



Post-Graduate Certificate in Psychosynthesis Leadership Coaching

PGCPLC Course Prospectus 2020 – 2021

Taking your coaching practice to the next level...

Programmes starting in February 2020, September 2020 and February 2021

Psychosynthesis Coaching Limited, v5-2, January 2020



Pictures by Elliot Friedman from Annual Psychosynthesis Coaching Symposium in November 2018

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Contents

Introduction.....	3
The PGCPLC: key outcomes, intended audience and learning approach.....	5
Details of our Programmes for 2020-2021	7
Programme Modules and Topics.....	9
Feedback about the course	9
More about the programme approaches, models and skills	10
More feedback about the course	10
The PCL Faculty	11
How do I enrol or find out more?.....	12

www.psychosynthesiscoaching.co.uk



Photo: www.gigbiner.com

Introduction

We are facing an existential crisis of leadership in society and organisations today that calls for a different level of engagement between coach and their leader clients.

Psychosynthesis coaching offers a powerful alternative to conventional performance or behaviourally oriented approaches for coaches who want to work at greater depth and recognise the whole human being in the way they work with clients.

Psychosynthesis is a psychospiritual psychology drawing upon a holistic model of the psyche, which serves to integrate recent developments in fields such as systemic coaching and constellations, somatic coaching, mindfulness and the developmental perspective.

In the field of leadership development, psychosynthesis has a unique capacity to unlock the inner development of the leader, by working with all levels of consciousness and helping to release the Will. More than anything in today's complex and stressful world, leaders need to be supported to activate their free will and to connect with their purpose, meaning and values.

Psychosynthesis is going through a renaissance and reinvention as it broadens out from therapeutic training to the wider field of personal development, as intended by the founder Roberto Assagioli. This psychospiritual psychology also combines perfectly with the evolving modality of coaching within the context of leadership and complex organisational and societal systems.

PCL plays a leading role in updating, developing and applying psychosynthesis for the leadership world and the challenges of the coaching profession. With the increasing acceptance of the whole human being in the work place (body/somatic, emotions/heart, spirit/soul/Self; not just our rationality and minds) the organisational leadership world is calling out for practitioners with psychospiritual awareness, deep understanding of human development as well as the skills to work with crisis in the inner as well as the outer lives of leaders.

The PGCPLC is a coach certification programme backed by a university post-graduate level qualification and endorsed by fast-track membership of APECS as the top-level executive coaching professional body in the UK. This approach to professional coach certification and accreditation recognises and builds upon your relevant previous experience and qualifications rather than asking you to start at the beginning of a proprietorial tick-box, points accumulating system.

The PGCPLC is run in partnership with the London Institute of Psychosynthesis, which provides the academic foundations and accreditation with Middlesex University. The Institute draws upon more than 40 years' experience of training counsellors, therapists and coaches alongside its MA programme and also runs the Fundamentals of Psychosynthesis.

We have now run the five-month PGCPLC programme seven times in London and twice in Italy, in Verona and Turin. More than 100 students have participated so far in these and new programmes are scheduled in 2020 and 2021. Some of our graduates' feedback is illustrated in this prospectus. Please read their comments to gain a real sense of what this course might give you.

We are now running the PGCPLC in two formats in the UK. We will continue the current London programme once a year, involving five monthly three-day workshops, starting in September. From February 2021, we are starting an International version, involving two six-day residential workshops, four months apart, with additional on-line course work supported by video-conferencing.

We are also planning to run a full 'Masters in Leadership Coaching' Programme (MA) from September 2021. This will build on the PGCPLC qualification with a Diploma Year involving 10 two-day workshops and a Thesis Year leading to submission of a 15,000 Masters Thesis. Both years will involve monthly half-day small group supervision. A new prospectus will be published for the Masters programme when the details have been finalised.

