



Better Days

Training and Coaching



## Welcome to Better Days Training and Coaching

Boyd Jorgensen draws on 30 years' experience as a secondary school principal, school reviewer, school improvement consultant and executive coach to deliver a range of polished services in a variety of business and educational settings. Highly regarded by his peers as a seasoned and accomplished leader, Boyd has an established record of quickly developing positive relationships and building trust within any setting – a vital ingredient in professional development, training, consultancy, reviewing or coaching.

Boyd's record speaks for itself:-

School leaders trained in high yield leadership behaviours and giving feedback

**525**  
(and growing)

School leaders coached

**175**  
(and growing)

Schools reviewed

**220**  
(and growing)

Strategic visioning and plans facilitated

**12**  
(and growing)

# Professional Services Available

Better Days Training and Coaching provides organisations with the experience and expertise to maximise growth in the private or government sector and in educational or non-educational settings, in the following areas: -

## Professional Development and Training

- Constructing a culture of candid conversations.
- Giving and receiving feedback.
- Developing consistency of practice.
- Leading difficult conversations.
- Embracing change.
- Leading with Kindness.
- Establishing a healthy organizational culture.

## Executive Coaching

- One-on-one.
- Small group/team coaching.
- Community of practice facilitation.

## Educational Consulting

- Strategic visioning and planning.
- Aligning leadership structures with the strategic vision.
- Prosecuting an explicit improvement agenda.
- Turning policy into effective practice.
- Embracing and managing change.
- Building “the best place to work”.

## School Review

- Pre-review readiness reports.
- Between review “health checks”.
- Theme/specific reviews.
- Quadrennial School Reviews.

## 360° Feedback Tool

- Multi-rater leadership behaviours perception survey
- Bespoke feedback tool customized to the setting and role context
- Includes a detailed report, interpretation guide and a one-on-one coaching session to unpack the report

Boyd is highly practiced and successful in engaging participants in large groups, small groups or one-on-one. The services provided are tailored to fit the context and personalized to meet the needs of the individuals or groups that Boyd is working with.

Professional development and training methods employed by Boyd demonstrate a clear understanding of andragogy with a heavy focus on proven adult learning strategies, especially:- pre-readings, role plays, modelling and practice exercises.

*All of the services provided are firmly grounded in literature and empirical research, flavoured and seasoned by Boyd's extensive experience and achievements.*

# Capabilities and Experience

## Feedback, Difficult Conversations and Change

Boyd was Principal of Maroochydore SHS from 2007 to 2013, where he introduced a formal feedback and coaching conversation for every school leader at least three times a school term and biennial 360° feedback. From 2011 every teacher participated in a lesson observation and feedback at least once a school term.

In 2012, Boyd was seconded to the local Regional Education Office where he conceptualized and delivered feedback training workshops to over 200 leaders from more than 50 schools.

## Creating a Culture of Candid Conversations

Boyd has continued to develop his capabilities and expertise in the art and practice of candid conversations and specializes in training and then coaching leaders so that the skills become embedded in everyday practice, building a culture of honesty and transparency in relationships.

## School Review

Boyd has successfully conducted over 220 School Reviews in primary, secondary, P-10 and P-12 schools from Cape York to the southern border ranging in size from 8 students to 3,100 students across the state, Catholic and independent sectors. He has met all timelines, requirements and standards of excellence demanded as a Reviewer, while achieving an excellent satisfaction rating from Principals. He has reviewed schools in Qld, Victoria, ACT and NT

## SAMPLE WORKSHOP PROGRAM – High Yield Leadership Behaviours

- Honesty and trust in relationships and communications
- Communicating with influence
- Types of feedback
- Giving and receiving feedback
- Challenging inconsistency of practice
- The fundamentals of coaching
- Collaboration to build and maintain high performance

## School Improvement and Strategic Planning

During his seven year principalship at Maroochydore SHS, Boyd led a program of sustained school improvement that saw the percentage of students achieving a VET Certificate II rise from 91% to 100%, QCE completion from 83% to 100% and OP 1 –15 from 61% to 89%.

As a School Improvement Consultant Boyd has experience in facilitating strategic visioning, developing the four year strategic plan and aligning leadership structures with the new plan.

## Executive Coaching

In 2011 Boyd undertook formal training as an executive coach and he now has experience in coaching more than sixty primary, P-12 and secondary school principals and school leaders in school sizes ranging from 150 students through to 1800 students. He has also successfully facilitated a number of Communities of Practice.

## High Yield Leadership Behaviours

High performing organizations are characterized by clarity, precision and most importantly, consistency of practice.

High yield leadership performance is built around four behaviours that form the cornerstones of consistency of practice: candid conversations, a culture of feedback, coaching and collaboration. These four behaviours are underpinned by an understanding of how to communicate with influence and change management.

Boyd has facilitated numerous workshops building these capabilities in school leaders.



## Testimonials

Maroochydore SHS has a strong collegial culture focused upon the continuous improvement of teacher capability. There is a regular practice of classroom observations by supervisors and colleagues to give written feedback to teachers about their pedagogy to ensure a consistency of practice.

*Teaching and Learning Audit Feb 2014*

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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.

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.

*Alison Welch Principal Kuluin SS 27/03/17*

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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.

*Anthony Lanskey, Principal Gympie SHS 13/09/16*

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Boyd tailored the program to incorporate the language and policies of Burnside SHS and he is also skilled and flexible enough to workshop and role play individual cases or issues raised on the spot by participants.

*Kerri Dunn, Principal Burnside SHS 09/10/16*

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The 19 participants rated Boyd's level of engagement as a presenter at 4.95 out of 5 on a Likert scale. The team valued the practical, relevant and hands on approach.

*Cath Pfingst, Principal Wynnum SHS, 24/05/21*

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...the feedback we have received has been extremely positive.....quality of the reviews, and the feedback provided to schools, is determined by the quality of the reviewers and I thank you for taking the time to share your skills and experiences with your colleagues in other schools across the state.

*Dr. Jim Watterson, Director-General 15/06/15*

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He quickly established his credibility and approachability with the people that he interacted with, inspiring a high degree of confidence in his role. I have no hesitation in strongly recommending Boyd's services as a school reviewer and school improvement consultant.

*David Bosworth, Principal Earnshaw SC 04/10/17*

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If you see value in executive coaching for all or part of your school's executive leadership team, I have no hesitation in highly recommending Boyd Jorgensen.

*John Schuh, Principal Pine Rivers SHS 13/09/16*

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He, through his extensive experience was able to clarify my thinking as Principal of the college and provide me with coaching that allowed me to grow as a leader and to ensure the outcomes for my team and the college were aligned for future growth .

*Grant Williams, Principal Brisbane Bayside SC 12/09/17*

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Boyd is knowledgeable, very experienced and tailored both workshops to the brief that I provided. He is receptive, flexible, and adaptive in his approach and very personable which engages all audiences regardless of capability or disposition.

*Brett Burgess, Principal Noosa District SHS, 24/05/21*

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## Contact Better Days Training & Coaching

- Competitive rates,
- Personalized service,
- Tailored programs.

Boyd Jorgensen

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