

Creating Space

Teacher Welcome
Pack

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Welcome!

Congratulations on being selected for Creating Space, a new coaching programme developed in partnership with Animas Centre for Coaching, to support teacher wellbeing.

On behalf of everyone at Yes Futures and Animas Centre for Coaching, we would like to officially welcome you on board! You are part of our very first cohort of teachers for the pilot and we are so excited you are joining.

We received an overwhelming number of applicants and it wasn't easy choosing our first wave of teachers to launch the pilot with.

Your matched coach will be in touch via email to set up your first coaching session with you for w.c. 15 March or w.c. 22 March.

If you have any questions at all you can reach either Sophie Barlett sophie@yesfutures.org or a member of the Animas Creating Space team at impact@animascoaching.com



Many of you will know us at Yes Futures, we're an education charity specialising in coaching-based personal development programmes, improving young people's confidence, resilience and access to successful futures.

Creating Space is our first programme designed for teachers and we developed this in partnership with our friends at Animas Centre for Coaching. Animas is our delivery partner for the programme and one of the leading coaching schools in Europe, offering the highest standard of coach training, accredited by the International Coach Federation.

All of our Creating Space coaches are volunteers, some are already certified and others have almost completed their training. However all are active coaches working with clients and always conduct themselves to the highest levels of ethics, integrity, accountability and responsibility.

Creating Space

Creating Space is an exciting opportunity for you to focus on your own wellbeing, skills and personal development.

You will receive 6 x 50-minute free one-to-one coaching sessions, meeting fortnightly with your matched coach across a 12 week period, at a time best suited to you.

This is a completely free opportunity, all we ask is that you commit to supporting this pilot programme by:

- Attending all six coaching sessions
- Completing a short evaluation survey before and after the pilot
- Providing feedback on your coach mid way through the pilot
- Providing a testimonial of your experience

Creating Space

The sessions will take place over a six session coaching cycle, one session every fortnight across 12 weeks

*We will apply a loose structure to help guide your confidential coaching conversations. However you and your coach may decide to follow a different format.

Session 1-2 | Explore

- Contracting & what coaching is
- Get to know each other (you and your coach)
- Pull apart the subject matter and potential issue/s
- Understand the challenges
- Explore the desired outcome

Session 3-4 | Experiment

- Consider various solutions
- Try on different options for size
- Get creative with the approach
- Create space and time

Session 5-6 | Empower

- Reflect on interventions
- Review insights and awareness e.g. ah-ha moments, blind spots, shadows, etc.
- Appraise actions, behaviours and practices
- Agree what strategies to take forward and fully embrace

The Project Timeline

FEBRUARY

- February 18 - Deadline of submission for Coach applications
- February 26 - Deadline of submission for Teacher applications

MARCH

- Thursday 4 and Friday 5 March - Applicants notified of the selection to the programme
- W.c. 8 March - Your coach will reach out to set up a time for your first session
- 15th - 28th of March - Explore, Session One
- 29th of March - 11th of April - Explore, Session Two
- March 29 - April 12 (Easter Hols)

APRIL

- 12th - 25th of April - Experiment, Session Three
- 26th of April - 9th of May - Experiment, Session Four

MAY

- 10th - 23rd of May - Empower, Session Five
- 24th of May - 6th of June Empower, Session Six



Coaching sessions

Coaching is a reflective space where you decide what you want to discuss. It may be something at work that is bothering you or perhaps there is something in your personal life that you would like to address. Everything you share is confidential. Your coach is not there to provide advice but will listen and invite questions to help you gain a different perspective on a situation.

WHAT TO EXPECT FROM YOUR COACHING SESSION:

SUPPORT OFFERED TO TEACHERS:

- One to one coaching with a qualified coach
- Six sessions of coaching with one call every two weeks
- Every coaching session lasting 50 minutes

A VOLUNTEER COACH COULD:

- Provide you with a listening ear and someone to talk to
- Support you to set achievable outcomes
- Discuss ways of achieving and maintaining your positive outcomes
- Listen to you and how you feel your progress is going
- Empower you to self-manage

A VOLUNTEER COACH CANNOT DO THESE THINGS:

- Provide any advice including medical or financial
- Provide counselling or therapy
- Advocate on your behalf
- Give out personal details
- Be an expert for you

WHAT YOUR VOLUNTEER COACH EXPECTS FROM YOU:

- To be treated with respect
- That you will not call your coach outside of the times you have mutually agreed
- That you will let the coach your know if you are unable to uphold the call time agreed at least 48 hours in advance and work with them to reschedule
- That you will contact Yes Futures if you feel the relationship is not working and they will be happy to assign you another coach

**Thank you to our friends at @Macmillan who provided us with the framework inspiration for this section.*

Coaching sessions

WHAT DOES A TYPICAL COACHING SESSION LOOK LIKE?

