



## Horizons In Learning, LLC

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### Workshop Description

#### Title of Presentation: *Transformational Coaching Using the GROOMER Framework for Change Model™*

#### Description

The *GROOMER Framework For Change™ Model* 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. The difference between transformational and transactional coaching and facilitation will be discussed. In addition, 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 will be explored.

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 and practice the 7 components of the *GROOMER Framework For Change Coaching Model™*.
2. Learn practical strategies for facilitating people to address and overcome adaptive barriers and challenges to achieve desired results.
3. Clarify and differentiate the distinction between the continuum of professional development strategies, such as: supervising, training, consulting, mentoring and coaching.
4. Learn the roles and responsibilities of coach as ‘Change Agent’ to help others using the Stages of Change approach.
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
- Teacher educators



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### **Workshop Description**

#### **Format**

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

#### **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."

*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*