PLC was set up by Paul Elliott and Aubyn Howard in 2014, and we continue to co-facilitate many of the workshops. Roger Evans and Ruth Rochelle have also facilitated specific workshops on each London programme. We recently expanded our faculty with the addition of Sue Cruse, Harriet Hanmer and Tessa Denham. Our Italian workshops are co-facilitated with Gordon Symons. In addition, we are building a team of graduate coaches who provide individual coaching for students as part of the programme. Paul, Aubyn, Sue and Harriet are also qualified psychosynthesis coaching supervisors, who offer coaching supervision according to individual requirements to our students and graduates, as well as to other leadership coaches. Faculty profiles are provided at the end of this prospectus.

The psychosynthesis coaching community is growing, not just through our programmes but through the MA pathway and Roger Evans' 5DL coaching course (conversion for counselling graduates) at the Institute of Psychosynthesis. We held our first Psychosynthesis Coaching Symposium in November 2018, with 60 people attending (and at which the pictures in this prospectus were taken). The second Symposium will take place on 12th February 2020. PCL is committed to promoting psychosynthesis coaches in the organisational world to leadership clients and has established the first directory of psychosynthesis coaches in support of this. We hold periodic community days for psychosynthesis coaches to network, get involved in what we are doing and gain support for setting up and marketing their coaching practice.

We welcome you to our community.

Aubyn Howard and Paul Elliott, Directors, Psychosynthesis Coaching Limited

January 2020



The Post-Graduate Certificate in Psychosynthesis Leadership Coaching: key outcomes, intended audience and learning approach

What are the key outcomes?

- Professional coaching **Certification** and academically-backed **Qualification** by Middlesex University
- Professional **Accreditation** through fast-track Professional Membership of APECS
- Solid foundations in the **principles, models, skills and tools** of leadership coaching
- Grounded understanding of the **psychosynthesis context and method** of coaching
- Enhanced ability to work **psycho-spiritually** as a coach, with a deeper understanding of **human behaviour** and **development**
- Awareness of the **leadership agendas** and **systems dynamics** that are brought to coaching in organisations
- Personalised plan** for your on-going personal and professional development as a coach

Who is the programme for?

- External** and **internal** coaches, working within all types of organisation; corporate, large, medium or small; commercial businesses, public services such as local authorities, health and education, as well as charities and not-for-profit.
- Coaches who have hit up against the limitations of their existing training and experience, and want to learn **how to work psycho-spiritually** to deal with emotional issues and spiritual challenges (e.g. of identity, purpose, meaning, values and crisis)
- Organisational **leaders** who want to develop their coaching skills to become more effective as leaders
- Organisational **professionals** who are **starting out on a coaching career** and want a coach training programme that recognises and builds upon their existing level of experience and development
- Counsellors and therapists who are looking for a **coach conversion** training that enables them to work at depth with leaders in organisations.

What is our approach to learning?

- Wide **mix of learning activities**, including skills practice and role modelling alongside experiential and theoretical learning, supported by on-line resources and materials
- Supervised peer learning practice** sessions, with frequent opportunities to witness how other people coach
- Case **clinics and fishbowls** to learn collectively as a group about what works
- Mastery in psychospiritual coaching involves both **personal and professional** development, so this course engages with your personal development journey
- The course is about what it means to **be a leadership coach**, as well as what a leadership coach **does**. We focus as much on the *being* as the *doing* of leadership and coaching on the programme.
- We look for and assess three aspects of psychosynthesis coach development – psychospiritual **awareness**, coaching **skills** and organisational systems and leadership **understanding**

What is psychosynthesis?

- Psychosynthesis is a **psycho-spiritual** psychology of Self and Will, developed by Roberto Assagioli. It is **holistic** as it is concerned with the whole human being, with the human psyche and all levels of our consciousness and unconsciousness. Explicitly this includes (i) the **higher** unconscious or superconscious, otherwise described as the transpersonal or spiritual realms, (ii) the **middle** unconscious or realm of our personality and personal psychology, (iii) the **lower** unconscious, the realm of history, trauma and prepersonal psychology. It is also **integrative** in its capacity to bring together different psychologies into a relational whole.

How is psychosynthesis coaching different?

