

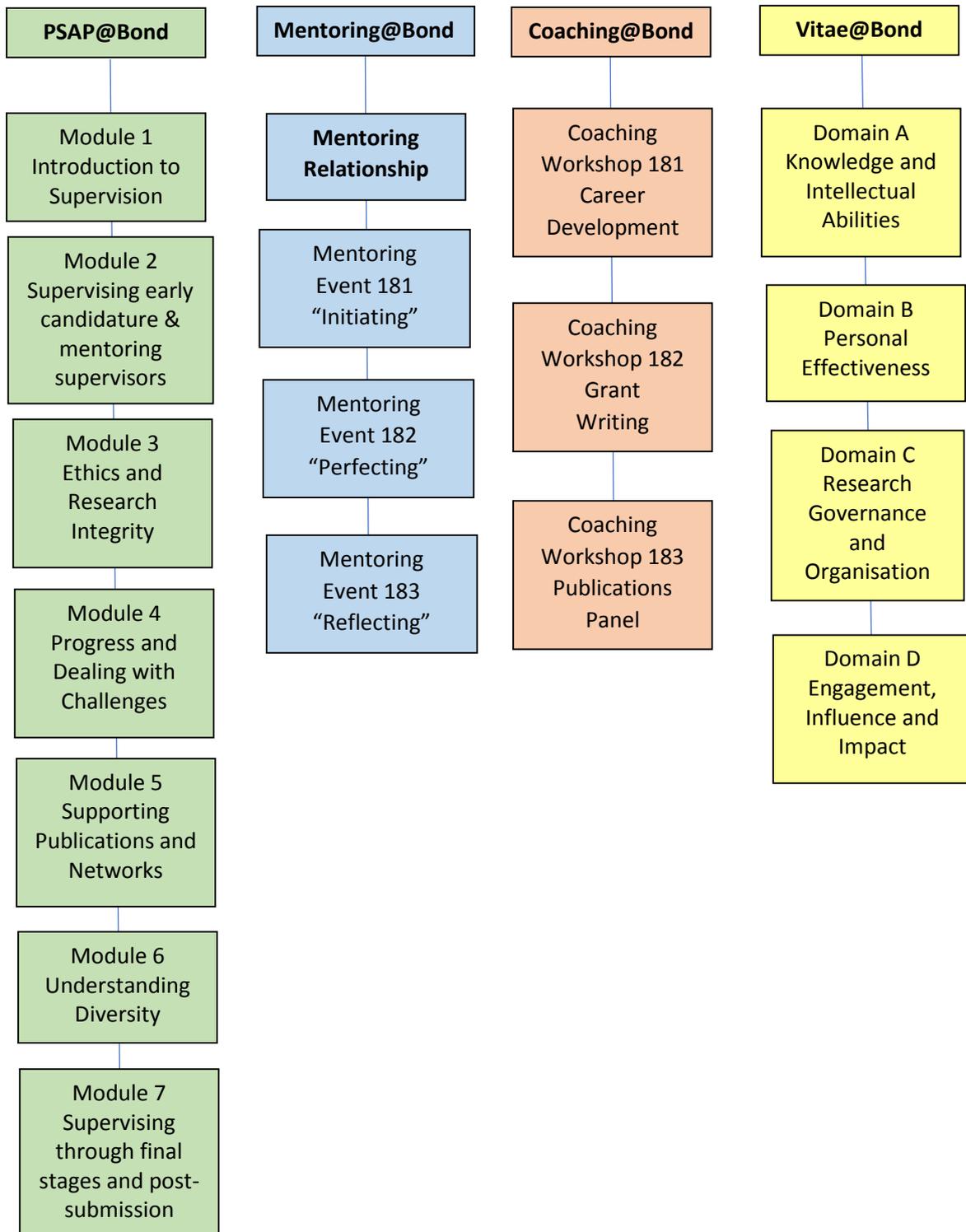


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## Capacity Building at Bond University

The **Researcher Development and Mentoring Scheme** at Bond University is designed to empower every member of the scholarly community to reach their potential as a thriving, successful researcher and educator. Coaching is one of four parts in the strategy.



