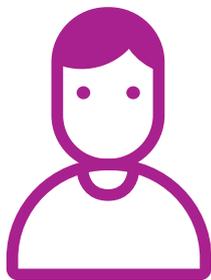
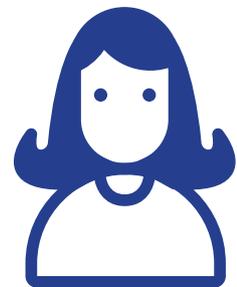
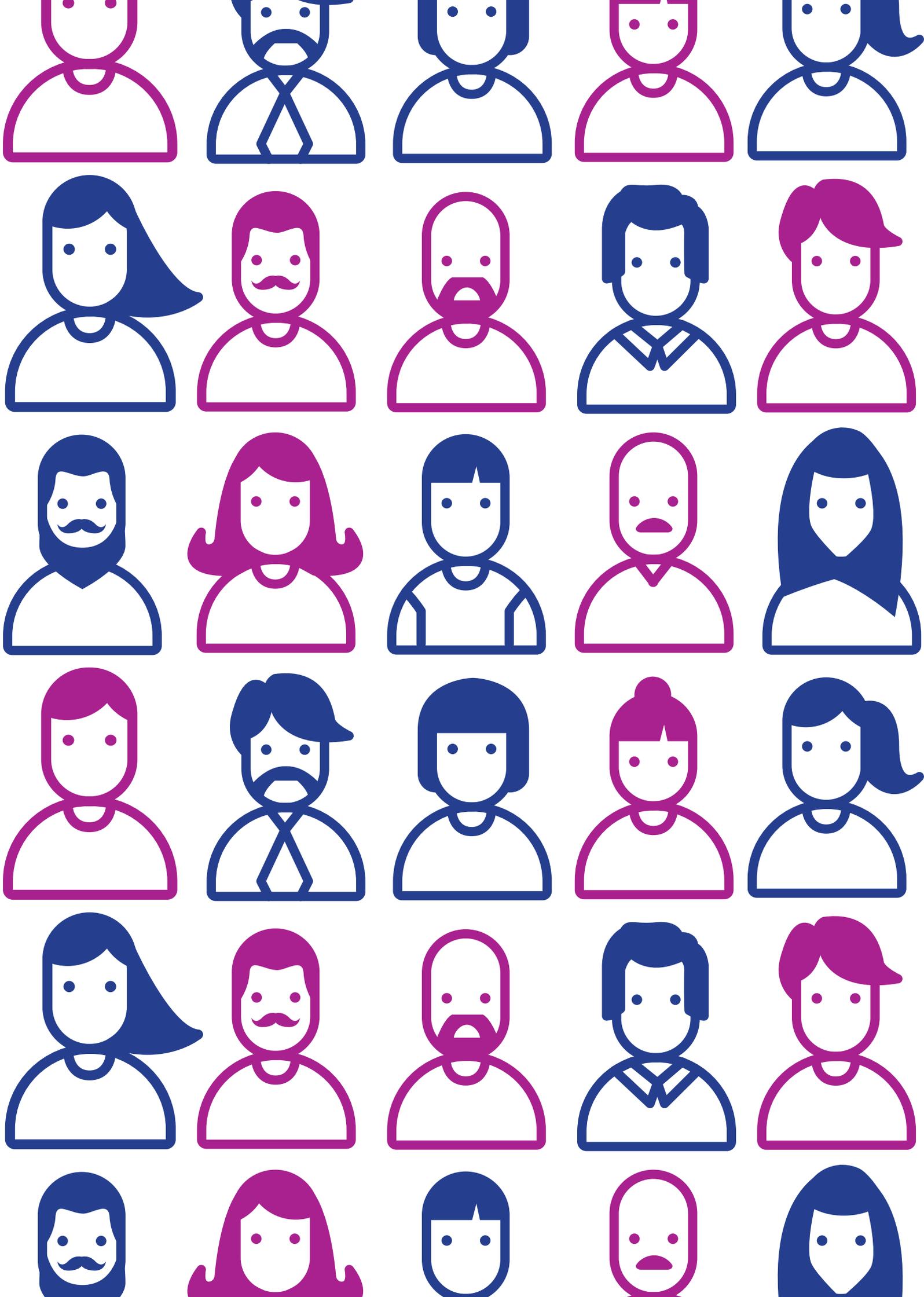


**CHANGING  
LIVES TO  
CREATE A  
BRIGHTER  
FUTURE!**



**2019**



# Introduction



**Louise Gohr**  
Headteacher  
Pikemere School



**Helen Morris**  
Principal  
Cranberry Academy

**This story begins with two Headteachers who connected through the power of coaching and spotted an opportunity to lead their schools using this life-changing approach.**

Louise Gohr is the Headteacher of Pikemere Primary School and Helen Morris is the Principal of Cranberry Academy School, both in Cheshire, England. Both Helen and Louise are accredited coaches who have found their passion in the coaching space.