- Psychosynthesis coaching goes beyond conventional performance and behaviourally oriented approaches to work at the level of **being** and what this means in the leadership context for the coachee. Roger Evans' coaching model of trifocal vision involves holding a psycho-spiritual context **beyond the mind** and learning how to use your **heart** as the resonator of **Self**. Alongside this, the psychosynthesis coach works in the **gap** (between where the coachee is and where they want to be), supporting them to activate their **will** to achieve both inner and outer goals.
- Psychosynthesis provides a powerful **coaching psychology** that helps us connect with our inner resources, activate our will, strengthen our sense of self and develop our capacity for being in right relationship with others. It gives coaches a **context, method and techniques** for helping leaders meet personal and human challenges of complex organisational change. It provides an accessible language for **transforming organisations** through activating principles of wholeness and purpose.

What does this course deliver?

- This is currently the UK's only **Coaching Certification Programme** founded upon psychosynthesis. The **PGCPLC** is a qualification in its own right that can lead to Professional Membership of **APECS** (the UK's leading professional body for executive coaches) and can be followed by the **MA in Psychosynthesis Psychology**, or the **MA in Leadership Coaching**, for those wishing to continue their development.
- The nature and scope of the work that is possible in leadership coaching is determined by: (i) the **context** of the coaching relationship, (ii) the explicit or implicit **contract** that is established; (iii) the openness, development and availability of the **client** and (iv) the professional capability and personal capacity of the **coach** - different coaches can work at a greater or lesser level of depth, involving emotional, personal and psychological ground, depending upon their training, skills and experience. This course helps you develop this capacity as a coach.



Details of our Programmes for 2020-2021

Core learning elements – the five modules

1: Foundations of psychosynthesis leadership coaching –

basics of psychosynthesis coaching: context, method, models, skills and tools

2: Leadership and organisational systems – the

organisational and leadership context; working with inner and outer agendas, including purpose, meaning and values, crisis and change; introduction to systemic coaching and constellations

3: Coaching psychology – working at three psychological levels; prepersonal, personal and transpersonal; in three psychological spaces: coach, client and coaching spaces

4: Coaching interventions – Heron's six-category intervention analysis, working with mindsets and subpersonalities; introduction to leadership development and 5DL – Five Dimensions of Leadership, our model of inner leader development;

5: Professional practice – practical, personal and professional challenges of coaching; finding your professional identity and building your practice



Two format options

1. The London PGCPLC

Professional Development Programme – the five modules are spread over five monthly three-day workshops (*study period to graduation: 10-17 months*)

Next dates

Programme 8 (Kings Cross): 14 - 16 Feb 2020, 13 - 15 Mar, 17- 19 Apr, 15 -17 May, 12 - 14 Jun

Programme 9 (Kings Cross): 18 – 20 Sept 2020, 16 - 18 Oct, 13 - 15 Nov, 11 - 13 Dec, 17 - 19 Jan 2021

The **Fundamentals of Psychosynthesis** (or equivalent is a pre-requisite). Next dates, all Hendon: 3 – 6 January 2020, 01 – 04 May 2020, 17 – 20 July 2020, 4 – 7 September 2020 (see website for more dates).



Course Fees	Additional fees
Corporate/large organisation: £4350 + VAT	+ University of Middlesex registration: £750
Small practice/independent: £3480 + VAT	+ Fundamentals of Psychosynthesis: £350
	+ Coaching supervision for those without existing arrangements (optional): £300 + VAT
	+ 2 x one-day coaching skills intensives, for new coaches (optional): £200 + VAT

2. The International PGCPLC

Professional Development Programme – the five modules spread over two six-day workshops, with on-line supported learning between these (*study period to graduation: approximately 10 months*)

Next dates: Programme 1 (Central London): **Week 1:** 21 February – 28 February 2021, **Week 2:** 06 - 13 June 2021.



The first three days of Week 1 constitutes a version of the **Fundamentals of Psychosynthesis** adapted for the organisational leadership and coaching world.

Course Fees	Additional fees
Corporate/large organisation: £4700 + VAT	+ University of Middlesex registration: £750
Small practice/independent: £3830 + VAT	Accommodation if required is additional
	+ Coaching supervision for those without existing arrangements (optional): £300 + VAT

Additional information for making an application

You can make an application to attend any of these programmes online from our website. Each London programme is limited to 12 places. The International Programme is limited to 18 places.

