

## Coaching For Driving Instructors – Phase 1

### **Course overview**

The course has a strong focus on the participants developing practical coaching skills, as well as a theoretical understanding of coaching. Delivered using a coaching approach the course is based on the findings of the EU HERMES project (2010). The duration of the course is 1day.

### **Learning outcomes**

The learning outcomes of the course are for the participants to:

- Identify how coaching can be used to deliver the higher levels of the Goals for Driver Education (Hatakka et al 2002) (GDE)
- Understand the difference between coaching and teaching
- Develop practical in-car coaching skills and techniques that can easily be implemented
- Develop an increased awareness of the need to improve their own self-evaluation skills and to take responsibility for their own continued professional development

### **Course outline.**

#### **An introduction to the Goals for Driver Education and the identification of links between the GDE and coaching**

The participants are encouraged to identify the limitations of the current learning to drive process and to develop their own GDE matrix based on their own experience. Once this matrix is complete the participants are then encouraged to discuss how coaching could be used to address the identified issues.

#### **The difference between coaching and teaching**

In this exercise the participants explore what they see as the differences between coaching and teaching. The facilitator encourages the group to identify that coaching aims to increase awareness and responsibility through the development of the learner's own self-evaluation skills. This is completed with a review of the HERMES coaching definition:

*Coaching is a learner-centred method that engages body, mind and emotions to develop inner and outer awareness and responsibility with an equal relationship between the learner and coach.*

*EU HERMES Project Final Report (2010), p.6*

#### **Simple coaching techniques and models**

The course is strongly focused on the development of practical in-car coaching skills. In this element of the course the participants look at a number of simple coaching techniques including:

- Scaling
- Use and role of questions
- Active listening
- Use of scenarios
- Use of case studies

The HERMES coaching module and the GROW model (Whitmore 2002) are also explored with the participants being encouraged to plan a driving session based on these approaches. In particular the course places a strong emphasis on how

coaching can be used to switch context from a learning context to a 'real world' context and in so doing better prepare the learner for post-test driving.

**Practical coaching exercise**

In this session short video clips are used to set coaching scenarios, based on these clips the participants are asked to coach each other using the models and techniques which have been identified earlier in the day.

**Self-reflective assessment assignment**

The course requires the participants to complete a short self-reflective assignment. This takes the form of a written self-evaluation of their own performance during a driving session and aims to help the course participant to develop their own GROW plan.