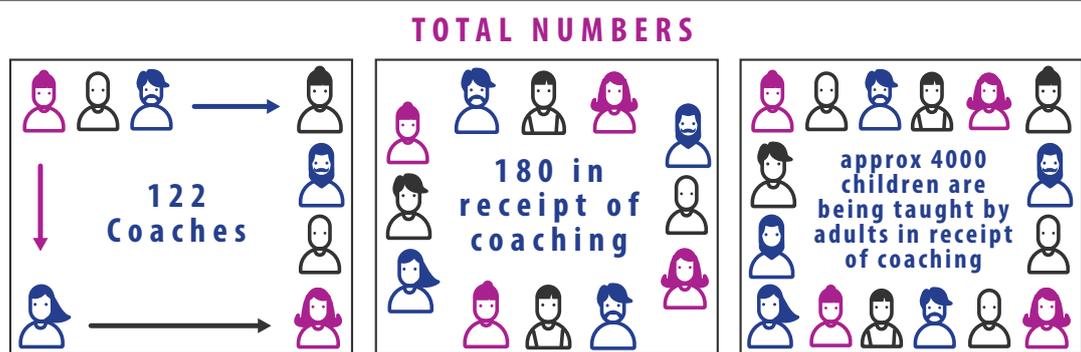
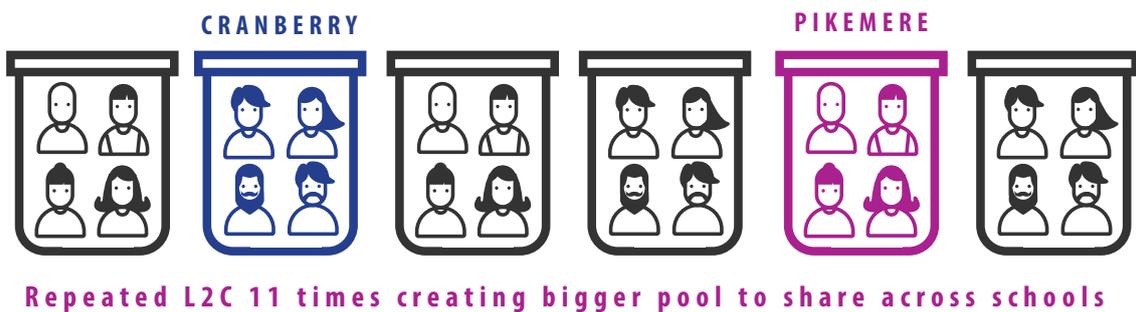
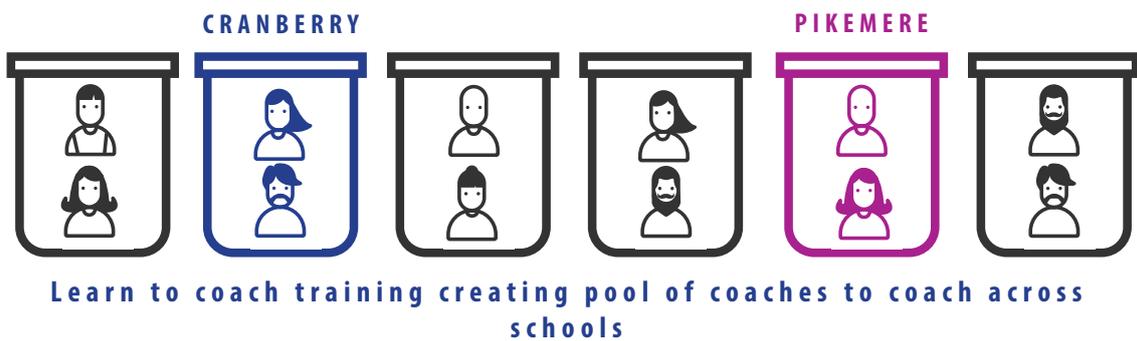
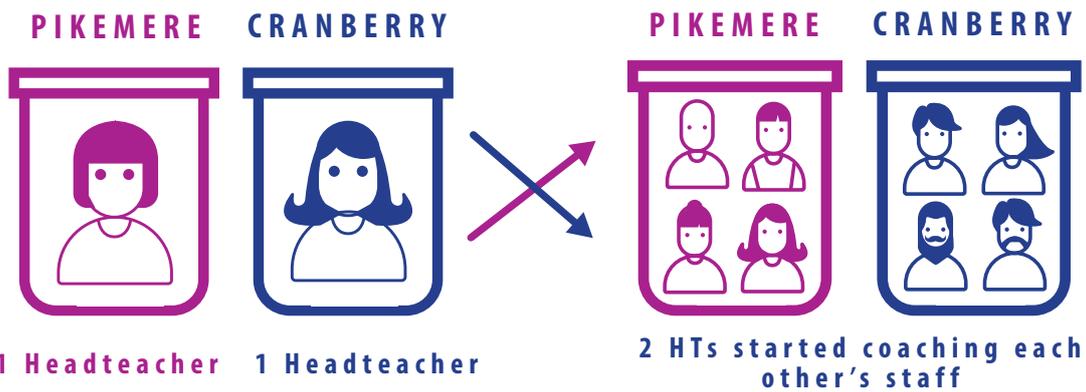
They deliver bespoke coaching and leadership opportunities which have evolved based on their own growth and development as Headteachers. Having both experienced significant challenges within their early days of headship, they recognised the need to create 'headspace' for themselves in order to rapidly improve school performance and productivity.

