



Equity in Doctoral Education through Partnership and Innovation ([EDEPI](#))

2-Day Staff Workshop – 30th June and 1st July, 9:30 – 16:00

The 2-day workshop provides a coaching approach that will enable staff to support PGR students to unlock their potential.

The project hypothesis is that the Grit training will challenge and develop the mind set and belief systems of individuals at all levels of the workforce, to better enable the organisational and behavioural change required to impact the recruitment and retention of students from racialised groups to the Doctoral School.

The Workshop Outcomes

The expected outcomes of the workshop include:

- A model of relating, based on coaching, which increases the ability to make a difference with individuals
- Skills in holding others accountable and dealing powerfully with others
- Increased compassion and empathy for the difficulties and dilemmas of others
- Increased ability to investigate the limitations of existing culture and practices, creating freedom to choose new, imaginative solutions;
- Challenge existing mind sets, beliefs and assumptions (the 'baggage'), increasing the aspirations held by staff for themselves, each other, partners and the young people they support;
- Build powerfully supportive and collaborative relationships and connections on the basis of shared humanity, rather than professional roles, making space for open and constructive acknowledgement of strengths and areas for development;
- Create a new awareness of how to generate effective questioning and listening to another – distinct from usual, habitual ways of listening which are governed by the past – that open up thinking and empower others;

The way the workshop will achieve this is through providing an opportunity for personal development and self-reflection. The development aspect of the training is about the nature of being, and the approach is different to many other training courses. As a personal development programme, rather than an information or skills-based training, it uses a methodology and training style to create breakthroughs in thinking. This methodology has proven effective and powerful,

although at times it may feel unfamiliar and uncomfortable as it requires participants to confront their own blind-spots and limiting thought patterns.

Training elements

The personal development training will include modules exploring the following concepts (not necessarily in this order):

- **Nature of the Training.** This series of short conversations sets the participants up for how the training works, how they can maximise the opportunity of the training and what to expect. It includes covering the timeline and how to participate as well as the purpose of the training. The participants will be introduced to the ‘Socratic Questioning’ nature of the course and how their level of engagement will determine the outcome available.
- **Safe Space.** Creating a space for participants to share their thoughts, feeling and experiences.
- **Paradigms.** Understanding their own in-built mind-set, belief-system and the ‘paradigm’ within which they operate – recognising the hidden limitations that are in-built in their approach. Through this raised self-awareness, finding new choices and new commitments that offer alternative approaches to previous challenges.
- **Distinctions.** The participants explore what a distinction is, and how by creating distinctions for themselves they can start to uncover new possibilities in their current circumstances. In distinguishing something an insight is created where the same situations and circumstances occur in a new way. A distinction cannot be created through understanding, knowledge or answers, but only by being willing to stay in an inquiry. The remainder of the training is then based in creating distinctions within each of the core training modules (as follows).
- **Menu/Meal.** A conversation exploring the way it is vs. the way you expect, want, hope, or wish it will be.
- **The Coaching Relationship.** Exploring a new model of relating to others which will be made use of throughout the programme. Discovering how to create clearly defined relationships without reverted to befriending or falling back on authority. The coaching relationship has clear boundaries of interaction, is non-judgmental and empowers others towards independence.
- **Reality versus Perception.** Gaining a new appreciation of how many of the ‘problems’ or ‘issues’ that participants, and their students, face are not purely based in fact. More often, it is the perception of a circumstance which impacts on ability to take effective action (or not). Participants will get clearer about their own ‘invisible barriers’ to success and how these impact their effectiveness at work.
- **Listening.** Examining effective listening and questioning – recognising the role that the past plays in filtering our listening. Raising awareness that most of the time we listen to our own internal dialogue way more than we listen to others, therefore little that is genuinely ‘new’ or challenging to our world view gets in. We examine how to bring ourselves more present when listening, empowering others to work through their own issues by providing a supportive space to be heard.
- **Goal Setting/Accountability.** An opportunity to explore what it will take to set goals, holding yourself and others to account based on what they have committed to.

This workshop is designed to engage staff with a relationship-based approach to delivering support to students and build their confidence and capacity to effectively deal with students' aspirations, issues and concerns. It also challenges staff to see past the limitations they unwittingly place on themselves and the students they work with, enabling them to see new choices and take alternative approaches to creating an impact at work.

Prior to the Training

Schedule a set-up call. These calls are designed to brief you on the training workshop and to find out more about your objectives and how this can influence the design and delivery.

Use the following link to book yourself into a set up call with a Grit trainer to answer any of your questions before the training:

https://docs.google.com/spreadsheets/d/18S_aZ3Lvoq8R_VF9zzEZOHLqq4mKUvn2BVQHa1D7BKY/edit?usp=sharing

Complete the questions below before your call. They are designed to focus your thinking and support you in being fully prepared for the training and therefore making the most of this opportunity. Be prepared to share your responses with the Grit trainer during your call

We look forward to meeting you at the workshop.

Questionnaire

Name:

1a. Where within your role do you consider you are most successful?

1b. What do you think makes you successful in this arena?

2a. What is your challenge as it relates to supporting students within the Doctoral School from racialised groups?

2b. What are the results you want to achieve with regards to this challenge that you are currently not achieving?