

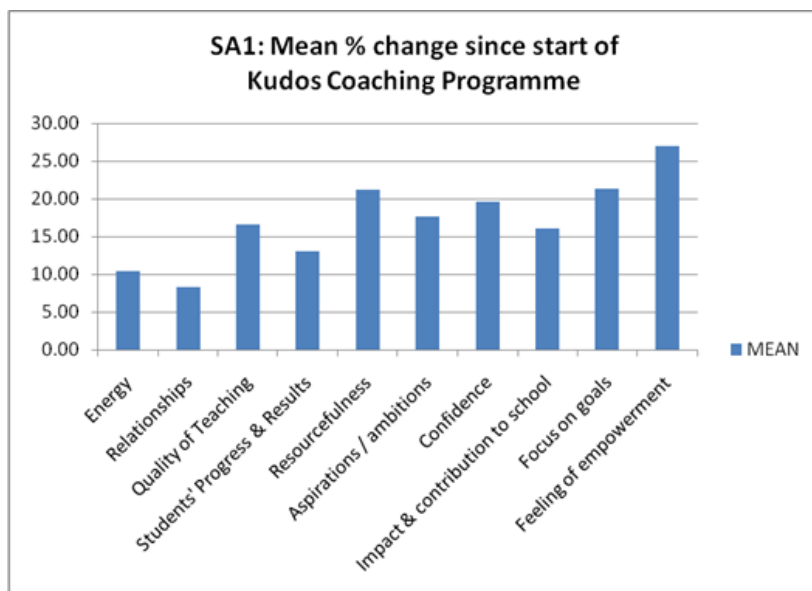
Turning Talent into Performance

March 2009 Edition

What's Happening?

Yes, it has been a long time since I sent out a newsletter, but I just couldn't wait another day to let you know the news: our coaching is officially making an impact!

Whilst thousands of clients have experienced powerful, life-changing benefits from our coaching, until recently we've had no hard data to prove it. We're now tracking our Coaching Programmes so that schools can see the difference that our coaching has made and what value we've added. The results are incredibly exciting! We've enabled schools to improve leadership, teaching & learning and performance at all levels. In fact, the average improvement is **17.13%** for personal/career related factors (see graph below), and skills/abilities associated with coaching have improved by a whopping **55.02%**



And it's not just in schools that we're making an impact. Here's an extract from an email that landed in my inbox this morning – it made me smile, and I just had to share it with you.

"Thanks for a really great day last week - I have been practising already. So far, the best result has been with my 83yr old mother!! She belongs to the U3A and needed to write an essay - needless to say she was getting v stressed etc. but after a lengthy 45 min 'phone conversation she thought of an idea and completed the essay in record time. so...thank you."

The bottom line is that people who work with coachinginschools.com are more engaged, more effective, and more likely to achieve their full potential.

Imagine how that could help you.

Ask the Coach...

Q: How do you help coachees to set effective goals?

A: An effective goal is...

1. **OWNED** – The critical thing to remember is that it's THEIR goal (not imposed!) so that the coachee has ownership and feels motivated to achieve it.
2. **RIGHT SIZE** - Too often, people fail because the goal is the wrong size – too big or too small. Help your coachee to chunk down a big goal into a specific mini-goal for the next week, and it will seem much easier and feel less daunting or overwhelming for them
3. **POSITIVE** - it's far more powerful to “improve achievement” than to “stop underachievement” or to have “1 out of 5 pieces of coursework complete” rather than “4 out of 5 pieces of coursework incomplete”
4. **SMART** – when your coachee is setting a goal, check:
 - (1) Is it Specific? (Does it describe PRECISELY the result they want?)
 - (2) Is it Measurable? (Can you measure their progress along the way?)
 - (3) Is it Achievable? (Given their current situation, will it 'stretch' them and be within their reach?)
 - (4) Is it Realistic? (Are they committed, willing and able to do it within the timescale?)
 - (5) Is it Time-related? (Has it got a clear deadline?)If the answer is "NO" to any of these questions, go back and rewrite the goal!
5. **CONSISTENT WITH VALUES** – conflicts mean they'll struggle to achieve it!

Quick Tips

1. Ask “What point can you realistically get to in the next week with this?”
2. Don't overwhelm them! – Allow a maximum of 5 action steps
3. Encourage coachees to visualise what they will see, hear and feel when they've achieved their goal
4. Get coachees to set up a “support team” and enlist help if they need it
5. Always plan “check in” points to follow up and hold them accountable!

Resources, Events & Offers

- [Check out our brand new “Video Feedback” system here](#) to find out what some of our trainee coaches think! Huge thanks to everyone that took part in this.
- **FREE Strategy Session** – Would you like a **30 minute private telephone appointment** where a coach will look at exactly what you're trying to achieve, answer any questions, and share with you some ideas that they think you'll find valuable? [Book online here](#)

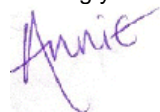
Food for Thought

If you could change ONE thing about your life, what would it be?

Have you got any questions? Would you like some help or practical advice? Please do let me know!!!!

If you're thinking you might like a coaching programme for your school/college to help you progress things to the next level, there are some really exciting options & opportunities for you - simply **hit your "reply" button now & send the words "I'm interested" to find out more** or [request a proposal online here](#)

Wishing you every success as you turn your talent into performance.



PS Contact me with your comments, contributions and ideas by emailing annie@kudosacademy.com

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