

Gympie State High School

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Gympie
STATE HIGH SCHOOL

To Whom It May Concern

In 2015 Boyd Jorgensen was engaged to work with the entire leadership team at Gympie State High School over five full days in workshops that focused on the development and growth of a feedback culture at Gympie State High School.

Boyd demonstrated a very strong capacity for engaging productively with, and working intensively with the small groups in each workshop. He tailored the program to our needs and he presented each workshop four times on each of the five days. Between workshops our leaders were provided with readings for the next workshop and were encouraged to reflect on and practice the learnings from their most recent activities.

The pre-readings enabled the Gympie leaders to be well prepared for the next workshop and it enabled a "lot of ground" to be covered, with time not being spent on explanation of research, models or theory, rather on discussion, answering questions and role-plays – all important adult learning techniques.

His work is firmly based in research and literature, while being shaped by his extensive experience as a principal, coach and school teaching and learning auditor. Topics covered in our program were:-

1. Structuring a Performance and Development Meeting;
2. Effective Questioning Techniques;
3. The Ladder of Inference and the Three Perceptual Positions;
4. Active Listening;
5. The GROWTH Coaching Approach;
6. Principle Centred Leadership; and
7. How to Have Difficult Conversations

On a scale of 1 to 5 from *Useless* to *Very Useful*, Boyd averaged 4.81 across all five workshops. In his final session he tied all of the learnings together with a *Framework for Practice – To Coach, Give Feedback or Tackle That Difficult Conversation*. The leadership team at Gympie SHS rated this workshop at 4.9

Some participants' comments about what they liked best included:-

- *Small group encourages responses. Time frame. Building frameworks to shape conversations.*
- *Role plays.*
- *Being involved in a role play. Grasping the questioning. Developing from Session 1.*
- *Positive modelling and simulation of scenarios.*
- *Love the modelling and dissecting of the modelling.*
- *A very good series of sessions that have been valuable. I know that it has been a worthwhile PD for all involved.*
- *Realistic, solutions focused.*
- *The time to think, hear others talking, time to reflect.*

Boyd doesn't just talk about strategies, he models them and supports participants in developing confidence in their own application of these strategies

As a school leader I would not hesitate to recommend Boyd and his programs for the growth of leadership teams.

Yours faithfully

A handwritten signature in black ink, appearing to read 'A. Lanskey', with a stylized flourish at the end.

Anthony Lanskey
Principal Gympie SHS

Tuesday, 13 September 2016