



The  
Education  
Group

# Executive Coaching

*for School Leadership*

## A CURRICULUM TAILORED TOWARD LEADERSHIP

In response to a need cited by independent schools nationwide, The Education Group has created a program to support newly appointed school heads: The Executive Coaching Program. Our goal is everyone's goal—success for the new head. And TEG seeks to insure it with a comprehensive curriculum and highly experienced Executive Coaches dedicated to optimizing the new head's leadership.

The need is clear. In recent years a large number of school headships have turned over, many being filled by bright, able but often less experienced educators.

Moreover, the need is complex. Those new heads will face many responsibilities new to them. They will become the school's educational and moral leader, the guardian of the school's mission, and its chief problem-solver, business leader, fundraiser, and crisis manager too, forging relationships with all of the school's many constituencies as well. And those new heads will be expected to hit the ground running and function from the outset at a very high level. It is an inspiring but daunting task.

An experienced head can help with it. For almost two years a group of recently retired heads have studied the role of the contemporary school head; the high expectations of school search committees; recommendations from board chairs, veteran heads, and search firms; and the needs of the new heads themselves.

They then created a curriculum or program that (1) anticipates the major events or flash points of the first year—from the conclusion of the search to the decompression days at year's end; (2) highlights best practices for addressing key issues and themes, from governance and finances to fundraising and the role of the spouse/partner at the school; and (3) adapts to the unique needs of each new head and the school.

With no agenda except the success of the new head, the Executive Coach draws on sound coaching practices as well as years of practical experience to provide regular consultation and 24/7 availability. This relationship soon builds the trust and candor that elicits the best efforts of the new head.

*The mission of The Education Group is to improve the effectiveness of leadership, teaching, and programs at independent schools through the firm's search, placement, coaching, and consulting services.*

For inquiries, contact David Dougherty, Director of the Executive Coaching Program

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# *The Education Group*

## *Advantage*

### MISSION FOR SUCCESS

Our Executive Coaches offer their service out of a strong desire to support bright, able, but relatively less experienced new heads, the next generation of independent school leadership. Their goal is success for new heads.

### KNOWLEDGE

Our Executive Coaches are experienced, highly successful, recently retired heads of school, each of them knowledgeable in all aspects of school leadership.

### TRUST

Our Executive Coaches work to build a trusting relationship with the new head by becoming a valued advisor, confidante, friend, and mentor.

### CURRICULUM

Our Executive Coaches, understanding the contemporary head of school, have worked together to create a coaching "curriculum" to support the head's first year.

### FLEXIBILITY

Within our "curriculum," TEG Executive Coaches have flexibility in adapting the program to the unique needs of each head and the school.

### PROBLEM SOLVING

Our Executive Coaches know independent schools, and as good listeners and communicators help a new head to solve problems, not impose their solutions to them.

### ONE-TO-ONE RELATIONSHIP

Our Executive Coaches work individually and regularly with heads of school; are available 24/7 via e-mail, phone, or video call; and on short notice can schedule a personal visit with a head.

### COLLEGIALITY

Our sixteen Executive Coaches are also a "team," and call on one another for advice and counsel to address confidentially the needs of the client schools. This is a unique feature of the TEG program.



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## FAQS

### *What is Executive Coaching?*

Executive Coaching is a program tailored to support independent school leadership, especially at a time of leadership transition. It is both systematic and organic. It anticipates key events and issues in a head's first year, but also addresses the unique needs of the head and the school.

### *Who can participate?*

The program is intended primarily for a newly appointed head; however, the model can be modified for heads at any point in their careers.

### *How would our school benefit?*

Our experience indicates that an Executive Coach can help a new head and the school navigate the challenges of leadership transition and change. Everyone at the school wants the new head to succeed, and this program is designed to insure success.

### *When does the coaching take place?*

An Executive Coach can be contracted for as long as eighteen months (generally from the time of appointment until the conclusion of the head's first year). At the outset the coach will visit the school, and then will meet the head regularly by e-mail, phone, and video conferencing. The coach will be available 24/7, and if necessary will travel to the school for a personal visit.

### *How does a school choose a coach?*

The Education Group will provide a school with biographical information about our coaches and then encourage the new head to interview any of them and choose the one best suited to the head's and school's needs.

### *What about the spouse/partner of the new head?*

Our Executive Coaches know that critical to the success and happiness of a new head is a clear understanding with the board about the role of the spouse/partner at the school. Support and counsel for the spouse/partner can also be included in our program.

### *What are the fees?*

Our fee structure is based on the length of a coach's engagement and scope of involvement.

## THE EXECUTIVE COACHES

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Complete biographies of TEG Executive Coaches are available online: [www.educationgroup.com](http://www.educationgroup.com).