Coaching plays a significant role in the development and sustainability of high performing teams and is shown to be a key characteristic of successful organisations. It provides opportunities for colleagues to understand each other's preferences and approaches to work and encourages appreciation of the diversity of teams and services.

Both Helen and Louise focus their time and attention on the wellbeing of their clients in order to support them in achieving their goals. They are determined to spread this opportunity further; making sure staff live their life values and fulfil their potential. This will then make a difference to our young people who are one day going to become our future leaders and successful members of society.



# HOW IT STARTED TO UNFOLD BACK IN 2017



✓ **GREAT FOR STAFF WELLBEING OFF SITE WHOLE PERSON**

**NO COST** – if everyone offers something. People from across organisations offer coaching for each other, which means it is possible to be a low cost, high impact form of CPD.



We encourage colleagues to be in receipt of coaching for 1 hour per half term

## 2 YEARS ON...

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**Helen and Louise have presented at the annual European Coaching, Mentoring and Supervision Conference in Amsterdam – A fresh approach to coaching in Education 2018.**



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**Louise and Helen have delivered a total of 322 hours of Executive coaching**

**162 HOURS**  
of 1:1  
coaching  
for senior  
leaders

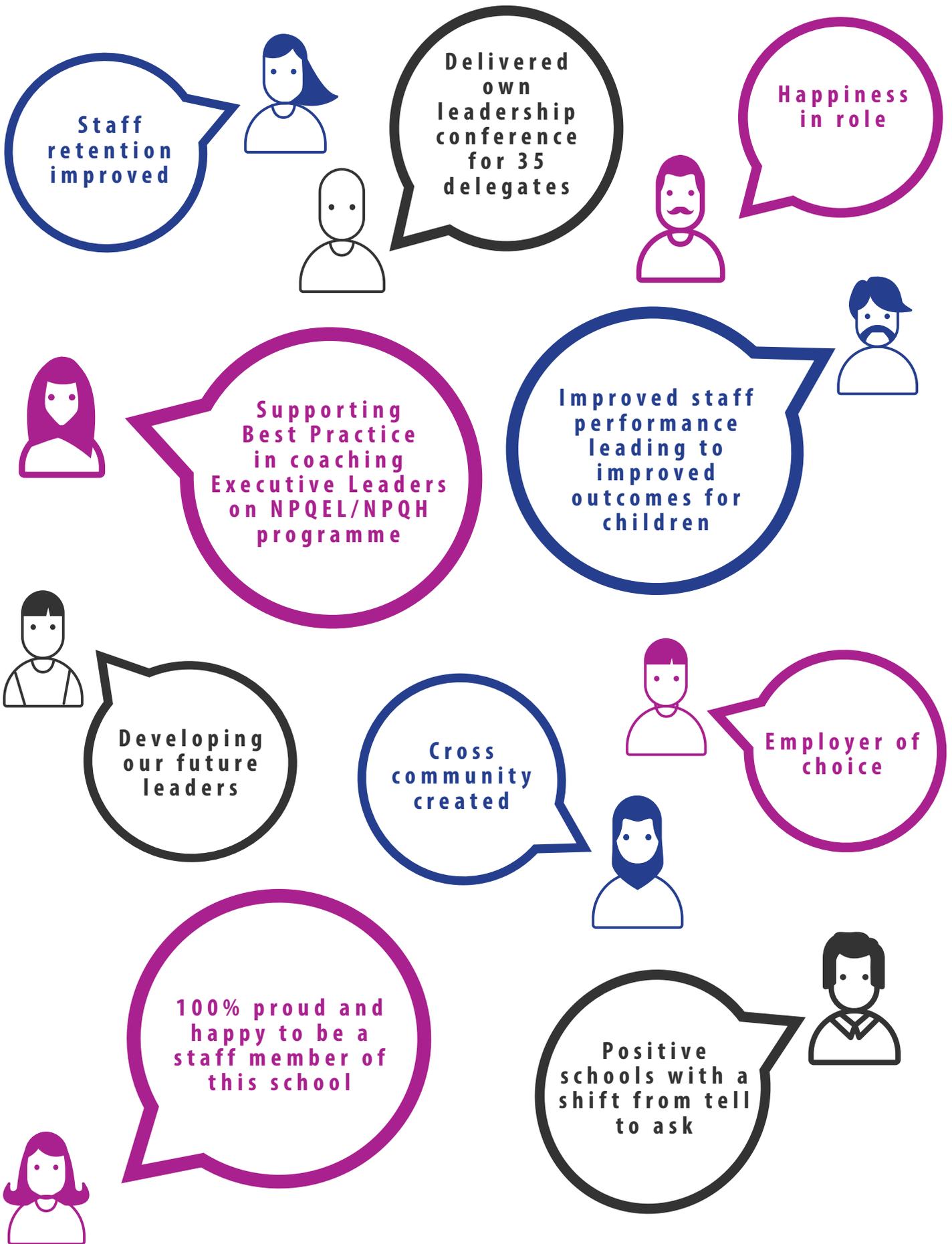
**48 HOURS**  
of NPQEL  
coaching

**84 HOURS**  
of NPQH  
coaching

**28 HOURS**  
of group  
coaching for  
leadership  
teams

**All trust schools in receipt of half termly Executive Coaching**

# IMPACTS SO FAR ...



## Louise and Helen asked delegates to write their reflections from the training onto postcards.

So inspirational and thought provoking.  
