



Psychosynthesis Coaching Limited

In-house leadership coaching programmes

November 2016

Psychosynthesis Coaching Limited

For organisations	Open programmes	For coaches
In-house tailored coaching programmes	PG Certificate Psychosynthesis Leadership Coaching	CPD Workshops
Leadership coaching services (community)	Diploma Leadership Coaching	Psychosynthesis Coaching Community
Leadership Styles Profiling	Masters Leadership Coaching	Psychosynthesis Coaching Retreats

In-house Tailored Programmes for Organisations

- ❖ **Foundations of Leadership Coaching (for internal coaches)** – tailored 5 - 7 day programme
- ❖ **Foundations of Leadership Coaching (for leaders and managers)** – tailored 5 - 7 day programme
- ❖ **In-house PGC Leadership Coaching** – full six month programme for in-house group leading to PGC qualification

Foundations of Leadership Coaching: Psychological Coaching for Leaders (tailored programme)

A seven-day tailored Coaching Foundation Programme for leaders

- ❖ Coaching is a vital skill for executives and leaders who want to engage effectively with the challenges of today's organisations (e.g. volatility, uncertainty, complexity and ambiguity)
- ❖ Coaching skills build upon communication and inter-personal skills to enable leaders to develop their people, release inner potential and optimise performance
- ❖ Psychological coaching provides another dimension beyond behavioural approaches and takes leaders into the realm of personal mastery
- ❖ Starts with our capacity to self-reflect and builds our ability to think psychologically about ourselves and others
- ❖ Psychosynthesis provides a set of models and tools for coaching psychologically that builds upon Jungian-based approaches such as Insights Discovery and MBTI
- ❖ *Workshop facilitators: Aubyn Howard, Paul Elliott, Peter Young, Ruth Rochelle, Rachel Harrison*

Foundations of Leadership Coaching: Psychological Coaching for Leaders (tailored programme)

A seven-day tailored Coaching Foundation Programme for leaders

- ❖ This short course gives leaders and managers the foundations in terms of skills, awareness and knowledge needed to coach from a psychological perspective
- ❖ This practical, experiential and participative course embeds the core psychological (psychosynthesis) coaching context, method and models, and introduces our approach to thinking psychologically about leadership coaching
- ❖ Participants will learn the basic skills, models and tools needed to support their people with outer challenges (e.g. of performance, behaviour and change), as well as inner challenges (e.g. of personal development, purpose, meaning and values, crisis of transition)
- ❖ The programme takes place over an initial three-day workshop, followed by 4-6 week practice periods with individual coaching before two further two-day workshops
- ❖ *Programmes can be tailored to meet your specific situation and objectives, drawing upon the following topics*

Foundations of Leadership Coaching (tailored programme)

A seven-day tailored Coaching Foundation Programme for leaders: possible topics

Communication and inter-personal skills

- ❖ **Core communication skills** – active listening, asking questions and guiding conversations
- ❖ **Core inter-personal skills** – impact and influence, establishing rapport and trust
- ❖ **Advanced communications skills** – untangling interpersonal mush, learning conversations
- ❖ **Advanced relationship skills** – being in right relationship with others, developing presence

Coaching models and skills

- ❖ **Trifocal Vision and GROW** – our core context, method and models of coaching
- ❖ **Psychological coaching awareness and skills** – working with inner and outer dimensions and agendas
- ❖ **Systemic coaching** – working with organisational systems, teams and individuals in a system
- ❖ **Coaching as a leader** – when to lead, when to manage, when to coach and when to listen

Leadership development

- ❖ **Leadership development dimensions** – horizontal, vertical and inner development
- ❖ **Leadership paradigms and styles** – understanding how leaders develop and evolve

Foundations of Leadership Coaching (tailored programme)

A seven-day tailored Coaching Foundation Programme for leaders: possible topics

Foundations of Psychosynthesis psychology

- ❖ **Map of the psyche** – the structure and functioning of the human psyche. The egg diagram as a map of human consciousness and the star diagram as a model for harnessing our psychological functions
- ❖ **Psychological model of development** – working with pre-personal, personal and transpersonal levels of consciousness, working with the past, present and future in coaching
- ❖ **Working with subpersonalities** – building upon Insights Discovery profiling to work with the different parts and creating synthesis
- ❖ **Working with mindsets** – understanding perceptions, behavioural change through transforming mindsets
- ❖ **Developing awareness** – of self, others and systems forces
- ❖ **Developing will** – connecting with and releasing will within ourselves and others
- ❖ **Disidentification and mindfulness** – tools for managing stress and developing resilience
- ❖ **Self-reflection and psychological mindedness** – developing the capacity to self-reflect in yourself and others and deepening your insight and understanding of human behaviour

PGC Psychosynthesis Leadership Coaching

- ❖ This leadership coach training establishes the basic foundations for successful coaching and enables the coach to work psychologically and holistically to make a fundamental difference to people's lives
- ❖ This evolutionary programme goes beyond conventional performance and behaviourally oriented approaches
- ❖ Aimed at internal and external coaches, both experienced and those new to the role.
- ❖ The workshops are highly practical, experiential and focused on giving new coaches the basic skills they need and more experienced coaches an opportunity to integrate their learning
- ❖ This is a qualification in its own right, with a Fast Track to Professional Membership of APECS. It can also lead to Masters level study options for those wishing to continue their development

