

PINE Rivers state high school

Principal: Mr J Schuh
535 Gympie Road Strathpine Q 4500

Telephone: (07) 3881 4700
Facsimile: (07) 3881 4777
the.principal@pineriversshs.eq.edu.au

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TO WHOM IT MAY CONCERN

In 2015 I engaged Boyd Jorgensen to work with the leadership team at Pine Rivers State High School to support the Heads of Department and Deputy Principals in leading the implementation of our school Growth and Development Plan process.

Boyd worked with the Heads of Department and Deputy Principals over four full days where he led four 70 minute workshops with small groups of four. After consultation with myself and the executive leadership group, he tailored the workshops around the Pine Rivers SHS Growth and Development Plan process and the identified needs of the people who lead the implementation of the process.

Boyd has highly developed interpersonal skills and credibility through a wealth of knowledge, experience and expertise, which helped him to very quickly develop a rapport and very positive working relationship with all members of the leadership team.

Because there was a gap between each workshop Boyd was able to prepare a subsequent workshop that addressed the identified needs of participants and he was able to provide readings and exercises to help them in their preparation for the forthcoming workshop. Participants were provided with role play scenarios prior to workshops so that they could be well prepared and get the most out of the workshop. The role plays were built around real issues that people raised during discussion with Boyd during or after workshops.

On a scale of 1 to 5 from *Useless* to *Very Useful*, Boyd averaged 4.65 across all four workshops. Some participants' comments about what they found most useful about the workshops included:-

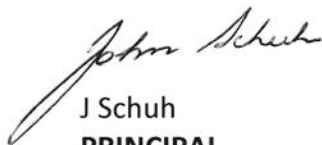
- *The chance to do role plays and practice conversations*
- *Very practical*
- *Honest conversations applied to real life.*
- *Small groups, less formal environment*
- *Specific scenario – related to our school goals.*
- *Sharing with colleagues*
- *All of it – Boyd is also a great presenter. Likeable and easy to relate to.*
- *The small groups, the level of conversation, the practical examples.*
- *Good structure and pacing.*
- *Practical nature of the workshop.*
- *Actual role playing.*
- *Giving us skills and confidence to deal with individuals.*

- *Practical advice about application of theory.*
- *The friendly manner of facilitation and unthreatening atmosphere.*
- *Quality of information, delivered cohesively.*
- *Emphasis on practice and listening. (I always prepare for difficult conversations so it reinforces what I'm doing and showed me how I could improve this). Thought they were good.*
- *All of it. Very informative and helpful.*

The workshops blended theory, research and twenty five years' experience as a school principal into a highly accessible and useful professional development experience that effectively supported the implementation of our Growth and Development Plan process.

If you see value in Executive coaching for all or part of your school's leadership team I have no hesitation in highly recommending Boyd Jorgensen. His ability to shape his workshops to fit the needs of the individual school is an invaluable tool in developing highly effective teams.

Yours faithfully



J Schuh
PRINCIPAL