



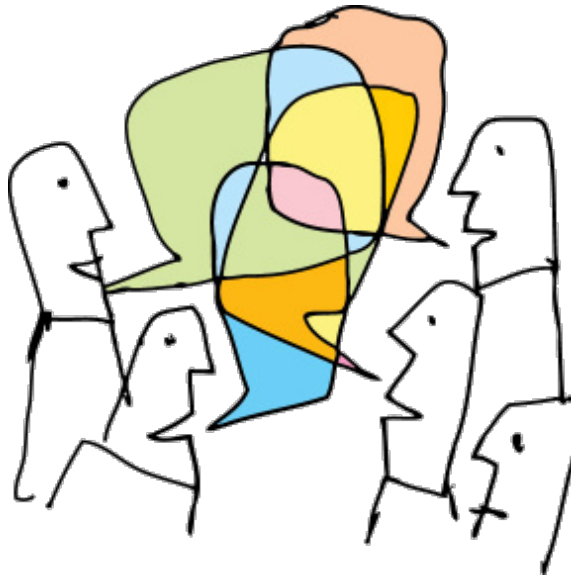
CENTER *for* SCHOOL
TRANSFORMATIONSM

Enriching Conversations - Inspiring Change

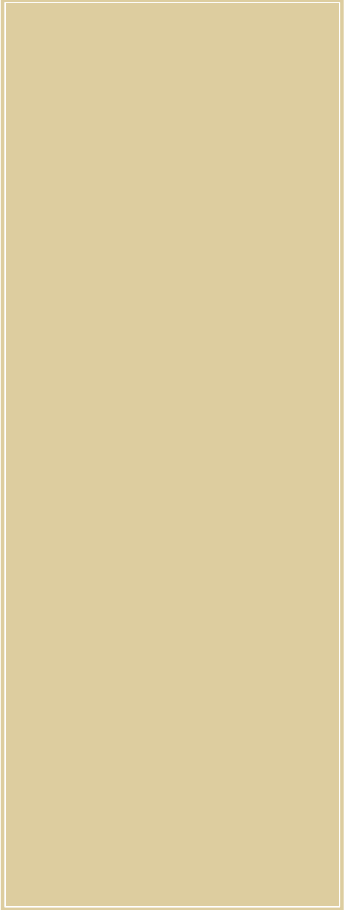
EVOCATIVE COACHING: TRANSFORMING SCHOOLS ONE CONVERSATION AT A TIME

OUR PREMISE

Conversations Matter



EYE OPENING

- 
- ☐ Consciousness
 - ☐ Connection
 - ☐ Competence
 - ☐ Contribution
 - ☐ Creativity

TRADITIONAL COACHING

- Tell & Sell
- Push & Persuade
- Evaluate & Require
- Reward & Punish
- Demonstrate & Correct



THE TWIN ENEMIES OF CHANGE



“People don’t resist change.
They resist being changed.”