An initial conversation with one of the Course Directors is required prior to acceptance on the course.

It is not essential to hold a first degree in order to study on this post-graduate level course – relevant work experience, personal development and professional qualifications are taken into consideration.

The fee for registration with Middlesex University is paid directly to the Institute of Psychosynthesis. The academic requirements include the submission of two papers of 2500 and 5000 words. Graduation for all programmes take place in June/July.

New coaches are invited to work with two supervised clients (e.g. pro-bono) during the course, each for a cycle of six sessions. Experienced coaches can designate two existing supervised clients for this purpose.

New coaches are invited to attend two one-day skills intensives, taking place between the weekend workshops. Experienced coaches can also elect to attend these intensives.



Programme Modules and Topics

1. Foundations of Psychosynthesis Leadership Coaching

- 1.1 Introduction to Psychosynthesis Coaching
- 1.2 Trifocal Vision – coaching the being
- 1.3 Right relations and listening with the being
- 1.4 The GROW model and asking questions
- 1.5 The PCL skills model (human, process and meta skills)
- 1.6 Gervase Bushe and interpersonal mush
- 1.7 Coaching skills development

2. Leadership and organisational systems

- 2.1 Leadership agendas in coaching
- 2.2 The leadership context
- 2.3 Frederic Laloux and the developmental perspective
- 2.4 Introduction to organisational systems
- 2.5 Coaching change and crisis
- 2.6 Systemic coaching and constellations

3. Coaching psychology

- 3.1 The coaching psychology landscape
- 3.2 The model of psychospiritual development
- 3.3 Working with the prepersonal
- 3.4 Working with the personal
- 3.5 Working with the transpersonal

4. Coaching interventions

- 4.1 Heron's six category intervention analysis
- 4.2 Transforming mindsets
- 4.3 Working with subpersonalities
- 4.4 Introduction to leadership development (horizontal, vertical, inner)
- 4.5 Coaching tools and resources
- 4.6 Introduction to 5DL

5. Professional practice

- 5.1 Your professional practice and identity, building your practice
- 5.2 Personal and professional challenges in coaching
- 5.3 Your coach development plan
- 5.4 Meeting the academic requirements
- 5.5 Coaching support
- 5.6 Coaching supervision

See course reading list [on our website](#)

Feedback about the course

What participants have said...

A fantastic experience that I will never forget... the authenticity of Paul and Aubyn really elevated the course to a level I have never before experienced with a face-to-face course. NH

I felt the course involved a wonderful synthesis of personal, systemic and spiritual work which was constantly grounded in the day-to-day challenges of coaching and organisational life. Inspiring but also deeply practical. PS

This course is so well structured that it ensures everyone gets what they came on it for and much more. The depth and breadth of content is breath-taking...NL

This course was a life changing experience for me... the learning has supported me in making step changes in my role as a CEO and enabled me to confidently practice as a leadership coach. TD

This course is a powerful combination of theory and experience that has deepened my understanding of self and improved the quality of my coaching.

I am more grounded and confident in my ability to work with individuals at depth to support the transformation of leaders and organisations. RL

Expect to be on a deep personal journey, as well as a professional one. LS

It has given me a solid framework in which to couch my coaching practice and I also feel liberated to follow my intuition as I continue to work on myself and with my clients. NL

It is offering something extremely valuable to coaches, therapists, their clients, business and society as a whole. DM

Paul and Aubyn you are a great team, a perfect balance - your sincerity, passion, knowledge and understanding are truly inspirational. JG

More about the programme approaches, models and skills

Our PCL model of coaching competencies

Core 'human' competencies:

1. Active **listening**
2. Powerful **questioning**
3. Dynamic **communication**
4. Building **trust** in the coaching alliance
5. Impact and **influence**
6. Right **relationships**

Core 'process' competencies:

1. Engagement and **contracting**
2. Creating **awareness**
3. **Agenda** forming and goal setting
4. Planning **interventions**
5. Coaching **cycle** delivery
6. Managing and reviewing **progress**

Meta 'psychological' competencies:

1. **Self-reflection**, as the foundation for reflective practice
2. **Presence** and being **authentic**
3. **Psycho-spiritual** awareness
4. Mastery of the **psychological functions**, including imagination and intuition
5. **Using Self/self** as an instrument of change
6. **Systemic thinking**, holding multiple perspectives, working at different levels

Which Psychosynthesis models do we draw upon?

