



Horizons In Learning
Dynamic Transformation Strategies

WORKSHOP DESCRIPTION

***Busting Barriers:
Deepening Intentional Coaching for Sustainable Change***

Full Day

**Workshop Presenter
Constant Hine, M.A.**

Do you ask yourself “Now what?” when coaching someone doesn’t go so smoothly or it’s not just about learning skills? In this session, participants, who are agents of change, will explore how to deepen their coaching skills to deal with difficult and “sticky situations” encountered when implementing action plans don’t go so smoothly. Participants will learn practical and effective strategies for helping people to address and overcome barriers that are in the way to achieving their desired results. Learn the common “**AAMESS**” barriers that are usually a lack or limitation related to **A**wareness, **A**ttitudes, **M**otivation, **E**motions, **S**tress and **S**kills.

This session is designed for experienced coaches who want to broaden and deepen their coaching skills beyond the foundational model of observation, feedback, and creating action plans. These coaching strategies will be learned with a protocol for fostering critical and reflective thinking based on the Framework for Thinking™ coaching model for coaches and leaders to help early childhood professionals at all levels to not only achieve their goals but also to improve their professional practices in meaningful, lasting and sustainable ways that promote Continuous Quality Improvement.

Intentional coaching strategies will be explored with an understanding of when to implement which strategy to meet the individual need of the coachee to conquer challenges and bust barriers to not only achieve their goals but also to improve their professional practices in meaningful, lasting and sustainable ways.

Learning Outcomes

Participants will:

1. Learn the difference between technical and adaptive coaching skills.
2. Learn 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
3. Identify intentional coaching strategies and choose the most effective strategy to bust specific barriers.
4. Learn how to use the ‘Framework for Thinking Model™’ to foster critical and reflective thinking skills to foster sustainable change.
5. explore intentional scaffolding strategies that address the importance of developing coaching habits that transfer power, initiative and responsibility to the coachee.