~ *Irving Borwick*

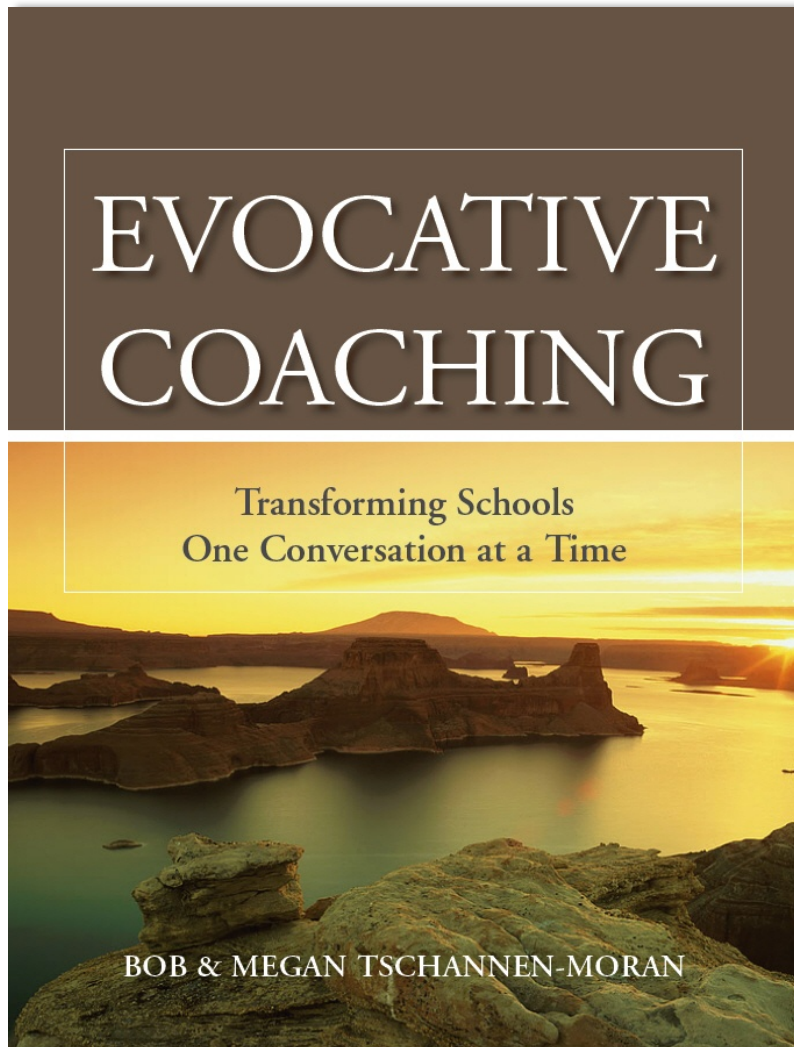


TRANSFORMATIONAL COACHING

- Listen & Learn
- Inquire & Empathize
- Observe & Discover
- Brainstorm & Choose
- Experiment & Execute



