



# Post-Graduate Certificate in Psychosynthesis Leadership Coaching

PGCPLC Course Prospectus 2022-2023

*Taking your coaching practice to the next level...*

Next programme starting in September 2022 and February 2023

Psychosynthesis Coaching Limited, v12-3, January 2022



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

In partnership with:



Accreditation with:



Qualification with:



## Contents

Introduction.....	3
The PGCPLC: key outcomes, intended audience and learning approach.....	5
Details of our Programmes for 2022-2023 .....	7
Programme Modules and Topics.....	9
Feedback about the course .....	9
More about the programme approaches, models and skills .....	10
The PCL Faculty .....	11
How do I enrol or find out more?.....	12

[www.psychosynthesiscoaching.co.uk](http://www.psychosynthesiscoaching.co.uk)



Photo: [www.gigbiner.com](http://www.gigbiner.com)

## Introduction

This prospectus is about training and development courses for coaches who want to work at greater depth and recognise the whole human being in the way they work with clients. Our approach is based upon the psychospiritual psychology of Psychosynthesis, which also serves to integrate systemic, somatic, mindfulness and developmental perspectives.

Our flagship programme is the Post-Graduate Certificate in Psychosynthesis Leadership Coaching (PGCPLC), which is validated by Middlesex University and can lead to coach accreditation with the EMCC (European Coaching and Mentoring Council) or associate membership of APECS (the Association of Professional Executive Coaches and Supervisors). This unique course is the result of a partnership between The Institute of Psychosynthesis, which brings 40 years' experience of developing counsellors, therapists and coaches and also runs the Fundamentals of Psychosynthesis, and Psychosynthesis Coaching Limited, which is dedicated to meeting the emergent needs of the coaching profession and of leaders in organisations and society.

In the field of leadership development, psychosynthesis brings a unique approach to unlocking the inner potential 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.

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 has achieved the European Quality Award conferred by EMCC. It is also endorsed with fast-track membership of APECS as the top-level executive coaching professional body in the UK. Our approach to professional coach certification and accreditation recognises and builds upon your relevant previous experience and qualifications.

We have run the five-month PGCPLC programme nine times in London, twice in Italy (in Verona and Turin) and twice online using Zoom, with more than 150 students participating so far in all these. The next programme is scheduled to start in September 2022. Please look at pages 7 to see details.

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.

In this new online world, we are offering three new short (2-day) online open introductory courses, with dates scheduled throughout the year. Please look at page 8 to see more details.

We plan to run a full 'Masters in Leadership Coaching' Programme (MA) from September 2023. This will build on the PGCLC 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.

Alongside our open courses, PCL provides a focus for the psychosynthesis coaching community with our symposiums, forums, CPD, newsletters, psychosynthesis coach directory and supervision services. We also provide tailored short courses for coaches and leaders within organisations.

PLC was set up by Paul Elliott and Aubyn Howard in 2014. We have gradually expanded our faculty, which now includes Anne Welsh, Roger Evans, Harriet Hanmer, Paul Heardman, Sue Cruse, and Tessa Denham. In addition, we have a team of graduate coaches who provide individual coaching for students as part of the programme. Faculty profiles can be found at the end of this prospectus.

The psychosynthesis coaching community is growing and we welcome psychosynthesis coaches who have trained through other pathways. 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 took place on 12<sup>th</sup> February 2020 with 80 people attending and our third took place in December 2021 as a hybrid event with over 90 participants.

We welcome you to our community.

**Aubyn Howard and Paul Elliott, Directors, Psychosynthesis Coaching Limited**

*January 2022*





## 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** with EMCC or fast-track **Membership** of APECS
- © Solid foundations in the **principles, models, and skills** of leadership coaching
- © Grounded understanding of the **psychosynthesis context and method** of coaching
- © Enhanced ability to work **psychospiritually** as a coach
- © 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
- © Continuing coaching **practice** – e.g. peer coaching and pro-bono coaching, is supported by **group supervision** between weekend workshops
- © 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 accreditation with **EMCC** at one of three levels or Associate Membership of **APECS**.
- © It can be followed by the **MA in Psychosynthesis Psychology**, or the **MA in Leadership Coaching**, for those wishing to continue their professional development.



