



## Turning Talent into Performance

December 2009 Edition

### What's Happening?

Christmas is a time for Celebration, looking back our achievements over the past year, and getting ready for a successful next year. So I'd like to encourage you to review, plan, make decisions, and actively look for new ways to improve your life, career and school.

In this special Christmas edition I wanted to feature **Kerry Wade** an outstanding "Coaching Champion" from **Clifton: A Community Arts School** in Rotherham who has used coaching to help a colleague to do exactly this.

Before Kerry's intervention, her colleague was lacking in confidence and felt extremely drained and quite down heartened about his teaching and the progress than he was making, particularly with a difficult Year 11 set of predominantly middle ability boys. He was also used to receiving quite unconstructive feedback from lesson observations, even though he was a good teacher.

So what exactly did Kerry do? She coached her colleague for 8 weeks, using models and techniques that she'd learnt in her coaching programme. They met for 1 hour per week, and she did 3 lesson observations with the group who were causing the majority of the problems for the teacher. She says:

*"It was fascinating to see how this member of staff didn't feel like he was able to take risks and the constraints of the subject were making him feel that there were no options left for him to try and make progress."*

As a result of the coaching, the teacher realised that students were allowed to do nothing as he was doing all of the work!

*"As soon as he tweaked the focus of the learning over to the students, he noticed a huge improvement and felt that he could interact with individual students. He felt empowered to take more risks with other classes and felt content with his ability!"*

So the coaching meant he actively looked for, found, and acted upon new ways to improve the quality of teaching and learning, which, in turn, enabled him to improve his life, career and school in just 8 weeks. Brilliant! Well done, Kerry. 😊

### Ask the Coach...

**Q: You mention "quick wins" - How do I help someone get one?**

**A: Get your coachee to set small goals!**

As a rule of thumb, anything from 1 hour to 1 week works well. That means they'll have small, easy action steps which aren't daunting or overwhelming, so they'll take the action almost immediately and get a "quick win".

## Quick Tips

**At the end of each day**, ask yourself:

1. What am I most pleased with or proud of today?
2. What have I learnt today?
3. What am I grateful for?
4. What can I do better tomorrow?
5. What am I going to achieve tomorrow?

**Before the end of term**, ask yourself:

1. What am I most pleased with or proud of in 2009?
2. What have I learnt in 2009?
3. What can I do better in 2010?
4. What am I going to achieve in 2010?
5. What is the first step I'm going to take towards this in 2010?

## Resources, Events & Offers

**NEW "Get Your Year in Gear" Programme** – By popular demand, here it is - your **Christmas Gift** from me: ...Your chance to get personal help & support from me to get yourself ready for 2010. Over the next 6 weeks, your weekly coaching calls will enable you to hit the ground running in January so that you make more progress than ever before - guaranteed! Numbers are limited to 6 and only 4 places remain on this FREE programme, which begins next Tuesday (8 December), so you'll need to act fast!

Email [annie@kudosacademy.com](mailto:annie@kudosacademy.com) or call **01226 755349** to apply for your place now.

P.S. There will be a prize for the person that makes the most progress!

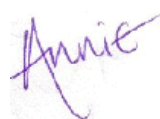
## Food for Thought

"Work like you don't need the money, love like you've never been hurt, and dance like no one is watching."  
Satchel Paige

I challenge you to give this a go & see what happens!  
– Let me know how you get on.

**Hit your "reply" button now** to ask me a question OR **call me personally** on **07740 930725**

Wishing you a very happy Christmas & a successful 2010.



**PS Contact me with your comments, contributions and ideas by emailing [annie@kudosacademy.com](mailto:annie@kudosacademy.com)**

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