

Introduction: Leadership Development Coaching

Leadership development coaching is a process that involves an experienced leader supporting another leader or a prospective leader to enhance and develop their leadership attitudes, skills, and behaviours. The leadership coach acts as a source of knowledge, but more importantly, as a critical friend and a 'sounding board' for the coached leader.

In the Achievement for All Schools Programme, the Achievement Coach role includes a sharp focus on leadership development coaching. The goal of the Achievement Coach's leadership development coaching is to improve performance, increase confidence, and help the School Champion deal with the challenges and opportunities of leadership.

Through coaching, based upon the GROW model, the School Champion will be empowered to more effectively support their colleagues, improve relationships, manage teams and make good and effective decisions.

The Achievement Coach will support a coaching culture in the school, which will lead to the school developing further their collaborative approach to learning. The school will be able to further develop its "Organisational IQ"¹, which depends on emotionally intelligent leadership, where leaders at all levels are flexible, sensitive and trustworthy, and where colleagues are committed to creating a fully-rounded learning community.

¹ Powell, W. and Kusuma-Powell, O. (2013) *The OIQ Factor: Raising your school's organisational intelligence*. John Catt Educational
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