



## Why Coaching?

Research by Joyce and Showers for the National College of School Leadership demonstrates that coaching is essential for transferring knowledge into habits and behaviours that sustain long term change. Coaching is critical in bridging the *knowing-doing* gap that we see in schools. Often, we know what to do but we fall back into old patterns of teaching and behaviour

Change isn't hard, transitions are hard, and coaching embeds change because it focusses on changed thoughts, ways of being and behaviours.

## Who can benefit from coaching?

Anyone who is ready to grow and learn.

**Senior Leaders** – It provides a safe and confidential space to process challenges. Coaching is an essential element of a leader's continual development as it provides check-in, accountability, and critical feedback.

**Mid-level Leaders** – Middle leaders have a complex role as they are both managing up *and* leading down. Coaching provides *just in time* leadership development and feedback, to ensure they balance the strategic, human, and operational aspects of their role.

**Teacher Leaders** – Collective teacher efficacy is essential to improving student achievement, but leading high-performance teams requires skills and attitudes that are not always found in classroom teachers toolbox. Coaching strengthens confidence, clarity, and action.

**Teachers, Education Assistants, School Support Staff** - Sometimes staff just need someone with an outside perspective to talk with. Coaching supports individuals to problem solve, create options, and move forward to solutions.

## What is a coaching bundle?

Coaching is like going to the gym, one-off sessions are unlikely to have any long-term benefit. *However*, an hour with a coach of any kind *can* get you motivated and back on track.

Traditionally coaching is offered to an individual in a bundle of 6 x 1 hour sessions. My experience has shown that this is not the model that suits schools the best. Instead, schools want a number of staff across the school to access coaching sessions - if and when they need to. *And* they want the sessions to be a blend of mentoring, training, and coaching as required. That said, several sessions, spaced 3 – 4 weeks apart is recommended for those at leadership level, to gain traction and momentum.

A bundle of coaching hours can be purchased from Positively Beaming to coach, train and mentor individual members of the school or leadership team. See below for suggested bundles.

## How does it work?

All sessions are one on one.

Sessions take place via phone or Zoom.

The sessions are completely confidential and tailored to the personal goals of participants.

A coaching session may include:

- Developing a personally relevant professional goal and coaching towards achieving the goal (Could include performance plans, growths plans or similar)
- Debriefing of psychometric tools such as DiSC or LSI
- Debriefing of performance feedback
- Mentoring and leadership skill development around school-based scenarios
- Support to problem-solve or address current challenges
- Action planning and tracking

## Booking is Easy

The school will be given access to a unique booking link, which is to be shared with any participants. This link provides access to my calendar. The individual finds a suitable time, makes a booking and all the details are sent in the confirmation email. Sessions can be cancelled or rescheduled using the same system.

## Price Guide

### Coaching

Ad hoc coaching sessions	1 hour	\$275*
Bundle of 6 sessions	6 hours	\$1400
Bundel of 10 sessions	10 hours	\$2200
Bundle of 20 sessions	20 hours	\$4000

\*Prices are exclusive of GST.

## What Next?

If you are ready to start, simply send me an email with the bundle you would prefer. If you can send the names/ roles of the people who will be coached, this is helpful but not essential.

I will reply with your unique booking link, information for participants and an invoice.

If you have questions send me an email [jenny@positivelybeaming.com.au](mailto:jenny@positivelybeaming.com.au) or book a quick time to chat here <https://Coachingbookingpage.as.me/discoverycall>

## Other Options

Positively Beaming and Beam Consulting are available to design and present a variety of leadership and team development workshops to staff.

First, we consult with the Principal or delegate, then we provide the school with a formal proposal outlining options.

The quote is dependent on a range of factors such as time taken to design, and travel costs.

Option	Total
1 x whole day	\$2,400
1 x half day (approx. 3.5hrs plus set up)	\$1400
1 x two-hour after school sessions	\$700

\*Prices are exclusive of GST.

