

The Implications of Coaching Leadership Theory to Kindergarten Administration

Hung-chiang Chien^{*}

Abstract

It is becoming important that how the leader of kindergarten trains his/her staff to be a sound and confident person under changeable environment nowadays. One of the key issues is how to guide and motivate themselves to perform better. The concept, coaching, which is derived from the field of physical education, implies such kind of characteristic. As a result, this study aims to explore the coaching theories, including the basic concepts, coaching models and skills from the perspective of literature analysis. The results suggest that there are four strategic options for the leaders, which are relationship build-up and effective communication, positive thinking and profession focus, question rehabilitation and potential excitation, objective orientation and action development.

Keywords: Coaching Leadership, Kindergarten Administration, Kindergarten Principal

^{*} Assistant Professor, Department of Child Care and Education, Yu Da College of Business

教練領導理論對幼兒園行政領導的啟示

簡宏江*

摘要

處於社會環境急遽變遷的時代，幼兒園行政領導者如何培塑員工具有自信與能力承擔所賦予的角色，引導員工具有高度的動機來改善工作績效及因應挑戰乃重要的課題，而來自體育界的名詞—「教練(coaching)」，正有如此特質。本研究旨在透過文獻分析法，探討教練領導理論，剖析教練領導的基本概念，以及教練領導模式與技巧，最後提出「關係建立，有效溝通」、「正向觀點，聚焦長處」、「提問善導，激發潛能」、「目標導向，發展行動」等四個具體行動策略，提供幼兒園行政領導的參考。

關鍵字：教練領導、幼兒園行政、幼兒園園長

* 幼兒保育系助理教授兼學生輔導與諮商中心主任