

Coaching re-Balanced



PINPOINT



The best coaches are themselves coached.

Werner Erhard

The problem

As pervasive as coaching is, its nature is unquestioned. This once alternative dynamic has become mainstream. Ignorance of its heritage robs teachers of different perspectives and new approaches. This PinPoint explores coaching's origins, assumptions and developments.

The Inner-Outer balance

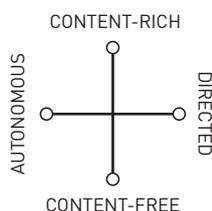
Because of its origins, coaching has put emphasis on the inner, psychological factors. Sports coaching, as you would expect, puts more weight on the outer, skills side.

So let's not forget that teaching is a skill — a very big collection of difficult skills. In this context it is easier to understand the developments going on to re-balance coaching so both aspects are catered for.



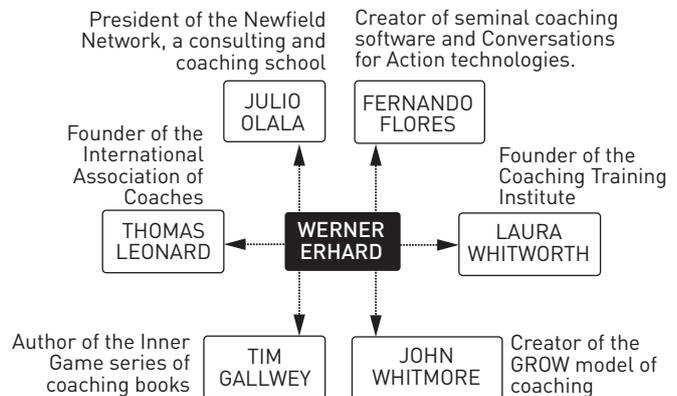
Decisions

Coaching is empowerment. So why not let the coachee decide where on this Crossed Continua she would like to embark? Does she want a non-expert with nothing to share but a therapy-like questioning? And who is going to decide who's in charge?



The origins of coaching

Much of modern coaching stems from Werner Erhard, creator of the first Large Group Awareness (LGA) sessions in the 1970s as part of the Human Potential movement. The map below shows just a sample of his influence. It is a selection from a larger map created by the European Mentoring and Coaching Council, called The Secret History of Coaching (2008).



In life you wind up with one of two things - the results or the reason why you don't have the results.

Werner Erhard

Instructional Coaching

Jim Knight's model from Kansas revolves around coaches who are lead practitioners who model, instruct and give feedback on research-based techniques for their adoption by teachers. Balance is achieved with both an inner and an outer focus.

Comparing coaching models

Below is a Double Bubble making a direct comparison between the well-known GROW model and the recently-known American Instructional Coaching model. Such a brief comparison doesn't do either model full justice. But it does demonstrate differences that otherwise might not be known, or acknowledged. And so creates a more questioning attitude to coaching, instead of a routine acceptance of the prevailing fashion.

