

The Perfection of Reflection: Cultivating Transformational Change Habits for Leaders & Coaches – 3 Part Series

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3 Part Series Description:

Title: The Brilliance of Reflection: Cultivating Transformational Change Habits for Leaders & Coaches
(249 words)

This series 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. We will inquire using the viewpoints of What, How, Why and Who to guide our focus and reflective practices throughout all three sessions. 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.

Elements of Reflection as a lifestyle will be introduced and aligned with the 4 elements of Liberatory Consciousness Framework (LCF) awareness, analysis, action, and accountability/allyship. Having an intentional reflective mindset and attitude are critical for coaches and leaders to develop compassion, courage and curiosity 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.

Learning Objectives: Participants will:

1. Clarify the purpose and benefits of reflection and practical strategies for how to embed intentional routine reflective practices to cultivate transformational habits.
2. Identify and practice a variety of reflective strategies and styles to individualize according to personal preferences and cultural context.
3. Learn the 7 components of the *GROOMER Framework for Change™* to improve personal and professional practices and facilitate this reflective process for others.
4. Learn the 6 Qualities and Strategies to Cultivate Change for change agents to strengthen their facilitation skills and deepen the reflective practices of those

they support to address the 6 most common **AAMESS** obstacles and barriers people encounter.

Part 1: Using the Tool of Reflection To Expand Mindful Awareness To Make Intentional Proactive Choices (177 words)

In this session we will explore the power and purpose of reflection as a tool to expand awareness & mindfulness. We will model and practice activities to expand awareness & mindfulness. We will use the Lens of Sankofa- “Look back to mindfully move forward” The word Sankofa comes from a proverb of the Akan people of Ghana. It is an Akan term that literally means, “to go back and get it.” Embracing what we might have forgotten to honor who we are and who we want to become.

Elements of Reflection as a lifestyle will be introduced and aligned with the 4 elements of Liberatory Consciousness Framework (LCF) awareness, analysis, action, and accountability/allyship.

10 methods and styles for reflective practices that are aligned with individual preferences and cultural context will be offered with several activities to practice to support embedding sustainable reflective habits to know thyself and to support others to do the same. The importance of developing attentive consciousness of one’s influence, power and cultivating inclusive respectful relationships through reflective practices will be discussed and woven throughout this session.

Part 2: Navigating the Landscape of Change and Facilitating Change (304 words)

There is a difference between knowing what to do and doing it consistently. Having knowledge does not change behavior. Shifting from a content expert to a change agent mindset to facilitate reflection, rather than giving advice or fixing, will be discussed. It takes intentional reflection to examine how your foundational values, beliefs, thoughts, and feelings underpin your behaviors actions and habits is necessary to make changes to accomplish what you want. Each person will choose a personal or professional focus area to apply to the GROOMER Framework to your own reflective inquiry and journey as you learn in this session.

The 7 components of the **GROOMER Framework for Change™** will be introduced as a mental model to support change agents to navigate the landscape of change and facilitate the change process in themselves and with those they support. To get ‘sticky’ sustainable change requires reflection on these 7 components, including **G** -what a person wants, their goals, **R**-observing the reality of what’s currently happening or the context, **O**- brainstorming options, **O**-what’s in the way or an obstacle, **M** -mobilizing what possible actions will lead to achieving their goals. In addition, it takes **E**- experimentation, practice, learning from mistakes, and **R**- to refine and modify actions with perseverance one needs to tolerate the discomfort of change.

It takes reflective focus on this whole process of change to become aware and make mindful choices for how to act –to achieve goals, change habits, improve personal and professional practices – to live the life you want, become a more human human being, and grow into a transformational leader impacting people and changing systems to be more inclusive and equitable. Educators, coaches, leaders and change agents help facilitate this reflective process for others by giving them a chance to examine what they are doing in light of their intentions.

Part 3: Cultivating Reflective Practices and Habits to Bust Barriers (125 words)

Clarify the 6 most common **AAMESS** obstacles and barriers people encounter, as introduced in the *GROOMER Framework for Change™*, that get in the way of their success and transformation. Those 6 obstacles are: **A**- lack of Awareness, **A**- Limiting or negative Attitudes, **M** – Conflicting or lack of Motivation, **E** – Emotional reactiveness and triggers, **S**- Stress, and **S**- lack of Skill.

Learn the 6 Qualities and Strategies to Cultivate Change for change agents to strengthen their facilitation skills and deepen the reflective practices of those they support to address the AAMESS barriers.

1. Reflect to Expand Awareness
2. Foster Mindfulness to Reframe Perceptions to Empower
3. Boost Motivation, Deepen Purpose, Build on SIP
4. Expand Response-Ability & Self-Regulation
5. Promote Resilience: Flexibility – Buoyancy
6. Magnify Mastery