675 + GST (5*60 mins coaching session) *recommended*
US\$750 (5*30 mins coaching sessions), Can\$1,075 + GST (5*30 mins coaching sessions)



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Engaging Parents



Overview

This program enables you to become more confident and more capable at interacting with parents, both engaging them as partners in their children's learning and working through their concerns and difficult situations as they arise.



Learning objectives

- Reflect on what gets in the way of effective relationships with parents
- Learn how to build trust and rapport
- Widen your listening and questioning techniques to enhance the quality of your conversations with parents
- Understand how to shift a relationship dynamic by getting curious about the parent perspective
- Know how to hold your own in a conversation, whilst not coming across as overpowering



Who is this for?

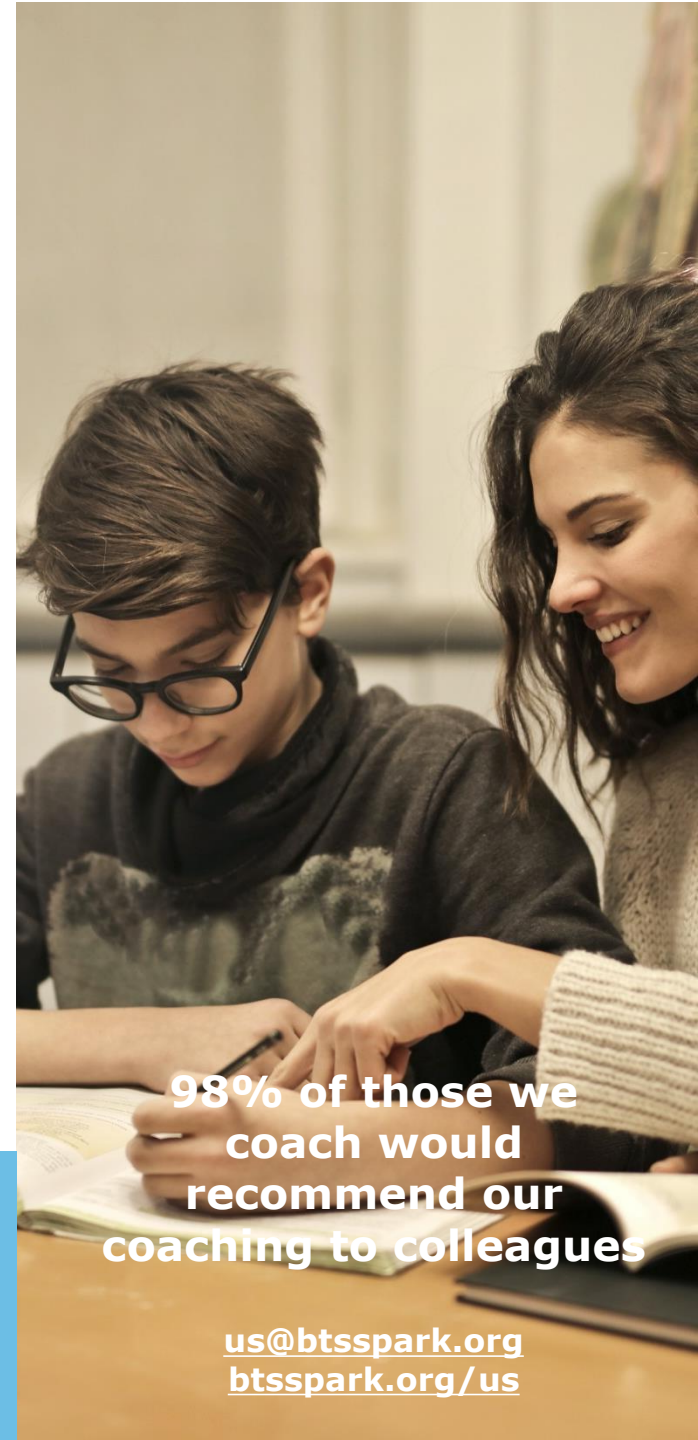
All school-based staff, including school leaders, teachers and support staff

Key content

- See Hear Speak
- Power dynamics
- Levels of listening
- Powerful questions
- Perceptual positions

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How our coaching works

Scheduling your coaching

Coaching offers flexible learning at times to suit you. Whilst you are given a full year to complete your coaching program, we recommend that coaching sessions are booked every three weeks. This allows sufficient time to apply learning in between sessions whilst maintaining momentum. You will have access to your coach's online calendar to book your coaching sessions. You can reschedule a session if you need to, providing you give 24 hours' notice. If you miss a coaching session or reschedule with less than 24 hours' notice, we still need to pay our coaches, and you will be charged 70% of the coaching fee for that session.

Virtual coaching

We use technology to support your coaching experience. You will be given password-protected access to our online learning system, both to schedule your coaching and to download pre-work materials. All coaching is done via Zoom (unless requested otherwise). This not only keeps our coaching affordable; feedback from those we coach consistently shows that they have been surprised how virtual coaching created just the right environment for them to reflect, free of other distractions. Virtual coaching is rapidly replacing face-to-face coaching as the preferred coaching method.

Online learning

We want you to get the most from your coaching with us. This is why we ask you to complete online pre-work before your coaching session. Your pre-work will help you to reflect on your upcoming coaching session, introduce you to relevant leadership models and encourage you to start applying these to your context. You are asked to commit one hour to your pre-work before every coaching session. Many participants find that, over time, their pre-work modules form a valuable leadership resource, which they can share with colleagues or refer back to when needed.

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