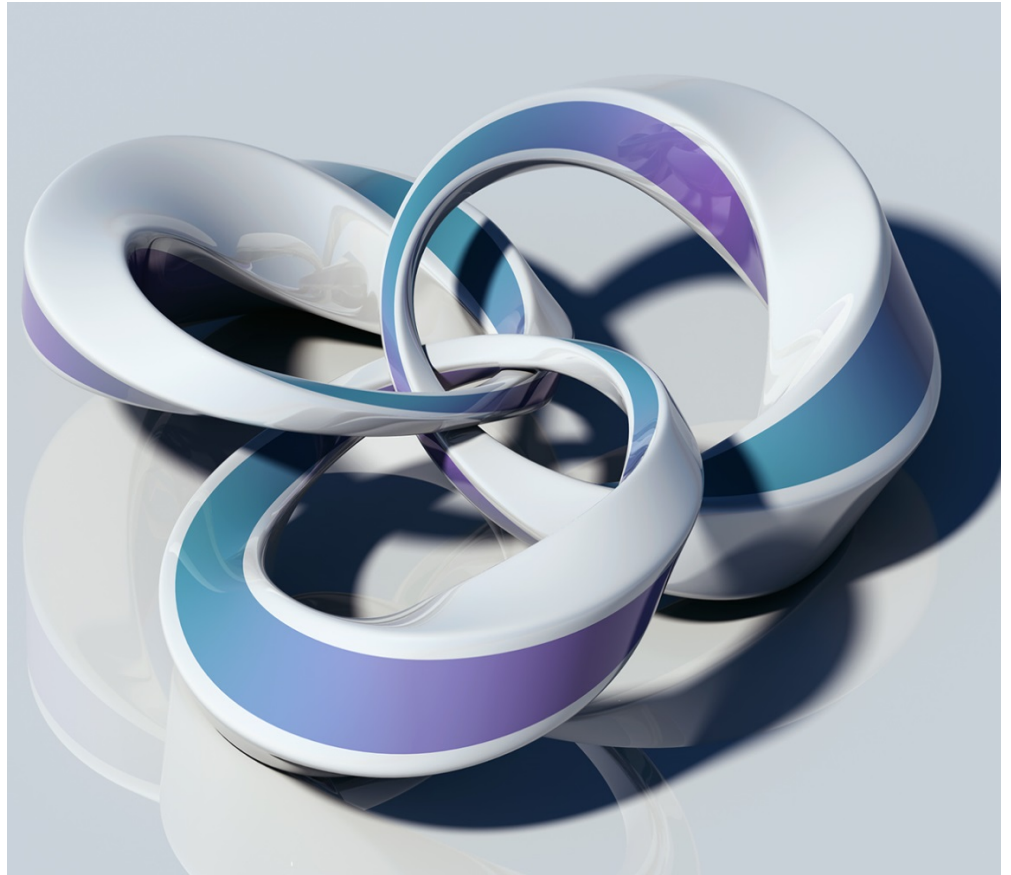
INSPIRING TRANSFORMATION



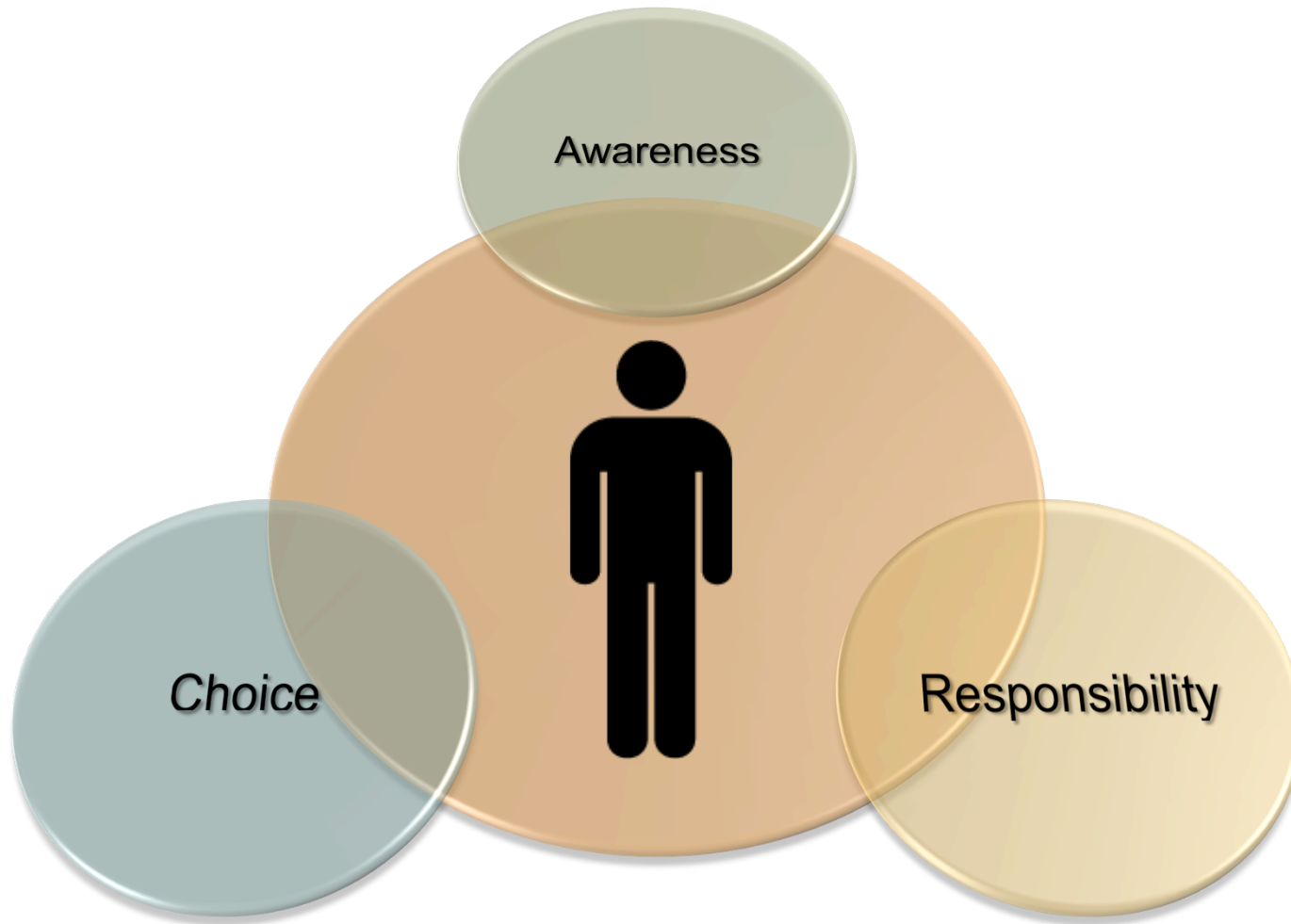
“Calling forth motivation and movement in people, through conversation and a way of being, so they achieve desired outcomes and enhance their quality of life.”

EVOCATIVE COACHING

- ❑ Person Centered
- ❑ No-Fault
- ❑ Strengths-Based



PERSON-CENTERED



“The person-centered approach rests on a basic trust in human beings, and in all organisms, to flow toward the constructive fulfillment of their inherent possibilities.”



