



INTERNATIONALMOZAIK

l'école du devenir

First francophone training accredited by ICF in 2003

Training programs to become master coaches, delivered either inter or intra-company.

Recognized international certification process.
Tailor-made workshops on the **Arts and Craft of Change**.

A network of international certified professionals to accompany you or your organizations in preparing for today's emerging challenges and mutations: to put in practice the precepts of the **"Leadership du Vivant®"** (**Vital Leadership**).





Corinne, Florence, Michaela and Emmanuel,
who are more specifically in charge of the design and facilitation
of our training programs in English, will be pleased to answer to all your questions

Since 1992, INTERNATIONAL MOZAIK has become a partner of multinational and local companies for coaching individuals, teams, and organizations in a way that is self-sustaining and continuously evolving.

INTERNATIONAL MOZAIK'S program creates an experience-based learning process that has been developed out of knowledge of Systemic theory, Cognitive Psychology, Constructivism, and Emotional Intelligence as well as masterful coaching tools, including intuition.

INTERNATIONAL MOZAIK continues to provide continued excellence **in the Art & Crafts of Change**, working with a pragmatic and global approach, combining people and an organization's evolution toward sustainable performance and well being.

Our learning approach uses participants' professional backgrounds in an interactive dynamic which alternates knowledge transfer and business experimentation. INTERNATIONAL MOZAIK is known for its hands-on, experiential teaching techniques that combine **the best of science with the best of coaching**.

This approach integrates "trans disciplinary" concepts that share common assumptions about human behavior and learning process and applies them to look at the complex and uncertain business context. Developing capacity for sharing and passing on their professional experience is the common passion that brings together a diverse community of **ICF Certified Coaches and innovative researchers**.

Furthermore, participants have the opportunity to try out their ability to coach, **integrating the systemic approach and strategic coaching tools such as metaphors, analogies, and paradoxes**.

Professional situations brought in by the participants are explored during mentoring session where everyone can experience and practice.

All programs contain a high level of collective learning process that will help participants to develop new ways of thinking and acting and their own skills to explore new territories. Involving a wide variety of contributors in its faculty and presenting creative coaching tools are key factors in International MOZAIK's success.

Between sessions, participants work, **in peers groups**, on task they have been assigned for the next session, leveraging field experience.

In addition, the program provides high quality materials that support and help participants engage in their own learning at a deep level.

At the end of the program and after successful completion of a certification process, participants will be awarded International MOZAIK's:

COACH PROFESSIONNEL code RNCP n°25485



"L'École du Devenir"

TRAINING IN THE ART AND CRAFTS OF CHANGE

"L'ÉCOLE DU DEVENIR" OFFERS:

- Inter and intra-company training programs.
- An internationally recognized certification.
- Tailor-made workshops and seminars.

Our teaching program is founded on concepts from the fields of Systemic theory, Neurosciences, Positive Psychology, Constructivism and Emotional Intelligence.

Our learning journey integrates "trans-disciplinary" tools from the neurosciences, constructivism, cognitive theory and emotional intelligence, as well as being based on the work of Edgar Morin on complex thinking as a method of learning amidst mistakes and uncertainties, which open new perspectives on how to leverage change.

These disciplines have similar visions of human behaviour and learning in organizations, that are particularly relevant in order to evolve in complex and uncertain environments.

Edgar Morin's approach of the "7 knowledges" suggests an initiation: *"to ambiguities, to ambivalences, to the ecology of action and to the confrontation of inevitable contradictions... the challenge is to escape the binary, mutilating thinking that is found everywhere and with everyone in charge"*.

The brain continues its constant search for meaning in its quest for structuring diagrams relevant to the learner. Consequently, the brain of a "learner" is a unique system endowed with an auto-creative organization. A booklet is provided for additional support.

LEARNING TOGETHER TO LEARN TOGETHER:

Learning to do **differently** is a process geared towards a desire for change. This process integrates the appropriation of various strategies, teaching the learner when to use the knowledge he has gained, when to adjust it and how to claim ownership of his learning process.

We transfer information from one context to another if we have experienced situations enabling us to build such bridges at the highest level. Our approach is based on the **professional contexts of the participants**, through dynamic interactions alternating between transfer of knowledge and business experimentation in the field.

Participants practice the systemic approach as well as other **trans-disciplinary tools**. Professional situations brought in by the participants are explored during mentoring session where everyone can experience - thus participants have the opportunity to try out their ability to coach, integrating the systemic approach and strategic coaching tools such as metaphors, analogies, and paradoxes.

