

# Understandings of learning in a ‚new profession‘: coaches on their own learning

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# This presentation

- Research question: how professional learning of coaches takes place
- Coaching
- Learning of Coaches
- Results of the current study
- On shaping of adult learning events
- On development of coaches

# Coaching

- Rapidly growing
- Publicly recognized/discussed
- ‘Umbrella’-term or ‘container’-term (Geissler 2009)
- Defined as a setting (not as a method)
- Profession... (Gray 2011)

# Learning of Coaches

- No standard education
- Coaches ‘tailor’ their learning profile individually
- Intense learning loop (Kelló 2014)
- Imperative (Kelló 2014)
- Client hours among credential criteria (International Coaching Federation)

# Current research on Learning of Coaches

- Qualitative with questionnaire
- 40 answers (Hungary: 22, Switzerland 7, 11 further countries with 1 each)
- 27 female, 13 male
- Av. Age: 46.7 years (av. age of Hun. coaches: 44 Uj 2015)

# Current research on Learning of Coaches

- Please think of a recent learning experience that you find useful for you as a coach/supervisor. What happened?
- What did you learn as a result of above experience?
- In which situations do you think you will be able to use this and how?

# Current research: situations mentioned

- coaching conversation as a coach 17
- formal learning event 11  
(learning was what was offered:4 of 11)
- doing another, non-coaching-specific task 4
- a non-coaching-specific conversation 3
- reflection on public events 1
- being asked about learning 1
- supervision, mentorcoaching 1
- observing a coaching session 1
- reading 1

# Current research: situations to apply in

- coaching 27
- several professional situations 7
- Life situation 6



# The role of interaction in learning situations

- formal and continued education as a coach 11
- coaching conversations with clients 17
- interactional reflections 8 (+ most of above)
- Individual reflections 4
  
- + research!

# Shaping of adult learning events?

- Ask about informal and incidental learning events!
- Let learners interact

# Development of coaches

Change happens in-between, in the interaction

McKergow, M. 2009

The importance of interaction

- client work
- supervision / mentorcoaching
- reflection with colleagues
- AND in formal education

**Thank you**

And how was this useful for you?