

Specific objectives of Moving Towards Artful Coaching

Coach and client as masterful intentional learners:

An opportunity for participants to explore coaching more deeply from the perspective of learning, in order for coach and client to become more masterful as intentional learners.

Specific objectives include:

- Build a deeper and broader understanding of self-generated feedback and informal assessment in coaching, and how this relates to learning
- Equip the coach with practical, concrete tools and techniques to support their client in optimizing their learning
- Explore different conceptual schemas as 'lenses' through which the coach can listen and hear what their client is saying and experiencing, and through which they provide perspectives, feedback, etc. to their client
- Provide coaches with a deeper understanding of the principles involved in powerful mutual feedback in coaching

Coaching through the lens of leadership:

An opportunity for participants to see how they can creatively integrate the knowledge, skills, and tools they have gained into a coherent, long-term program for coaching around a key development area with a wide applicability. Specific objectives include:

- Examine perspectives on leadership and how these shape our orientation in the coach/client relationship
- Introduce a leadership model, explore how it blends with Adlerian coaching principles and how it can be used to coach leaders in organizations
- Explore tools and techniques for coaching through the lens of leadership
- Practice coaching from a leadership perspective

Coaching with imagination and creativity:

An opportunity for participants to explore the importance of creativity and imagination both for themselves in their coaching and for their clients, and to practice with ways and means to access these 'pathways' more effectively. Specific objectives include:

- To access one's own inner creative resource
- To experience what it is like to coach through the lens of an artist
- To become familiar with tools and processes that assist clients in accessing their sources of creativity
- To learn to collaborate creatively with clients

Using metaphor in coaching:

An opportunity for participants to explore the power of metaphor, both for themselves in their coaching and for their clients, and to practice specific ways and means to use metaphor effectively in coaching. Specific objectives include:

- Build insight into the role of metaphor in structuring our subjective reality
- Explore the potential of this link between metaphor and subjective reality for using metaphor in coaching
- Explore different uses of metaphor in coaching
- Practice a process for spoken metaphor exploration and transformation
- Build advanced grounding in the key skills of listening and client-centered questioning

- Develop advanced competence in attending and responding in the moment to client's language
- Develop advanced competence in 'multi-tracking' in a coaching conversation

Growing yourself, growing your practice:

An opportunity for participants to explore how they can integrate the being and doing strands in a long-term coaching program, and to put in place structures to support their continued personal growth and practice development. Specific objectives include:

- Revisit questions about personal orientation as a coach
- Review and reinforce the knowledge, skills and processes involved in establishing and growing a coaching relationship
- Provide opportunities to practice the core competencies of coaching and receive feedback
- Examine the importance of continuous learning for coaches and how coaches can create support and learning processes for ongoing development
- Provide guidance on issues of practice management
- Develop an action plan for how participants will integrate their learning from the Coaching Program into their lives and business practices