

The Key Features of High Impact Portable Coaching (HIPC)

- The coach commences with the assumption that the recipient needs to change, be convinced and/or challenged
- The recipient is not necessarily aware that he/she is being coached
- It is not confined to time, duration or place
- There is no particular framework to follow; for example: 'GROW'
- The initial coaching is not linked to performance but perspective
- It is not necessarily a single event but more like a series of consistent threads
- It is vital to be consciously competent about what HIPC is and what it is not

Research with leaders in a variety of fields highlighted that the most frustrating and energy-sapping part of their job was trying to change, convince and/or challenge those personnel who were most obstructive.

High Impact Portable Coaching has been developed to counter the above by adapting/refining key techniques from generic coaching principles (as below) but with a renewed emphasis on **changing, convincing** and **challenging**.

John Whitmore 'Coaching for Performance': "...building awareness, responsibility and self- belief is the goal of a coach".

Timothy Gallwey 'The Inner Game': Coaching is about, "...unlocking a person's potential to maximise their own performance; helping them to learn rather than teaching them".

Kevin Bullock was a successful Head teacher (three outstanding Ofsted inspections) National Leader in Education, Adviser to the Cabinet Office and is currently an experienced Leadership Coach.