- ☉ Self and Will
- ☉ Right-relations
- ☉ Sub-personalities
- ☉ Mindsets
- ☉ Disidentification
- ☉ Guided meditation and mindfulness

Which coaching models do we work with?

- ☉ Trifocal Vision
- ☉ GROW

Which other key perspectives do we include?

- ☉ Developmental
- ☉ Systemic
- ☉ Somatic

More feedback about the course

What participants have said...

I honour your vision, boldness and courage for creating a coaching course in the spirit of evolutionary coaching and finding the depth and grace within your hearts to hold the space for us all, coming in with our pain, expectations and mush. You created a wonderful alchemical flask for our transformation. RH

The course was full of integrity, there was such a depth of knowledge, and it was delivered with compassion and a connectedness rarely experienced. DM

The peer group was magical and together we held each other and encouraged each other beyond belief. Paul and Aubyn were phenomenal guides, teachers, friends. They had the perfect balance of feeding our souls and our minds. LL

This course is a commitment to personal growth, understanding leadership, coaching, and mostly, bringing more of your soul and higher self into reality. You will not regret doing this course, it has something for everyone...Thank you all so much, this course has changed my life. AY

From the moment I stepped into the training room I had a sense of coming home. It was clear from the get-go that we, the participants, were going to be on an extraordinary, creative, inspiring and hugely informative learning journey; a journey that perfectly combined theory and practice.

Aubyn and Paul hold the space beautifully, flowing with what emerges in the group while ensuring that the group also gets the learning it needs. RH

I found the course transformational, for my coaching and in my personal growth. And for deepening my understanding of how both are inextricably linked... PC

The PCL Faculty



Aubyn Howard is the co-founder (with Paul Elliott) of Psychosynthesis Coaching Limited. Aubyn holds an MA in Psychosynthesis Psychology with the London Institute of Psychosynthesis and an MSc in Change Agent Skills and Strategies with the HPRG at Surrey University. He draws upon more than 30 years' experience as an organisational consultant, facilitator, educator and coach, supporting transformational change and leadership development with leaders of all sizes of organisation, across many different sectors and national cultures. Certified Spiral Dynamics and NLP practitioner, APECS Accredited Executive Coach and a Psychosynthesis Coaching Supervisor. Author of two chapters in: *The Call of Self, Psychosynthesis Life Coaching*, Edited by Didi Firman (2018). Currently writing a book on Psychosynthesis Leadership Coaching.



Paul Elliott is the co-founder (with Aubyn Howard) of Psychosynthesis Coaching Limited. MA in Applied Psychosynthesis, BTech, MCIPS. Paul had a successful career in manufacturing over 28 years and held leadership positions in The Hawker Siddeley Group, Ebac Limited and Rolls-Royce plc. In 2002 he pursued an independent consulting and coaching career and studied at the Institute of Psychosynthesis from 2003 to 2007. Since then he has developed a successful coaching practice working with senior leaders in a variety of organisations including Rolls-Royce plc, Bureau Veritas (Aberdeen), Shelter Scotland, Nacro, Deutsche Bank, Lloyds Banking Group, Fokker Aerostructures (Netherlands), Nacro and Anthony Nolan. He is an APECS Accredited Executive Coach and a Psychosynthesis Coaching Supervisor.