Insight is the result of **experiences** where one is intellectually connected, emotionally engaged and physically involved.

Learning to **change**, thus requires a context in which the joy and chaos related to exploration and questioning are constantly present.

Foundations of Coaching: Coaching skills and Leadership

12 days (96 hours)

Next Session Dates 2018:

16, 17 and 18 October - 25, 26 and 27 November - 18, 19 and 20 December - 27, 28 and 29 January 2020

€ fees 2019:

Corporate:	4 985 (5 982 VAT Incl.)
Solo Entrepreneur:	4 140 (4 800 VAT Incl.)
Individual :	3 450 (4 140 VAT Incl.)

Successful leadership in the workplace implies learning a new set of core competencies pertaining to know-how, knowing-how to "be", knowing how to anticipate and knowing how to enable success.

We have created this program for professionals seeking to integrate an effective methodology and a coaching posture that will enable them to build strong collaborative relationships and work with change throughout the various organizational levels.

Audience:

Operational and functional leaders, project leaders of cultural, innovation, learning or business transformation, working with their teams in a "coaching posture".

Objectives:

Establish the foundations of creative relationships

- Create the space and time to integrate different types of interactions and foster change
- Learn how to respond to team members' needs in an incisive and powerful way

Connect differently to co-create a coaching posture within your organization

- Understand and work with ones' filters and pre-conceptions as well as with those of the others
- Recognize the importance of a global approach by taking in account all factors that impact interactions in an organization and learn how to leverage them for change and renewed energy - recognize the impacts of stress and energy loss as well as the benefits of optimism and alignment
- Practice the tools of systemic coaching: meta-communication and strategic feedback

Learn to develop the core competencies of successful leadership - learning to learn to succeed

- Experiment and practice, as if in the field, new strategic options, projective methods and techniques presented during the program.
- Allow self - transformation by action

Learning approach:

Our learning approach is focused on acquiring systemic thinking and integrating the strategic skills and tools of the Palo Alto School that connects the laws of living systems, communication and constructivism.

The concepts and methodologies are based on systems theory, neurosciences, Gestalt and Transactional Analysis. -

Our teaching approach uses the participants' professional backgrounds in an interactive dynamic that alternates knowledge transfer and business experimentation. Furthermore, our participants experience live situations in the class, which allow them to practice the methodologies and projective techniques they are learning.

In order to consolidate their learnings, each participant will conceive and prepare both a collective coaching session as well as an individual coaching session that they will present at the end of their training. In addition, the program provides high quality written materials that enable the participant to formalize the teachings of the program.

Between sessions, participants work in peer groups, practicing the tools learned as well as working on recommended reading and preparing for their final session.

Registration:

Participants are registered on a rolling basis once their application and payment (for individual participants) or the signed training contract (for organizations) and payment (50% deposit or total fee) are received.

Workshops are to be paid in full before participation.

If a course has reached maximum enrolment capacity, a waiting list will be established and with the consent of the participant his/her enrolment will be postponed to the next session.

Refund conditions:

Cancellation less than 1 month before the beginning of classes: 50% refund

Cancellation less than 1 week before the beginning of classes: 0% refund

Fees on our web site are indicative and can be modified at any time. Fees invoiced will be those in effect at the time of contract. VAT (19,6%) will be added at time of invoice.

Program Content:

The program takes place over 12 days (96 hours): 4 modules x 3 days

1st module: Revisit and appropriate the key principles of verbal and non-verbal communication - "Re-cognize" oneself by building on diversities to bond with others - Explore the foundations of system strategic thinking through group dynamics

2nd module: Learn how to create a collective dynamic. Develop your style of "leadership". Train on how to understand collective processes, to experiment systems thinking and strategic feedback.

3rd module : Work with the keys factors that create energy in coaching.

Practice of individual coaching, set up a structured framework and contract for a coaching session and experiment with the ICF 11 coach core competencies.

4th module : Dare to surprise and be surprised during individual or collective coaching processes. Assess your progress and anticipate your next steps.

Collective project and team coaching

15 days (120 hours)

Session Dates 2018:

dates coming soon

€ fees: Corporate: 6 400 (7 680 VAT Incl.) – Solo Entrepreneur: 5 350 (6 420 VAT Incl.)

Audience:

This program has been designed for experienced change management and leadership professionals (Coaches, HRPB, Consultants, Managers...) who wish to expand their practice by addressing the issues pertaining to globalization, remote management and multi-cultural environments.