## What is Coaching@Bond?

Coaching@Bond unlocks the potential of academics to increase performance through interactive workshops that focus on collegiality to facilitate professional learning and career development.

Coaching can benefit an individual without the coach needing specialist knowledge in the field. The coach does not provide guidance, instruction, advice or solutions but regards their coachee as a creative and resourceful person and supports them to identify and embrace ways to move forward in a particular area of life.<sup>1</sup>

*“Coaching for researchers is defined as a collaborative relationship between a coach and researcher that aims to unlock the researcher’s potential to maximise their performance, learning, and development.”<sup>2</sup>*

From 2018, Bond University offers researcher coaching workshops. These collaborative workshops challenge academics to explore and develop their own capabilities through learning in action.

The format of the coaching workshop is structured exploration with a facilitator to increase self-awareness of choices and actions. Half of the session features a presentation and this will be recorded for those who cannot attend. Half of the session will involve guided coaching. Group coaching combines skilful questioning and interactive feedback to provide insight from a variety of sources in a challenging yet supportive environment.

## The Benefits of Coaching

- Coaching improves performance and productivity.
- Offers cross institutional support and builds cohesiveness.
- Fosters a culture where researchers are valued.
- Supports individual and career development to maximise performance.
- Learning becomes a way of life and people actively seek training and feedback.
- Greater self-awareness and motivation to inspire action.
- Builds confidence and develops leadership skills.
- Improves communication, collaboration and networks.
- Encourages an ability to adapt, innovate and be flexible to changing demands.
- Academics who receive coaching are more likely to be promoted, achieve work-life balance and develop their successor.
- Organisations with strong coaching culture have higher employee engagement, develop high potential performers, attract and retain talent, and improve in results.

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1

Vitae CRAC (2018). *Coaching and mentoring schemes for researchers*— Vitae Website  
<https://www.vitae.ac.uk/researchers-professional-development/engagement-influence-and-impact/coaching-and-mentoring-schemes-for-researchers/coaching-and-mentoring-schemes-for-researchers>

2

Medd, W. (2011). *Coaching for research in UK higher education institutions: a review*, Vitae— Vitae Website  
<https://www.vitae.ac.uk/vitae-publications/reports/coaching-report-2012-vitae.pdf/>

## Coaching Principles

Coaching can be directive (guidance, teaching or instruction) and/or non-directive (facilitation).

An effective coach will provoke thought, raise awareness, and motivate.

Coaching empowers people to develop their own capabilities. Through structured exploration of different options, individuals become self-aware of their choices and can action plan accordingly.

Key challenges are addressed collaboratively in an interactive and supportive environment. These sessions encourage people to listen intently, articulate evidence, explore options, assess and evaluate, and action plan. As team members coach each other they form powerful connections and develop strong networks across an organisation.

Coaching may:

- Develop skills (time management, budgeting, presentation skills)
- Improve performance (writing publications, applying for grants)
- Be solution focussed (identify and address issues, problem solving)
- Be results oriented (goal setting and action planning)
- Focus on personal and professional development (career or leadership)

## An Overview of the Coaching Program for 2018

Coaching workshops are available to all academic staff and will focus on a variety of topics including research methods; career management; analysing and synthesising data; work-life balance; networking and communication; project planning; team work and collaboration.

Workshop	Topic	Presenter
Trimester 181 - Friday 16 March	Career Development	Professor Keitha Dunstan DVC (Academic)
Trimester 182 – Friday 8 August	Grant Applications	Kirsten Bartlett The GrantEd Group
Trimester 183 – Date to be advised	Publications Panel	Professor Paul Glaziou Professor Dan Svantessen Professor Cynthia Fisher Associate Professor Mike Lyvers

## Coaching Support

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