Whilst there is no set structure for the coaching sessions, a typical session may look like:

- Introductions and hellos
- Contracting (if it's the first session) - where you set goals and ways of working together, we will also send you a coaching agreement to sign
- Identifying area of work / the focus for the session
- Exploring area of work
- Uncovering challenges or issues
- Discussing ways forward
- Agreeing ways forward
- Wrap up and booking next session

HOW DO THE SESSIONS HAPPEN?

All sessions take place via Zoom.

1. Coaches will be matched with one or more teachers, depending on demand, qualification and availability.
2. Once you have been matched with your coach, your coach will send you an email. The email should contain information about your coach and details on how to book your sessions.
3. In your first session with your coach you will run through the coaching agreement which you have been sent. This is an informal agreement between you and your coach which outlines how you will work together and commitments from both sides.
4. After each session you will agree to book in your next coaching "call". To keep the programme on track with its timings, we request that you meet with your coach every two weeks.

PREPARING FOR YOUR COACHING SESSIONS

What you will need for your coaching call:

- A quiet space where you can talk freely
- A strong internet connection
- Access and the ability to join your calls via Zoom (either desktop or Mobile)
- A good quality headset/earphones with microphone
- Good lighting so your coach can see you
- A pen and some paper for notetaking

Coaching sessions

Here are some things to expect in your session:

- The coach will be focused on listening and asking questions, not “telling you what to do or trying to fix you”!
- The coach will be asking about your current goals and needs, not leading you to any certain topic.
- The coach focuses on your agenda, perceptions, learning style, and personal well being; not on his/her own view of the situation.
- The coach should provide ongoing support for the way you do things; not simply focusing on his/her own performance or knowledge about the topic.

Two powerful question to think about before your first session:

1. What’s the first thing you want to work on with your coach?
2. What outcome are you looking for from coaching?

How to get the most out of the programme:

1. Determine your goal for the sessions. Don’t be afraid to share things you are struggling with – your coach is completely impartial and is there to support you
2. Share things you’ve learned about yourself.
3. Think about what you can do next.
4. Consider working through the reflection questions, if helpful, and provided below:

Self Reflection between sessions:

A. Reflecting on what emerged for you in the coaching session just completed:

1. What outcome did you want to get from the session?
2. How did the session move you in the direction of your desired outcome?
3. Where were you around your desired outcome by the end of the session?
4. What insights and new learning did you take away with you about your current situation?
5. What insights and new learning did you take away with you about yourself?
6. What step(s) have you committed to taking before your next session?

B. Considering what you would like to bring to the next session:

1. What new insights and learning have emerged for you since we last spoke?
2. What new ways of thinking, seeing, doing and being are you aware of?
3. What can you acknowledge yourself for?
4. What (if any) challenges arose for you during this time?
5. What has emerged for you to bring to our next session?
6. What specific outcome would you like from exploring this?

FAQ's

What is coaching?

Coaching gives you time to reflect, talk through challenges and explore solutions. It is a safe, confidential, non-judgemental space where you can speak openly about any areas of your life.

Coaching is not counselling, mentoring or consulting and is future focused. Sessions are very open-ended and it's up to you what you want to talk about.

You may want to feel more comfortable with not always saying 'yes' or perhaps more confident at having conversations with your managers or colleagues.

How will I benefit from this programme?

Creating Space has been designed to support your wellbeing and personal development. It is a compassionate space where you can unpack professional as well as personal challenges.

The benefits of working with a coach can be:

- Gaining a new, objective perspective
- Increasing resilience and confidence
- Coping with stressful situations
- Navigating the unpredictable
- Improving relationships with yourself and others

CONTACT



Animas Centre for Coaching
impact@animascoaching.com



Yes Futures
sophie@yesfutures.org

Thank you!