Foundations of Coaching: Coaching skills and Leadership

12 days (96 hours)

Session Dates 2018 in ANKARA:
Cycle #4 : 16, 17 and 18 October - 3, 4 and 5 December 2018 - 15, 16 and 17 January - 5, 6 and 7 March 2019

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. -

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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.