



Training Title:

The Power of Intentional Reflection: A Pathway to Deepen Transformational Coaching and Leadership

Summary

This session explores the purpose, benefits of and strategies for developing regular and routine reflective habits to deepen coaching and leadership capacities and competencies. Reflection increases awareness, mindfulness and increases sensitivity to context and perspective. Coaches and leaders need to model reflective habits and demonstrate their ability to employ intentional reflection to increase positive and proactive decisions and behaviors about their own professional practices and reduce any personal or reactive and impulsive actions.

Learn practical strategies for 1) how to develop intentional and routine reflection practices, 2) reflective viewpoints to consider when focusing on any topic and 3) diverse and individualized reflective styles.

Session Description:

Brief Proposal Description:

Examine the purpose and benefits of regular and routine reflective habits to deepen coaching and leadership skills. Learn practical strategies for how coaches and leaders can develop, practice and model routine reflective habits to increase intentional positive and proactive decisions and behaviors. Explore how reflective practices expand self-awareness and responsibilities for one's own frame of reference, cultural values, social identity, and bias that influence perspectives and behaviors.

Learning Objectives:

Participants will:

- 1) Clarify the purpose and benefits of reflection, expanding awareness and making intentional proactive choices to impact successful sustained professional practices for themselves and how this will help them to support other professionals to do the same.
- 2) Identify a variety of reflection strategies and styles to individualize according to personal preferences and cultural context, including how to use a *Reflective Viewpoint Guide* which offers a variety of viewpoints to consider when reflecting on any given topic to stretch perspective, awareness and deepen reflective questions.
- 3) Identify how to imbed intentional reflective practice as an individualized routine personal and professional habit of practice and create a goal and action plan.

Detailed Description

This session explores the purpose, benefits of and strategies for developing regular and routine reflective habits to deepen coaching and leadership capacities and competencies. Reflection increases awareness, mindfulness and increases sensitivity to context and perspective. This in turn impacts a person's ability to



increase positive and proactive decisions and behaviors and reduce reactive and impulsive actions.

Intentional reflection is more than a skill and when it becomes a routine personal and professional practice, it ideally becomes a mindset, attitude, and an avenue to learning. Reflection is a pathway for learning about yourself to generate more positive results. It is also key for examining and expanding one's awareness of and ability to be responsible for one's own frame of reference, culture and values that influence personal behaviors and systemic equitable policies and interactions that impact staff, families and children and their experience in our early childhood industry, programs and relationships.

Reflection bridges the outer external world and using a mind-centered compass with the inner internal world and using a heart-centered compass- both are needed. Reflection helps bridge and transform having vision, being responsive and being a motivational influence with the less effective tendency of imposing and leading from rules, expectations, and focusing on compliance & the need to coerce others.

Having an intentional reflective mindset and attitude are critical for coaches and leaders to be effective in helping and inspiring others to deal with stress and challenging circumstances, overcome obstacles, achieve desired results, and create meaningful successful pathways to learn, improve and create 'sticky' sustainable practices.

Learn practical strategies for 1) how to develop intentional and routine reflection practices, 2) reflective viewpoints to consider when focusing on any topic and 3) diverse and individualized reflective styles. These strategies are intended to help foster a reflective way of living and working. Transformational coaches and leaders need to 'walk their talk' to effectively and compassionately help others to reflect for themselves in order to build powerful and resilient educators and inspire future leaders.

Equity

Intentional reflection expands self-understanding and self-awareness which is the foundation for open-minded, respectful, collaborative and inclusive relations and equitable policies. Reflection is a pathway for learning about yourself to generate more positive results, diffusing triggered and impulsive reactions and offering a mindful pause to choose more empowering and respectful responses. Intentional reflective practices are essential to 'know thyself' which is foundational to respectfully interacting with people who may be different from or have diverse viewpoints than you.

Reflection is the strategic means to examine and expand one's awareness of and ability to be responsible for one's own frame of reference, cultural values, social identity, and individual bias that influence personal perspectives and behaviors. Developing personal reflective habits and systemic reflective protocols offer the opportunity for making equitable decisions and policies that impact agencies, staff,



families and children in all areas of our early childhood industry. Implementing reflective routines require the qualities of courage, grit, commitment, the ability to tolerate discomfort, vulnerability.

These principles will be discussed in this session. In addition, practical strategies for how to imbed intentional reflective practice as a routine will be discussed. A Reflective Viewpoint Guide will be shared with participants which offers a variety of vantage points when reflecting on any given topic, viewpoints to stretch perspective, awareness and deepen curiosity for posing reflective questions. There is not any 'right' or correct way to reflect, there are a variety of reflective styles. Suggestions about styles of reflection that are aligned with individual preferences and cultural context will be offered and discussed to support the accomplishment of sustaining reflective habits.