

William James, the eminent American psychologist, once wrote that *human beings, by changing the inner attitudes of their minds, can change the outer aspects of their lives*. Bringing about organisational change starts with getting people to think differently about themselves. Quite often fixed attitudes and limiting beliefs have the effect of arresting personal and organisational growth. Coaching is the means by which organisations and individuals can see possibilities, map futures, envisage compelling goals and, ultimately, achieve what is all too often only dreamed of. Simply put, coaching is probably the most tested and successful platform upon which to achieve dynamic personal and organisational change.

As well as being a provider of bespoke coaching services for individuals, Kestrel Consulting is also able to offer coaching training for teachers working at all levels of school organisation. Consultancy help and training is also available for schools who are considering putting coaching at the heart of their CPD strategy.

Ron Piper is an Assistant Headteacher in an 11-18 comprehensive where he has a remit for teaching and learning and coaching. He is a qualified coach, NLP Master Practitioner and NLP Trainer. In recent years Ron has modelled the practice of outstanding teachers and shared his findings in workshop settings with a number of schools up and down the country and more recently at the National NLP Conference in London. As well as modelling the practice of outstanding teachers and drawing sharp attention to the differences that makes the difference, Ron also coaches teachers to higher levels of performance and trains other teachers and school managers to develop their own coaching skills. He also has a very successful track record in using coaching approaches with hard-to-reach students.