



# THE KULUIN SCHOOL

27<sup>th</sup> March 2017

To whom it may concern

In March 2017, Boyd Jorgensen was engaged to lead a six-hour workshop with the Kuluin State School leadership team focusing on developing their leadership skills in building positive professional relationships through giving effective feedback, coaching and conducting difficult conversations.

The workshop included the following: -

- Trust and trustworthiness.
- You don't need all the answers; you just need the right questions.
- Three fundamental skills to effective coaching.
- Coaching
- Giving and receiving feedback
- Rigor in a meeting
- Difficult People - Difficult Conversations
- Tying it all together – *A Framework for Practice – To Coach, Give Feedback or Tackle That Difficult Conversation.*

Boyd's approach respects and acknowledges adult learning styles with short sharp information sessions, supported by modelling, role playing, discussion and debriefing. His methodology is flexible and solution focused with a collaborative rather than didactic approach that builds upon participants' existing knowledge and skills. The workshop was preceded by some essential readings which were school centered and were referred to throughout the workshop. A booklet of exercises was also used to increase participants' learning and engagement.

His work is firmly based in research and literature, while being shaped by his extensive experience as a principal, coach and school reviewer/teaching and learning auditor.

On a scale of 1 to 5 from *Useless* to *Very Useful*, every one of the eight members of the Kuluin leadership team rated the usefulness of the workshop at 5 out of 5. Boyd's presentation skills are excellent; he is knowledgeable, calm, funny, empathetic, responsive and highly engaging. You quickly develop a positive rapport and a willingness to trust Boyd and actively engage with him as the facilitator. All eight participants rated Boyd's presentation and ability to engage at 5 out of 5.

I especially liked his ability to make a strong connection with the group. The material that he covered is pertinent to everyone's roles and the opportunity to practice the skills was very helpful. The role modelling of a range of different feedback, coaching and candid conversations made the experience non-threatening and engaging.

I highly recommend Boyd Jorgensen's leadership professional development program and ongoing individual quality coaching opportunities as being integral in supporting and enhancing the leadership capabilities of the school leadership team.

Yours sincerely,

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