

## ***Transformational Coaching – Using the Framework for Thinking Model™***

**Presenters Name: Constant Hine, MA Horizons In Learning**

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**Title:** President, Principle Consultant & Coach

**Title of Presentation:** ***Transformational Coaching – Using the Framework for Thinking Model™***

### **Description**

Constant Hine of Horizons In Learning shares her *Framework For Thinking Coaching Model™*, which is a systematic intentional approach to content neutral coaching to support coaches to be ‘agents of change’ and foster reflective intentional practices in early childhood professionals. She discusses the difference between technical and adaptive coaching and facilitation. She also discusses the importance of coaches to be able to intentionally use differentiated coaching or scaffolding strategies to promote desired outcomes and to be aware of the influence of issues of power in sliding the continuum of strategies to promote sustainable change in others.

This approach considers an individual’s level of tolerance for change, and actually provides specific barrier busting strategies for how to facilitate change. Participants will learn the most common adaptive challenges are related to issues of personal development, communication, social interactions and dynamics rather than technical skills and professional practices related to early childhood standards and best practices. These common “**AAMESS**” barriers are usually a lack or limitation related to **A**wareness, **A**ttitudes, **M**otivation, **E**motions, **S**tress and **S**kills.

### **Learning Outcomes**

Participants will:

1. Learn practical strategies for facilitating people to address and overcome adaptive barriers and challenges to achieve desired results.
2. Clarify and differentiate the distinction between the continuum of professional development strategies, such as: supervising, training, consulting, mentoring and coaching.
3. Learn the roles and responsibilities of coach as ‘Change Agent’ to help others using the Stages of Change approach.
4. Learn and practice the 5 Stages of the ‘*Framework For Thinking Coaching Model™*,’
5. Learn and practice practical coaching strategies for dealing with each of the common adaptive ‘**AAMESS**’ barriers related to **A**wareness, **A**ttitudes, **M**otivation, **E**motions, **S**tress and **S**kills

### **Session Length**

- 6 hr session

### **Primary Audience (choose all the following as they apply)**

- Consultants/trainers
- Mentors/coaches
- Program directors/administrators

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- Teacher educators

### **Format**

Lecture, Large and small group discussion, self reflection exercises, paired sharing activities, modeling & demonstration, case studies, coaching practice using specific strategies.

### **BIO/Expertise of Presenter**

Constant Hine has an M.A. in Early Childhood Education and over 35 years experience in the field as a classroom teacher, adult educator, coach, consultant. She has been the owner/president of Horizons In Learning since 1988. Constant specializes in facilitating individuals/teams to achieve respectful learning for sustainable change, to handle stress proactively, to deepen professional practices and implement diverse teaching strategies for both children and professionals who work with children & families. Constant developed a *Framework For Thinking Coaching Model™* and has presented this model and training to educators, administrators, and coaches for over 15 years. She has written a book Coaching For Success. Constant hosts a radio show “The Coaching Connection.” She has an active coaching practice in Denver implementing these skills daily with professionals in education and business. She is known as a coach's coach, broadening and deepening the skills and mastery of coaches and mentors throughout North America.

### **Testimonials**

“We have worked with Constant since 2007 and I know no one else in the country more qualified to teach courses on Coaching. Constant pulls from an extensive body of research and experience and is more expert in coaching strategies than anyone else we have met. We are seeing our coaches have a tremendous impact in our field and credit most of our success to the skills we learned from Constant.”

Gretchen Ames,  
Director, Gateway to Quality  
San Francisco State University

“Constant Hine is a wonderful teacher/coach with great insight and an uncanny ability to get to the core issues.”

Dr. Leslie Estep, Burlingame, WA

“This the workshop today was THE BEST workshop I have ever attended! What a great find Constant is! Her overall way of attending to all while interspersing so much laughter was so energizing to me. I have great confidence that the "coaching" techniques we put to use from Constant's methods will be highly successful.”

ECE Coach, Contra Costa County, CA

"Constant Hine is the most engaging and dynamic consultant I have ever encountered. Her facilitation has been a key to my own success. Constant's training and coaching has been the most powerful for me as an administrator and consultant."

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*Kathy Christiansen - Director, Center for Support Programs Educational Service District 101 - Spokane, WA*

"Constant is a wonderfully professional dynamic speaker. Very inspirational"

*Jennifer Hamburg, Teacher*