

The Coaching Conversation in the Context of Work

The focus of Part 2 is on coaching people in the context of work. Whether the student expects to coach within a workplace setting, or as a life coach in a seemingly unrelated niche, work is an important part of people's lives. It becomes a key topic in most coaching relationships, and impacts other spheres of life, so understanding the context of work and learning to coach around the topic of work is important for all coaches. In addition to looking specifically at the context of work, students continue to acquire a wide array of skills and tools that can be broadly applied in any context.

Students will walk away from Part 2 with:

- A deeper understanding of the place of work in people's lives, and of their own place in the world of work
- An understanding that work is an area or domain where people can benefit from coaching
- Guiding principles and a framework for how to think about and go about coaching people in a work context
- Concrete tools and practices for coaching people around work
- Enhanced proficiency in using the core coaching competencies, applied to work contexts
- An awareness of their impact as human beings and coaches
- An awareness about what it means to be at choice about their impact and how they engage with the world

Each day will focus on specific work-related topics. The content will focus on what coaches need to know about coaching people in work contexts, what competencies they need to be develop, and what coaches need to pay attention to if they want to be effective when coaching people on work related issues.

Over the course of the week students will:

- Deepen their understanding of the Adler coaching model, mindset and skills and their application in the context of work and organizational systems
- Gain a fuller understanding of the Adler Guiding Principles and their application in the context of coaching people in work contexts
- Explore and practice all the core coaching competencies in a variety of work contexts and situations
- Be introduced to the concept of organizations as systems; gain an awareness of the impact these systems can have on both coach and client
- Gain increased understanding of different change models and the implications for coaching around personal change and change in work systems
- Explore a three dimensional model for navigating the world of work – understanding self, understanding self in relationship with others and understanding the relationship between self, self and others and self and task
- Identify factors that influence how a person relates in a work system and how to create conditions for optimum functioning
- Gain an understanding of self and one's impact in relationship with others in the work context
- Develop an increased understanding of the role of power in relationships
- Examine the notion of feedback as integral to understanding the distinctions between an individual's intention and impact on others and the system
- Examine the role of feedback in the coach/client relationship

- Provide exposure and practice in how to coach people around external change factors, interpersonal issues and role related issues at work
- Examine self-responsibility and freedom of choice in relationships and within systems
- Practice ways of identifying and working with clients to identify meaningful goals for coaching in a work context
- Examine the issues related to working in a team or work group context
- Introduce the notions of intentional change, personal development and mastery and a tool to support it
- Explore resources and sources of information that can inform a self directed learning path and action plan
- Identify how models and tools can be used in workplace engagements and how you would select, personalize and use such tools
- Examine the role of developing others as a work task of managers/leaders.
- Examine the power of professional coaching as it relates to the work context and the opportunities for professional coaching engagements in workplaces;
- Examine ways in which you have conversations about yourself, about coaching and the benefits of coaching with individuals who sponsor or engage coaching services in workplaces;
- Be introduced to the general principles, ethical guidelines and practices for structuring and managing a professional coaching engagement within the organizational context;
- Be provided with opportunities for interaction and discussion about typical issues that come up when engaging in coaching in organizations using case situations
- Provide an opportunity to practice the coaching competencies of questioning, listening, planning and goal setting, in the context of developing a business opportunity for coaching
- Examine the integration of the science, art and heart of coaching with a focus on what it takes to BE a coach
- Explore the power of vision and its role in holding a coaching focus for yourself and in working with clients
- Provide a framework and approach to “step outside yourselves” to become more aware of your state
- Provide a forum for exploring states of being and the impact of our states of being on your work with others
- Examine how awareness of impact can open up your choices for ways of being different, as coach and client
- Identify ways in which you can support yourselves and your clients in connecting with your best selves
- Provide a way of integrating the knowing about coaching with the doing with the being of coaching, through various practice coaching opportunities