

**Session title:** Coaching at the Core of Staff and Academic Development

**Session type:** Paper

**Main presenter(s):** Ian Coleman, De Montfort University

**Co-presenter(s):** Dr. Hardeep Basra, De Montfort University; Prof. Alasdair Blair, De Montfort University

**Session summary:**

We will present for discussion, a paper that argues that coaching should not just be the preserve of senior staff but should instead be part of the internal culture of a university where there is a need to shift the focus away from training to empowerment and from traditional teaching to facilitated learning.

**Session outline:**

We will present how coaching skills have been woven into the design of the new Postgraduate Certificate in Empowering Education at De Montfort University so that coaching becomes a key pedagogical approach and a 'way of relating' that places the learner at the centre of a more facilitative learning process. In this way, we demonstrate the how, in the curriculum design process, the educational developer can leverage their influence, not solely on learning and teaching but on the wider cultural practice of the university. We will also challenge the traditional approach to staff development that is based on skill acquisition and the codification of learning through training and seek to make the case for coaching to evolve from an 'initiative' to being part of the organisation's culture – it's practice and lived beliefs.

**References:**

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