An experience that will be extremely  
powerful in my journey as a teacher!  
I can't thank you both enough

Thank you for an amazing time.  
The card reflects my journey through  
the last two days.  
Chrysalis to butterfly

What an incredible journey we have had!  
I started from a place of mistrust and couldn't see how we  
could adopt a coaching model at school.  
I've come such a long way! Now, I think how can we afford  
not to build in space and time for coaching in our school  
it's been incredible. I've gained so much personally and  
professionally!  
Thank you so much!

I just want to thank you for the amazing 2  
days! Life changing are words that come to  
mind.

I am going to be able to make such a difference  
to the lives of others around me!

Thank you for your enthusiasm, energy and  
support.

Today has secured my understanding of the  
power of coaching.

It has increased my confidence and I feel  
ready to start coaching clients; Knowing  
that on-going high quality support is readily  
available should I need it.

## **CASE STUDY: EMILY**

**Emily was appointed as a Newly Qualified Teacher in September 2018.**

**As a school with an embedded coaching culture, Emily was assigned both a coach and mentor.**

**“As I began my teaching journey, I was eager to step into the world of coaching. I felt that being coached could be hugely beneficial as I started my career as an NQT and faced each stepping stone for the first time.”**

**Emily was offered a ‘pool’ coach from the Learn2Coach programme.**

**“Even though I have had a fantastic mentor within school, coaching sessions have allowed me the opportunity to explore many aspects of my life in a safe space outside of work.**

**A mentor has offered me experience, support and guidance to help me to explore different strategies for working. A coach has squashed my self-doubt and encouraged me to take responsibility for goals that will utilise my strengths.**