Roger Evans is the co-founder, in 1973, with his wife Joan, of the Institute of Psychosynthesis, a psychotherapy, counselling and coaching training school in London, UK. He is also Managing Director of CLC, a management consulting practice that works with boards, CEOs and senior leadership teams of global corporations on issues of leadership, transformation and change. He is an accredited psychotherapist and has been training and supervising coaches for the past 35 years. He is the co-author, with Peter Russell, of the book *The Creative Manager* (1989) and recently published his new book, *5DL Five Dimensions of Leadership* (2018). Roger runs a one-day introduction to Five Dimensions of Leadership as part of the PGCPLC.



Ruth Rochelle has more than 25 years' experience as an executive and team coach, and workshop facilitator, supporting leaders through organisational change, rapid growth, succession, starting up and pre/post acquisition. In 1991 she became one of the original coaches at The Coaching House, one of the UK's first executive coaching companies. She started up, and for five years was the MD at the UK hub of Insight, an international training company. She launched Creation in 1999. Ruth is an APECS Accredited Executive Coach and recently served as a Board Director for APECS (Association of Professional Executive Coaching and Supervision). She has diplomas in NLP and Psychosynthesis, a Master Practitioner Diploma in Systemic Team Coaching with the Academy of Executive Coaching and is an Integral Development Coach with New Ventures West.



Harriet Hanmer is a psychologist specialising in leadership coaching and organisational development. She has a particular passion for combining this with the magic of equine guided learning. She has worked with executives from Apple, Ebay, Paypal, Nissan, Ashridge and government directorates. She is an experienced facilitator of group work, in particular for women, and is passionate about supporting the emergence of feminine qualities to rebalance gender dynamics in organisations. She graduated from the Institute of Psychosynthesis with an MA in Psychosynthesis Coaching in 2016. She is both a coach and a 5DL Psychosynthesis Coaching Supervisor. She is an experienced horsewoman and has a herd of four horses who join her in working with clients.



Sue Cruse is a qualified, experienced and accredited Executive Coach. An accomplished and recognised leader in health support for high performance in the workplace, both within GlaxoSmithKline and externally in the UK and Europe. She has strong influencing skills, acute customer focus and attention to high quality through continuous process improvement and innovation. A strong team player at departmental leadership level and with business partners, with a focus on efficient execution. She is an accredited psychotherapeutic counsellor. Her specialties include: workplace health, resilience, energy for performance; mental well-being; coaching; leadership development; cross-cultural consulting and influencing; vendor contract negotiation and management; inspiring leadership; accomplished national and international conference speaker. She

is an APECS Accredited Executive Coach and a Psychosynthesis Coaching Supervisor.



Tessa Denham's journey with psychosynthesis started in the 1990's, studying four years at the Institute of Psychosynthesis, qualifying as a counsellor. She gained the PG Cert in Psychosynthesis Leadership Coaching in 2017 and is now a facilitator on this UK programme. With over 30 years management experience in not for profit organisations, local and national government Tessa is currently CEO of a medium sized charity in Yorkshire, UK. She has worked in a team of one, led small and large teams, direct and matrix structures, remote and dispersed; delivered small projects and new national initiatives. Coaching approaches have been part of her work for many years: "I work with individuals looking for personal effectiveness, career development or simply to understand

themselves better."



Gordon Symons is an APECS accredited Executive coach; he has worked as a coach and trainer with business clients for more than 20 years; these have included many leading international companies. He has developed, managed and delivered tailor-made training programmes for many clients. He also has a successful private counselling and psychotherapy practice and is accredited by BACP (British Association for Counselling and Psychotherapy). He works with organisations to promote healthy high performance at work. Gordon plays an active role in translating and interpreting the works of Roberto Assagioli, the founder of Psychosynthesis. He co-facilitates our Italian courses which are run in partnership with the Istituto Internazionale Psicosintesi Educativa in Verona and Turin.

How do I enrol or find out more?

To apply for a place on one of our programmes, please complete our on-line application form at:

<http://www.psychosynthesiscoaching.co.uk/psychosynthesis-leadership-coaching-application-form/>

If you have any questions or would like a conversation about the course, please contact us at:

<https://www.psychosynthesiscoaching.co.uk/contact/>

Or email: info@psychosynthesiscoaching.co.uk

This course gives you the professional foundations and personal confidence you need to coach senior leaders and to build a successful coaching practice



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