PGC Psychosynthesis Leadership Coaching

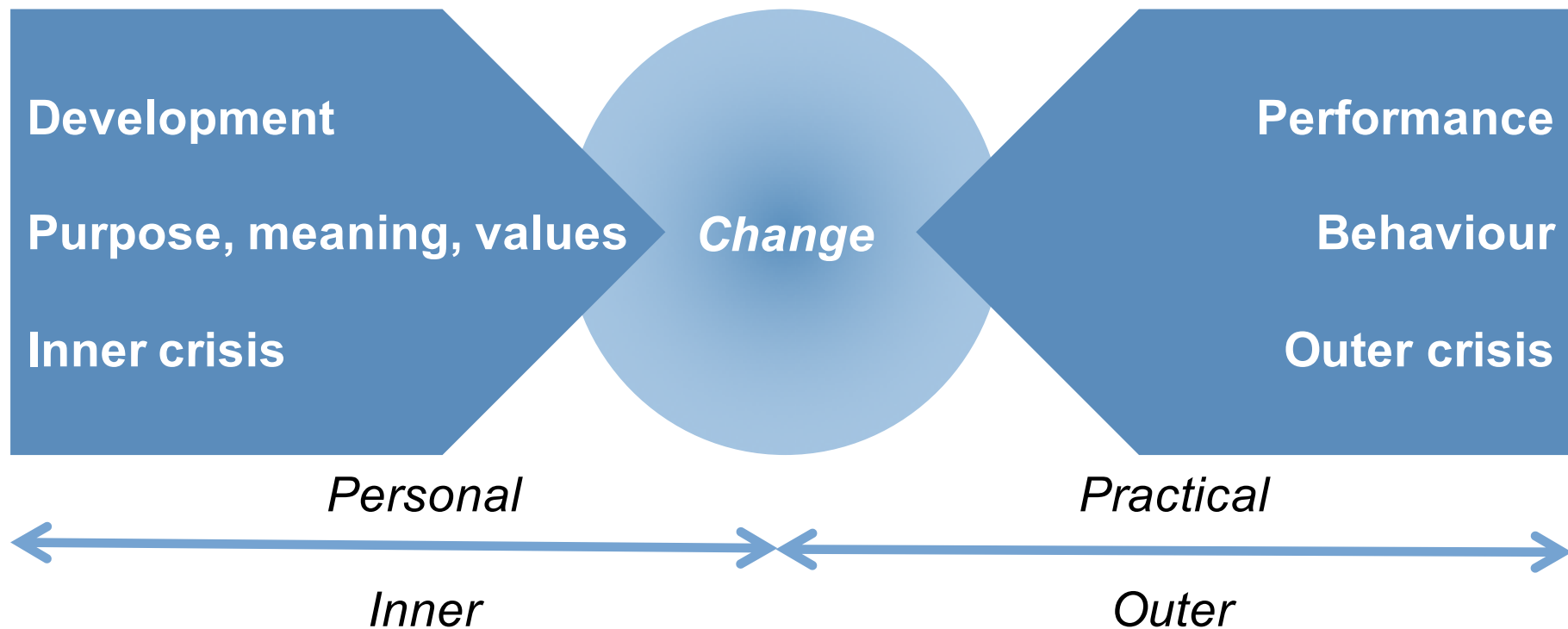
Core learning elements:

- ❖ **1: Foundations of Psychosynthesis Leadership Coaching** – basics of psychosynthesis coaching; context, method, models, skills and tools
- ❖ **2: Agendas in Leadership Coaching** – the organisational and leadership context; working with outer and inner agendas, including purpose, meaning, values and crisis
- ❖ **3: Coaching Psychology** – working at three psychological levels with the client; prepersonal, personal and transpersonal
- ❖ **4: Leadership Development** – human development and 5DL, our core model of leader development
- ❖ **5: Practical, personal and organisational Challenges of Leadership Coaching**

PGCPLC Course Units and Topics

Across all units	<i>Context, objectives and Will Project</i>	<i>The coaching profession and your practice</i>	<i>Coaching skills practice in triads, skills exercises + clinics</i>	<i>Peer coaching and practice supervision between weekends</i>	<i>Reflective journal, study guides, self-directed learning</i>	<i>Academic process and requirements</i>
Unit 1: Foundations of leadership coaching	Introduction to Psychosynthesis coaching and Trifocal Vision	Right relations and active listening	GROW and powerful questions	Comparative Coaching Models: GROW & CLEAR	Core human, process and meta coaching skills model	Bushe model of communication
Unit 2: Agendas in Leadership Coaching	Wilber's integral framework applied to organisations	Laloux and the developmental perspective	The leadership context and client agendas	Working in organisational systems	Change theories, models and tools	Psychosynthesis perspectives on change and crisis
Unit 3: Coaching Psychology	The evolution of the coaching profession	Coaching psychology landscape	Model of psycho-spiritual development	Pre-personal psychology for coaching	Personal psychology for coaching	Transpersonal psychology for coaching
Unit 4: Leadership Development	Roger Evans's 5 Dimensions of Leadership	Story of the Human Potential Movement	Horizontal, vertical and inner development	Working with Mindsets	Working with Subpersonalities	Leadership development and coaching tools and resources
Unit 5: Challenges of Leadership Coaching	Heron's Six Category Intervention Analysis	Personal, professional and practical issues in coaching	Your professional identity, positioning and proposition	Systemic coaching and constellations	Client and coach challenges of working in organisational systems	Your personal Coach Development Plan

Agendas in leadership coaching



Questions and answers