



Horizons In Learning

Intentional Coaching Busting Barriers Webinar Series & Online Course Description

Do you ask yourself “Now what?” when coaching someone doesn’t go so smoothly or it’s not just about learning or practicing skills? Learn how to help your coachees get from where they are to where they want to be...with meaningful transformation for lasting results!

This pre-recorded webinar series is designed to help experienced coaches and agents of change who want to broaden and deepen their coaching skills. Participants will explore how to apply adaptive leadership principles to coaching by deepening their skills to deal with the often difficult and “sticky situations” encountered when implementing action plans to achieve goals doesn’t go so smoothly.

Participants will learn practical strategies for facilitating people to address and overcome adaptive barriers that need to be addressed to achieve desired results. These challenges are often related to self awareness, 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.

Participants will learn practical strategies for facilitating people to overcome these six

AAMESS barriers and challenges. These coaching strategies will be learned with a protocol for fostering critical and reflective thinking based on the *Framework for Thinking Coaching Model™*, developed by Constant Hine, for coaches and leaders to help early childhood professionals to not only achieve their goals and develop targeted action plans, but also to improve their professional practices in meaningful, lasting and sustainable ways that promote continuous quality improvement.

You’ll discover how you can:

- Be intentional about using specific and targeted coaching strategies
- Become an effective agent of change by helping others to make conscious and positive choices
- Build trust in coaching partnership
- Deepen respectful relationships with coachee
- Individualize for coachee
- Help coachee create targeted action plans to specifically bust awareness and attitude barriers in order to achieve their goals.





Session 1: Busting Barriers & Conquering Challenges Webinar

In this session participants will gain an overview of the 6 most common barriers and challenges people typically face when trying to change, achieve lasting results and achieve successful outcomes. These AAMESS barriers are issues related to **A**wareness, **A**ttitudes, **M**otivation, **E**motions, **S**tress and **S**kills, which are part of the *Framework for Thinking Coaching Model™*. An overview of the specific intentional coaching strategies to help facilitate people to deal with and overcome the unique issues related to each of the 6 AAMESS barriers will be presented.

Participants will learn

1. how to identify what specific type of challenges are creating barriers for coachees achieving their goals
2. a variety of barrier busting strategies
3. a protocol for fostering critical and strategic thinking, based on the *Framework for Thinking Coaching Model™*
4. how to help early childhood professionals to not only achieve their goals but also to improve their professional practices in meaningful, lasting and sustainable ways by overcoming typical barriers and challenges.

Session 2: Busting Awareness & Attitude Barriers Webinar

Not sure how to help others successfully achieve their goals because they lack either self awareness or awareness of the impact they have on others? Want practical strategies for dealing with people who have limited or negative attitudes? Ready to get in there and really make a difference using dynamic and empowering strategies to help your coachees to expand their awareness to break old negative thought habits and make dramatically positive changes?

Participants will learn Practical Facilitation Strategies to

1. help others expand their self awareness
2. help when a person is unaware that there is a gap between what they intend and the actual impact their behaviors have on others – to close the intent – impact gap.
3. how to help people become more able to respond positively and proactively to challenges they face – to become more response-able.
4. reframe negative or limiting thinking.



Session 3: How To Bust The Top 4 Motivational Barriers Webinar

Feeling frustrated or stuck when trying to support someone who says or acts like:

NOT ME! – lack of buy in

NO WAY! – resistance to change

WHY BOTHER? – disengaged and uninspired participation

MY WAY! – preference for and attachment to ineffective or unsuccessful habits or practices

Participants will learn 4 Practical Barrier Busting Strategies to address those common motivational issues and challenges

1. Build on What Works & SIP (Strengths, Interests & Passions)
2. Clarify their goals and desires to align with practices and actions
3. Create ‘Safety Steps’ to expand risk tolerance
4. Contrast Cost/Payoff Activity

Session 4: How To Bust Overwhelm Barriers & Transform Stress Webinar

Feeling overwhelmed and stressed out? Feeling discouraged, anxious, or tired of paddling against the current with too much to do in too little time? Not sure how to help others successfully achieve their goals because they are so stressed out? Learn 7 Principles to shift how you can respond to stress, overwhelm and anxiety and how to help others do the same.

Learn Practical Prevention and Intervention Strategies to:

1. transform stress to increase professional success, personal well being and foster stronger
2. relationships with others.
3. become proactive rather than reactive to meet demands
4. focus on areas where you have choice and control to transform your ability to deal with
5. stress and regain control within yourself and how to help others to do the same.