**During coaching I have found an ability to pinpoint and direct my focus to particular goals which are clear, manageable and have helped me to reach milestones in my journey. Regular sessions have encouraged me to take responsibility for my goals and empowered me to achieve my full potential. I have been fascinated with how each coaching session has had no set agenda, yet been very thought-provoking and left me with a huge sense of self/work satisfaction and motivation to unlock my potential further through a particular goal.**

**I am lucky to have been given the opportunity of coaching during my NQT year and know that it has impacted on my outlook of the ‘here and now’ and my future as a teacher and a potential leader positively. Granted, a mentor is crucial and extremely beneficial as an NQT but I would argue that coaching is too! I have established and accomplished goals for my own professional development that I previously viewed as unachievable.”**

**Emily has successfully completed her NQT year, and has asked to continue with her coaching sessions based on how valuable they have been.**

## **CASE STUDY: TOM**

**Tom has been teaching for 4 Years.**

**One year ago he became disillusioned with the profession in terms of work load and demands placed on himself as a teacher. He felt work was all-consuming and he was struggling to see a future in teaching. He seriously considered leaving the profession to re-train as a plumber.**

**Tom was offered coaching to help him reflect on his future. He admits that initially he thought he didn't really need the coaching but soon started to enjoy the sessions. He said the time with his coach, once every half term, gave him opportunity to "sit back and think".**

**"The coaching sessions helped me to think about my work and home life and personal development. They gave me the courage to speak to people about issues and to go and achieve things that I wanted to".**

**As a teacher, Tom felt he improved through keeping an open mind. After receiving coaching on his work/life balance, he found ways to manage his time. He started to commit to leaving work at a reasonable time and to making sure he had time for a life outside of the classroom.**

**Tom has since gone on to undertake a middle leadership course, lead his school in achieving two PE awards and undertaken a new year group and core subject lead. His teaching has gone from strength to strength and he has even attended coaching training to develop and use coaching techniques with his pupils and other staff.**

**Tom states:**

**"I might have left teaching if I hadn't had the coaching. I couldn't recommend it enough".**

# FEEDBACK

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## NEWLY APPOINTED HEADTEACHER

I first began coaching when I was very new to headship. The approach was something completely new to me and I wasn't entirely sure what to expect. My promotion to headship was very quick but I'd had great support through a mentor. When this reduced over time, I was concerned that the stresses and pressure would build up and I wouldn't know how to balance everything, but coaching came at the perfect time for me! No matter what the topic of the conversation, coaching has had the power to make me feel better, more reassured and more capable.

The entire session is suited to my needs and my coach adapts to this completely, whether this is a personal growth focus, management focus or an issue that I've been struggling with in school. Afterwards I feel a sense of relief but also clarity – I know what needs to be done and how I'm going to go about it. Outside of the sessions, I am now beginning to use the techniques my coach has taught me to re-evaluate and re-frame a situation, ensuring a better outcome for me and the people I manage.

Coaching is now the most powerful CPD I embark upon and is something I will ensure I continue to do even as my experience as a head grows. The value of coaching goes beyond anything I've experienced before and I would highly recommend it to anyone.

**Mrs Emma Ransom**  
**Headteacher**  
**Upton Priory School**

## SLT GROUP COACHING FEEDBACK

"We attended two SLT group coaching sessions with Louise after having a most distressing experience with OFSTED. The sessions gave us a sense of unity and shared vision whilst unpicking the underlying issues and concerns.

Through the sessions we gained a direction that we could all buy into as a way forward for both the SLT and the rest of the staff. The sessions were most beneficial and we all came away feeling more positive and more in control of the situation we found ourselves in. Louise facilitated our discussions in a thoughtful and insightful way and the results were amazing.

I can highly recommend such a group session to build a shared vision and way forward."

**Sue Aston**  
**Headteacher**  
**Mossley CoE School**

# GIVING SOMETHING BACK

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## COMMUNITY VALUES

Based on demands on school budgets Helen and Louise have decided to keep costs as low as possible. Every time they run a coaching programme they offer a free twilight session to all coaches.

They run a Coaching Café which is an opportunity for group supervision and growing as a coach.



**COACHING CONVERSATIONS WITH CHILDREN BUILDING RESILIENCE AND INDEPENDENCE**



**COACHING CONVERSATIONS WITH PARENTS / FAMILIES**



**SOCIAL IMPACT OFFER FOR NQTS**





To learn more about  
the Learn2Coach  
programme and our  
other coaching offers  
**PLEASE GET IN TOUCH**



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