



**Horizons In Learning**  
*Dynamic Transformation Strategies*

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## **WORKSHOP DESCRIPTION**

### **Busting Barriers Using Intentional Coaching Strategies**

Presenter - Constant Hine

In this session 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. They are often adaptive challenges 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 “**AAMES**” barriers 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 in combination with a protocol for fostering critical and strategic thinking, based on the Framework For Thinking™, for coaches and leaders to help early childhood professionals 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 ‘AMMESS’ barriers related to **A**wareness, **A**ttitudes, **M**otivation, **E**motions, **S**tress and **S**kills
3. Learn how to use the ‘Framework For Thinking Model’ to foster critical and reflective thinking skills in others to overcome barriers and achieve desired results.

#### **Primary Audience**

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

#### **Format**

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