## Testimonials

*Jenny, the work we have done together is truly life changing.* - Coaching Client, Principal

*Your Women in Leadership Course and coaching is literally the best thing I have ever done and greatly exceeded my expectations.* - AF, School Leader

*The workshops with Jenny are engaging and interactive. The self-reflection tools she uses are useful for exploring my own responses and considering my colleagues' ways of doing things from a different perspective. I got a huge amount of personal growth out of the sessions with Jenny.* - Jennifer Payne, School Psychologist

*On behalf of the staff, I thank you for your recent presentations. They have had a powerful impact; suffice to say that staff have been buzzing. I am most appreciative of the manner in which you were able to bring together the concepts in an actionable way. The power of the process has had staff reflecting on where to next and I believe some are already working it through to align with their practice. Absolutely fabulous!* - Dr Karen Read

*Thank you so much for your support and generosity over the last few days. You've given me so much to think about...and I had an epiphany last night in regards to my three-year vision.* - C Etherington, M.Ed Level 3 Teacher

*Thank you, Jenny, and the Rising Leaders team! It was an inspirational three days, which has been awesome! Great women, great 'stories', and unparalleled support!* - S Weston, Deputy

## Biography – Jenny Cole

Jenny is an accredited coach and experienced facilitator.

As a coach, she focuses on achieving positive results for individuals and assisting clients to achieve personal and organisational goals. Jenny's warm, engaging manner allows her to connect with people across all levels of an organisation. Her facilitation skills are exceptional, ensuring she is in high demand to present to various audiences.

Jenny is the owner of BEAM Consulting Pty Ltd and Positively Beaming. Before establishing her company, she was a school principal for 12 years and worked with the most challenging students in special education and mainstream settings.



Jenny is passionate about leadership effectiveness and building professional learning communities within organisations. As a Board Member at the Leadership Centre, she was involved in developing a wide range of professional learning programs. These were designed to meet the needs of leaders at various points in their careers – from induction courses for novices to experienced leaders. She has facilitated the Rising Leaders program for the Department of Education since 2016. She is well-read and experienced in the field of change management and organisational psychology. She has facilitated for schools and systems across Australia and the Pacific and hosts several online learning programs.

### Qualifications:

Bachelor of Arts (Industrial Relations)  
 Diploma of Education (Special Ed)  
 Diploma Applied Positive Psychology  
 Accredited Coach  
 WAESPAA Life Member  
 DiSC Accredited Practitioner  
 LSI Accredited Practitioner

### Recent Projects and Facilitation

Rising Leaders – Women in Leadership 5-day program DoE (2016-2022)  
 CEWA – Aspirant Leaders Program 2020 – 2022  
 Emerging Leaders Program – MCS  
 Performance Conversations for Growth  
 Introduction to Coaching  
 High-Performance Teams Facilitation  
 Challenging Conversations  
 Co-Coaching for Teacher Performance  
 Leading Teams for Classroom Teachers  
 Understanding the Impact of Trauma

## Other Resources



**Launching Into Leadership** – Online program for aspiring and new leaders in education. [Details here](#)



**The Collective** – Online membership program for established and experienced female leaders. [Check it out](#)



**Positively Thriving** – a wellbeing hub for busy educators. A portal jammed packed with wellbeing resources that your staff can access and use immediately. [Details here](#)

## For further information

Visit the website - [www.positivelybeaming.com.au](http://www.positivelybeaming.com.au)

## Terms and Conditions:

### Confirmation of Booking:

1. All projects must be confirmed by completing and signing a project confirmation form.
2. An order number or payment will confirm the booking.
3. A tax invoice will be forwarded prior to the event.

### Cancellations

In the event that a confirmed project is postponed or cancelled, BEAM Consulting Pty Ltd trading as Positively Beaming reserve the right to make cancellation charges based on the following:

Period postponement or cancellation is made prior to start of program:	Amount of Total Program Fee:
15-30 days	<b>30%</b> of project fee applied if project is cancelled. <b>No Charge</b> if project is postponed to a new date.
7-14 days	<b>50%</b> of project fee applied if project is cancelled. <b>30%</b> if project is postponed to a new date.
0-6 days	<b>100%</b> of project fee applied if project is cancelled. <b>30%</b> if project is postponed to a new date. <b>NOTE:</b> Cancellation of individual coaching session with less than 24 hours notice will incur <b>100% fee</b> .

### Terms of Payment

The balance of all accounts is to be settled within 14 days of the final invoice date.

### Methods of Payment

#### Direct Deposit:

Bank: Westpac

Account Name: BEAM Consulting

BSB: 036-044 Account: 239-990

#### Credit Card:

Details provided on request – please email [jenny@positivelybeaming.com.au](mailto:jenny@positivelybeaming.com.au)

Credit card payments attract a **2%** surcharge.