



**THE LEARNER FIRST.™**  
ENGAGE | MEASURE | EMPOWER | TRANSFORM

# PROFESSIONAL COACHING

***You want to be more effective at what you do, and you're looking for professional coaching that is grounded in your context and your reality.***

***As a school and system leader, Joanne McEachen has multilayered experience in educational leadership, and will work with you to discover what you need and to build your capacity to succeed.***

## WHO IS JOANNE?

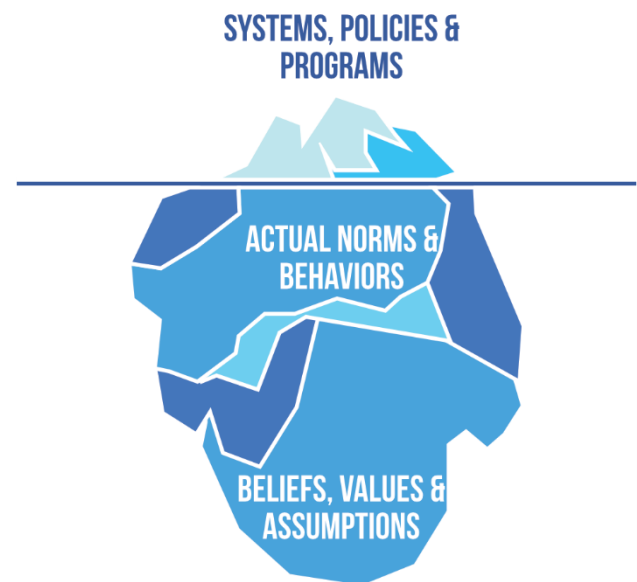
No one knows better what educators throughout the system face than Joanne McEachen. Few people have her experience in designing and driving deep change. Joanne has worked at every level of the education system; she has been a teacher, a principal, a district leader, a national leader and she is currently working on the global level as the New Measures Director for NPDL.

Whether you're a seasoned professional, or you're just starting in a new role, Joanne can help you identify and prioritize what matters most within your context. Joanne is known for her no-nonsense style that cuts to the heart of what's really going on.

## DEEP ENGAGEMENT

Meaningful coaching must go deep. It can't be just a pep talk, or a prescriptive set of recipe-like instructions. Deep engagement means that we work with you to build personal and cultural rapport. It means we listen to *you*, and work together to build

both new understandings and practices that have the highest leverage in your context.



*Figure 1. The Culture Iceberg describes culture as having three levels, or depths.*

The Learner First describes culture through The Culture Iceberg (see figure 1). At the very top of the iceberg, the part that is visible from above the water, are the systems, policies, and programs—the ways things are being said and done. Under the surface of the water are the actual norms and behaviors—the way things

are *actually* getting done. Finally, deep below the surface, are the beliefs, values and assumptions we hold about our work—the way we *feel* about the work we are doing.

Joanne will work to get to know you and the environment you work in through this lens, not simply focusing on what is easily observed above the water, but diving down to what drives you, what you really believe; what really matters.

## TRACKING GOALS

*What needs to be done first and fast?*

Nobody knows what your priorities are better than you do. Rather than prescribing actions, Joanne will work with you to figure out what you should keep doing, what you should start doing, and what you should *stop* doing. As you discover goals which are quite difficult to accomplish, Joanne will work with you to get to the root cause of the issue and solve it.

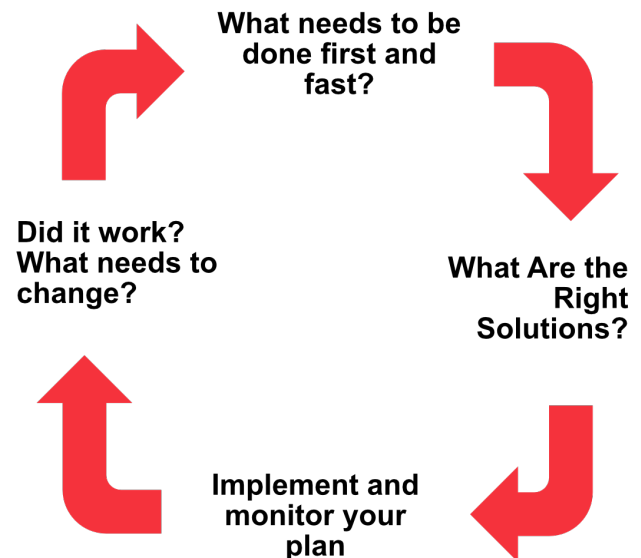
## INQUIRY CYCLE

*How do you know, what is your evidence for that*

Coaching with Joanne runs along a Cycle of Inquiry (see *figure 2*) that helps you be proactive, not reactive, and gives you time to consider what is and isn't working. It gives you a clear way to prioritize your time.

Joanne will work with you to identify the most pressing issues, and uncover the most effective solutions As you implement your

plans, she will work with you to analyze if it's really working or not, and perhaps what can be done to make it even more effective



*Figure 2. The Inquiry Cycle takes you through the process of identifying areas of greatest need, finding solutions, and analyzing impact.*

## GET IN TOUCH

*Reach out today and ignite your career with professional coaching.*

### Contact

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