~ *Carl Rogers*

HELIOTROPIC PRINCIPLE



WALKING TREE



NO-FAULT



- Nonjudgmental Stance
- Authentic Caring
- Fostering Trust



LEARNING FROM EXCELLENCE

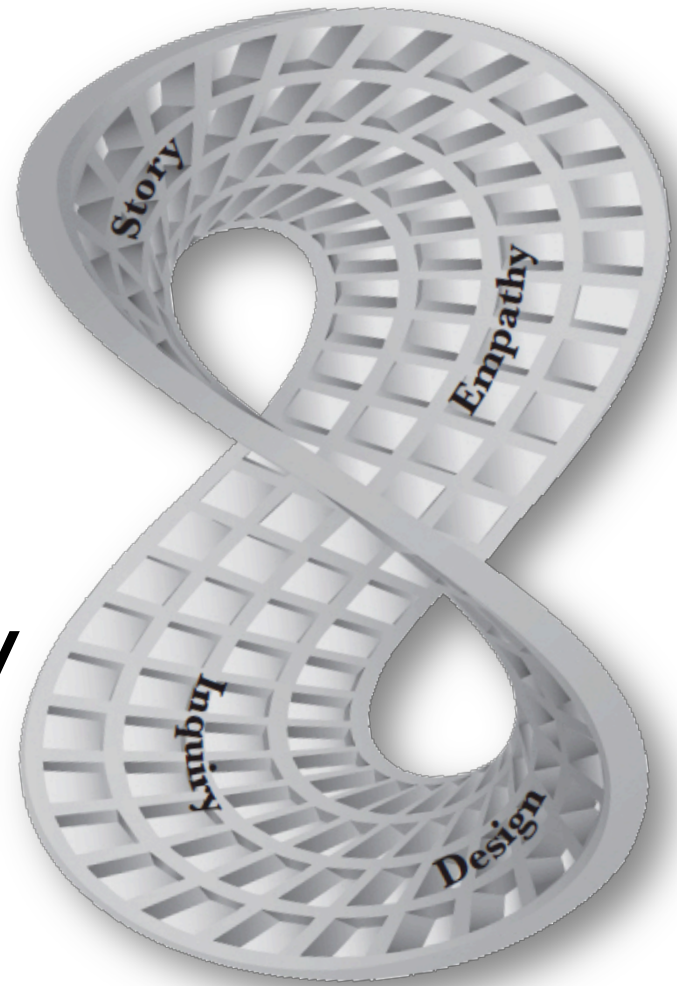
“Excellence is not the opposite of failure. To learn about success you have to study success. Only successful examples can tell you what excellence looks like.”

~Marcus Buckingham



FOUR-STEP MODEL

- Story Listening
- Expressing Empathy
- Appreciative Inquiry
- Design Thinking



COACHING PRESENCE

A way of being that is
fully conscious of and
fully connected with
what is happening
in the present moment
and what is called for
by a larger truth.