Prerequisites:

This program is meant for experienced change management and leadership professionals who have completed an initial coaching training and have current coaching clients, either organizational coaching or a practice of change management. A preliminary orientation interview is mandatory to confirm your registration and **your professional practice of the coaching posture**.

Goals:

Find the key points to prepare and organize: a training session, a complete course, and a coach's intervention approach.

Coach the learning process all along the five steps of the strategic approach

- Reception and delimitation of demand, representation of interactions between actors, choice of a strategy, launching of the action, evaluation and follow-up,
- Create a learning progression, coordinating goals and methods. Write up the corresponding suggestions.

Acquire and develop abilities in order to learn how to handle change

- Establish a contract: goals, rules, evaluation and follow-up.
- Practice the handling and regulation of a group: use rational and projective methods to achieve the goals.

Learn more about oneself and develop personal style

- Find out one's main functioning process, potential evolution, and personal project's development.

Make an inventory of his clients' evolution capacities, to know how and when to intervene, using the following points

- A global vision of interactions linking people and teams within their environment,
- The position of the different actors, borders, and zones of influence, games and stakes, the room of maneuver to invent the future.

The learning approach

International MOZAIK is known for its hands-on, experiential teaching techniques that combine the best of science with the best of coaching. Our programs create an experience-based learning process that has been developed out of knowledge of the Systemic theory, Cognitive Psychology, Constructivism, and Emotional Intelligence as well as masterful coaching tools, including intuition. Our learning philosophy, related to SOL (Society of Organizational Learning) findings, which is embodied in our program, holds that:

- Comprehensive learning comes from an alignment of head, heart, and body. True understanding is the result of experiential learning in which we are intellectually connected, emotionally engaged, and physically involved. Learning to change is a place in which the joy and chaos of exploration and inquiry are always present.
- As the brain is a pattern-seeking organ, every learner's brain is a uniquely organized system which is highly self-generating. The search for meaning is innate and occurs through the continuing search by the brain for patterns and relevance to the learner.
- Emotions are a fundamental part of learning because the brain "downshifts" whenever there is a perceived threat or emotional upset, diminishing its capacity for engaging in higher-level thinking. And the brain « up shifts » whenever there is a perceived hope or emotional reward, enhancing its capacity for engaging in higher-level thinking.
- According to Constructivism, learning is a process of creating personal meaning from new information by tying it to prior knowledge and experience. Learning is not linear; rather, it is recursive, iterative, and tied to particular situations. We transfer information from one context to another only if we construct bridges to higher levels of learning.
- Above all, learning is strategic. It is goal oriented and involves the learner's assimilation of strategies associated with "Meta-cognition" and knowing when to use knowledge, how to adapt it, and how to manage one's own learning process.

Programs contain a high level of collective learning process that will help participants developing new ways of thinking and acting and their own skills to explore new research territories.

The learning cycle uses participant's professional background in an interactive dynamic of knowledge transfer and experimentation grounded in real work. Participants are invited to bring their business issues and try out their ability to coach, integrating multiple skills as an experiment, producing questions, and significant thought.



Practice and mentoring for beginner coach

with Corinne Durant (PCC ICF certified),
Michaela Brill (PCC ICF certified)
& Florence Loncle (International Mozaik certified)

3 to 6 half-day sessions (renewable)

"When willing is not enough..."

Coming dates in Paris (from 9:00am to 1:00pm):

18 May – 22 June – 14 September – 12 October – 9 November – 14 December 2018...

€ fees:	for 3 half-days sessions	for 6 half-day sessions
Corporate:	700 (840 VAT Incl.)	1 200 (1 440 VAT Incl.)
Solo Entrepreneur:	600 (720 VAT Incl.)	1 200 (1 440 VAT Incl.)

Pre-requisites:

Have already taken coaching training with International MOZAIK or another validated school and wish to be supervised in the start-up phase of his coaching practice. Be engaged to attend 6 consecutive sessions.

Objectives:

Be supervised on your coaching practice by a certified Professional Coach. Be accompanied by a supervisor during your personal and professional transition phase.

Methodology:

In small groups.

Participants have the opportunity to work on their coaching-client situations. They can either be supervised as a coach, or as a client, as well as being supervised on their coach posture and positioning.

Location: International MOZAIK – 14bis Rue de Milan – 75009 PARIS

Registration details:

Registration is taken into account upon receipt of the full payment (payment shall be made before the start of the first session, or 50% at registration and the balance of 50% by the 3rd session).

Each participant agrees to respect the session dates defined at registration. No possible postponement. These supervision hours are not considered training. The coaching deontology specified that supervision is part of good practice for a coach as soon as its first clients.