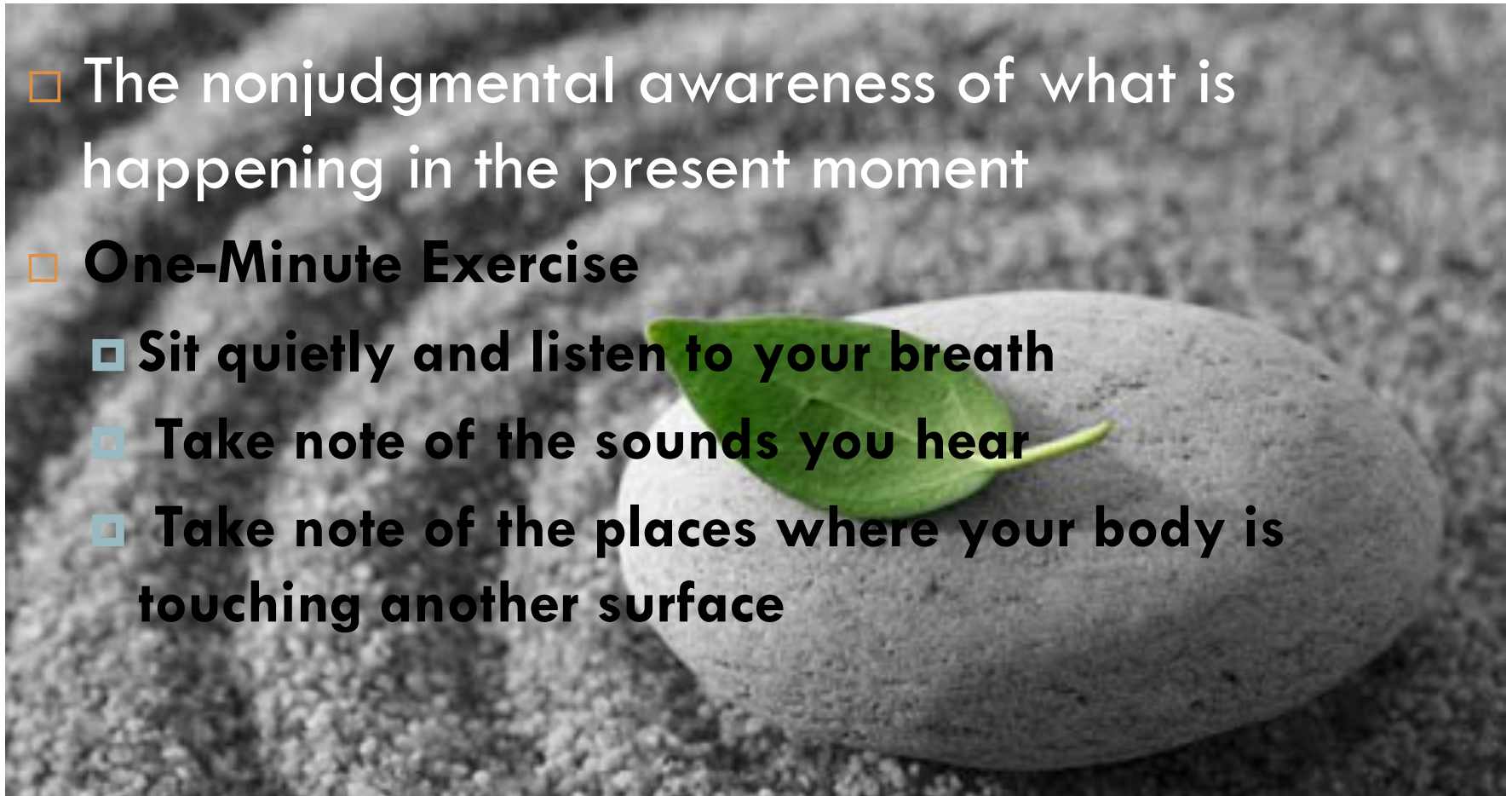
ENERGIES OF PRESENCE

- Calm Assurance
- Playfulness
- Openness to Possibility



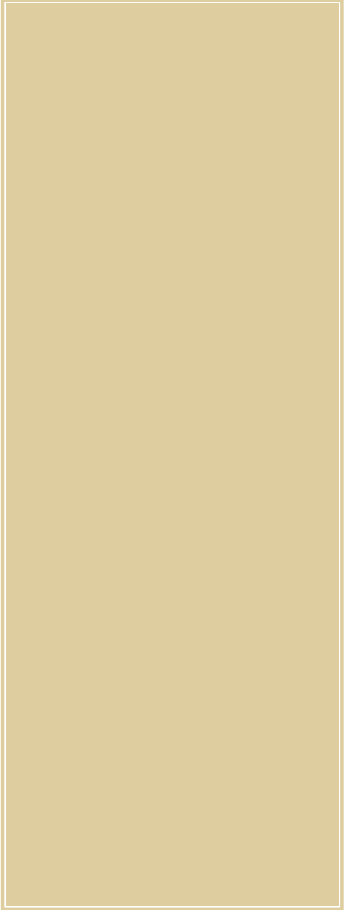
MINDFULNESS

- The nonjudgmental awareness of what is happening in the present moment
- **One-Minute Exercise**
 - ▣ Sit quietly and listen to your breath
 - ▣ Take note of the sounds you hear
 - ▣ Take note of the places where your body is touching another surface



CREATIVE ENERGY CHECK-IN



- 
- ☐ What three adjectives might describe how you're feeling right now?
 - ☐ What color might capture your mood right now?
 - ☐ What song could be the theme song for your day today?
 - ☐ What's stirring inside of you?
 - ☐ How would you describe your energy right now on a scale of 0 to 10?

INVITING STORIES

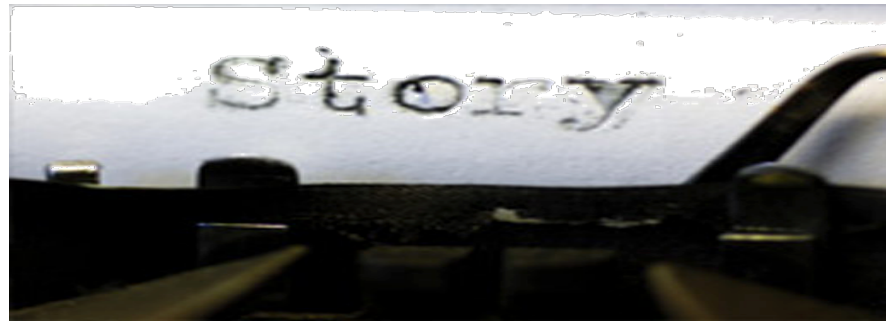


“Story takes you straight
to the heart of your
experience
and your emotions,
where truth and meaning
lie waiting to be discovered.”

~ *Eileen Silva Kindig*

“Those who do not have power over the story that dominates their lives, the power to retell it, rethink it, deconstruct it, joke about it, and change it as times change, truly are powerless, because they cannot think new thoughts.”

~ *Salman Rushdie*



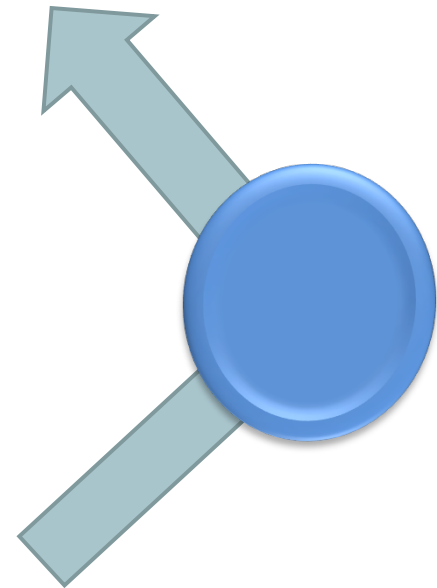
EXPRESSING EMPATHY



IMAGINATIVE LISTENING

Inviting Possibility

- Vantage Points
- Pivot Points
- Lesson Points



APPRECIATIVE INQUIRY

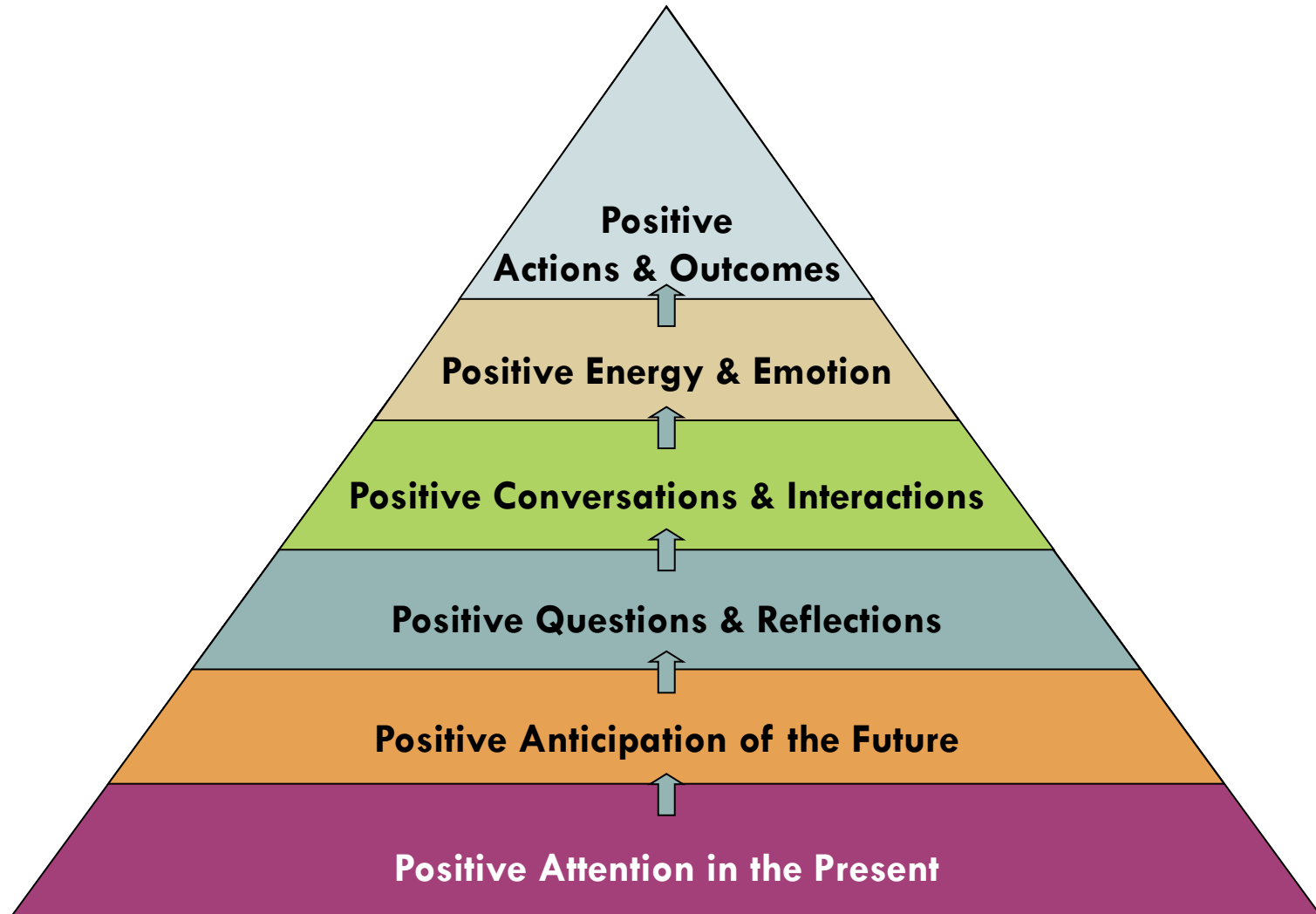


CELEBRATE
WHAT'S
RIGHT
WITH THE
WORLD™
with
Dewitt Jones



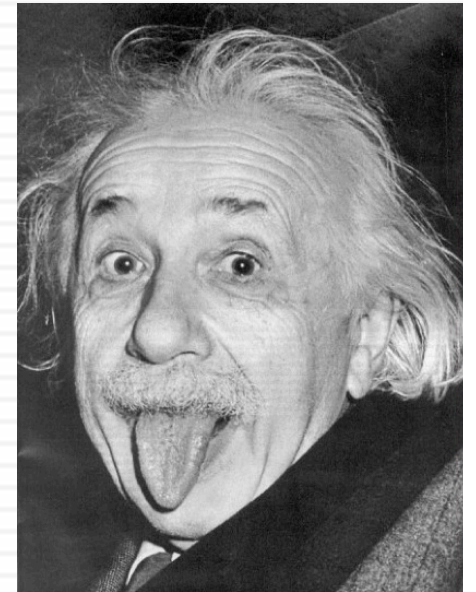
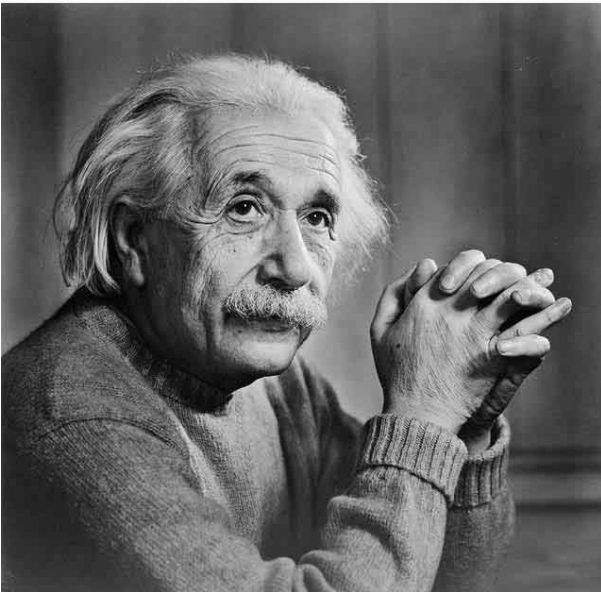
*“By celebrating what’s right,
...we find the energy
to fix what’s wrong.”*

THE PRINCIPLES OF APPRECIATION

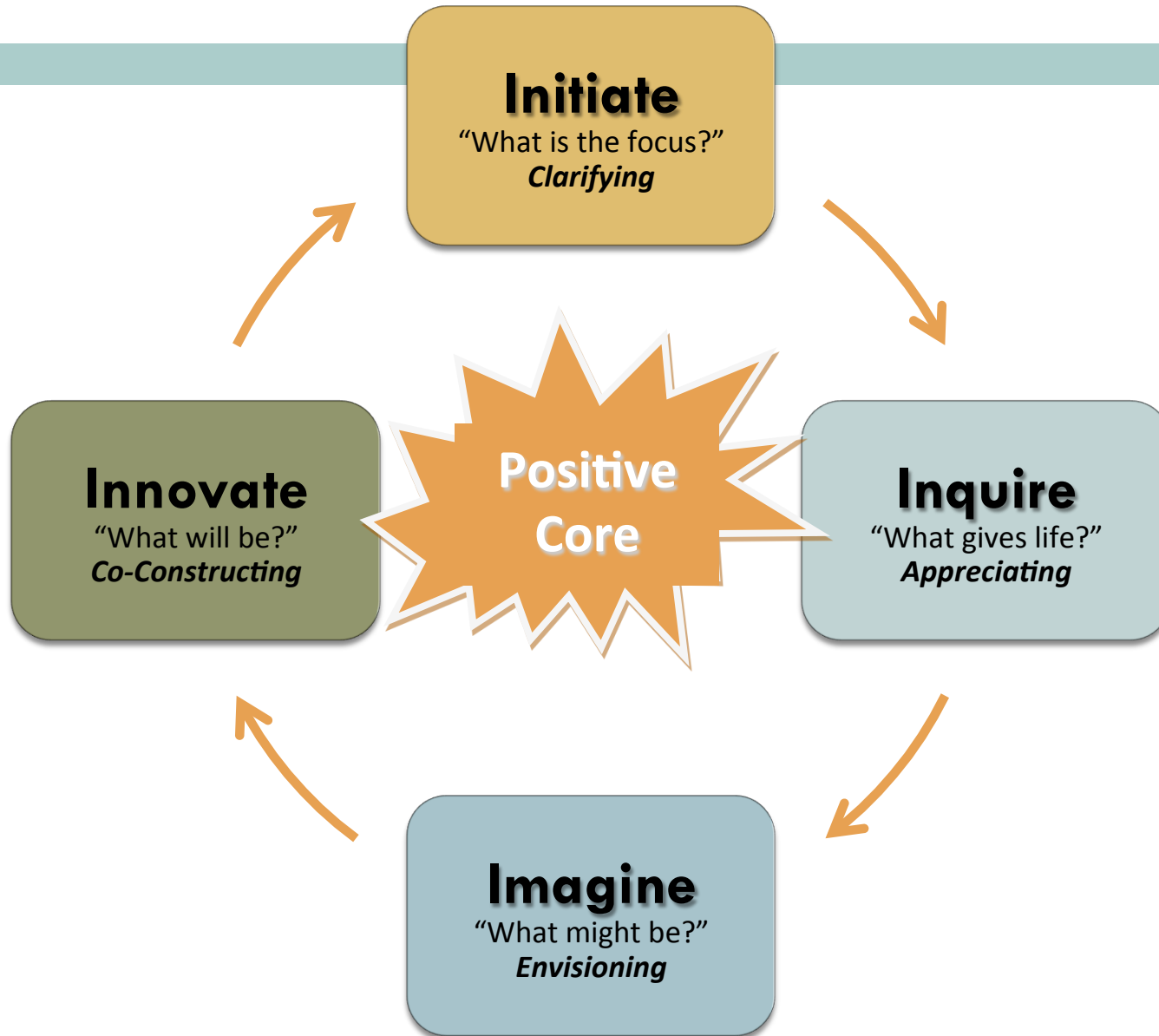


ALBERT EINSTEIN

"We cannot solve our problems with the same thinking we used when we created them."



ENGINEERING THE EXPERIENCE



DESIGN THINKING!



An exploratory process that opens new horizons and uncovers previously overlooked possibilities for constructing better products, approaches, and organizations through positive discourse.

DESIGN THINKING FORMULA

INSPIRATION
+ IDEATION
+ IMPLEMENTATION
+ ITERATION

INNOVATION



Experimental Design Template

Name: _____ Date: _____ Focus (Circle): *Professional* *Personal*

Summarize Experiment and State Hypothesis:

Describe Relevance to Personal Aspirations / Professional Standards:

Strategies or Activities (Specific as to What, Where, & How):

Supporting Systems & Resources:

Timeline:

Confidence Level (On a Scale of 0 to 10): _____ *Revise the strategy, systems, resources, and / or timeline until confidence is 7 or higher.*

Describe Data Collection & Reporting Techniques:

DESIGNING A NEW FUTURE



- ❖ Developing a SMARTER Experiment
- ❖ Building on Strengths
- ❖ Checking the Confidence Level
- ❖ A New Story to Tell

GETTING THERE

- Aligning the Environment
- Finding Flow
- Rolling with Resistance
- Immunity to Change Map
- Reflective Practice



OUR STUDENTS, OUR FUTURE





CENTER *for* SCHOOL
TRANSFORMATIONSM

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