## Details of our Programmes for 2022-2023

### © **Core learning elements – the five units**

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



### © **Scheduled PG CPLC Programmes**

*Professional Development Programmes for coaches and leaders – please note that formats vary for the different programmes.*

*Each programme covers the five units above and offers the same pathway to leadership coaching certification, qualification and accreditation.*

*Please get in touch via our website to arrange a 1-2-1 Zoom meeting if you have any questions.*

#### **The London Programme – Starting September 2022**

##### **Programme 2.1 – 15 days F2F over 5 London intensives + other online sessions**

F2F workshops: (Kings Cross): 16-18 Sept 2022, 14-16 Oct, 11-13 Nov, 09-11 Dec, 13-15 Jan 2023.

**Five units are spread over five 3-day F2F workshops** (study period to graduation: 10 months).

*NB Workshops will be run online if F2F meeting in London is not possible in September 2022 or for any of the other dates.*

#### **The International Programme – February 2023 – dates to be confirmed**

##### **Programme 1.12 – 15 days of workshops online + other online sessions**

Online workshops: February to June 2022

**Five units over five 3-day online workshops** (study period to graduation: 17 months). *This international programme will be entirely online.*

<b>Course Fees (same for all formats)</b>	<b>Additional fees for the PGC</b>
Corporate/large organisation: <b>£4750 + VAT</b>	+ Institute of Psychosynthesis Fees and University of Middlesex Registration: <b>£1300 + VAT</b>
Small practice/independent: <b>£3800 + VAT</b>	+ Fundamentals of Psychosynthesis (if applicable): <b>£350 payable to the Institute of Psychosynthesis</b>
<i>Includes coach accreditation with EMCC</i>	

## **Short Courses – The Foundations of Psychosynthesis Coaching**

### **1. Introduction to psychosynthesis as a coaching psychology** – 2 days online workshop + supported learning

*No pre-requisites required.*

Online dates: 27-28 January 2022, 26-27 May 2022, 22-23 September 2022.

Face-to-face dates: 2-3 April 2022 (London), 23-24 April 2022 (Dublin).

Fee: £300/€354 (+ VAT in the UK only).

### **2. Introduction to psychosynthesis coaching** – 2 days online workshop + supported learning

*Pre-requisites requirements: to have attended either 1a above, or the Fundamentals of Psychosynthesis (or equivalent) or extended training in psychosynthesis.*

Online dates: 24-25 February 2022, 23-24 June 2022, 20-21 October 2022.

Face-to-face dates: 21-22 May 2022 (London), 18-19 June 2022 (Dublin).

Fee: £300/€354 (+ VAT in the UK only).

### **3. Foundations of Leadership Coaching** – 2 days online workshop + supported learning.

*Pre-requisites: Short Course 2. Introduction to Psychosynthesis Coaching.*

Online dates: 3-4 March, 7-8 September, 24-25 November 2022.

Fee: £300/€354 (+ VAT in the UK only).

More information about Short Courses can be found on our website.

## **Additional information for making an application**

- An initial online conversation with one of the Course Tutors is required prior to acceptance on the PG CPLC course. You can make an application to attend any of the programmes online from our website. Each programme is limited to 12 places.
- 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 academic requirements for the PGC with Middlesex University include submission of two papers of 2500 and 5000 words. Graduation for all programmes take place in July.
- New coaches are invited to work with four to six clients (e.g. pro-bono) during the course, each for a cycle of six sessions. Experienced coaches can designate existing clients for this purpose. Group supervision is provided between workshops.
- Coach accreditation with the EMCC can be achieved at one of three levels, according to number of client contact hours and years of experience, including both prior experience and coaching hours completed during the PG CPLC:



- **EMCC Accreditation levels** (years' experience + coaching hours)

- Foundation (1 year): 50 hours
- Practitioner (3 years): 100 hours
- Senior practitioner (5 years): 250 hours

*Fees for accreditation are now included in the Course fees*



## Programme Modules and Topics

### 1. Foundations of Psychosynthesis Coaching

- 1.1 Introduction to Psychosynthesis Coaching
- 1.2 Trifocal Vision – coaching the being
- 1.3 Conscious 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 Coaching skills development
- 1.7 The coaching context: The Four C's

### 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
- 2.7 Gervase Bushe and interpersonal mush

### 3. Coaching psychology

- 3.1 The coaching psychology landscape
- 3.2 Working at different levels and in different spaces
- 3.3 The model of psychospiritual development
- 3.4 Working with the prepersonal
- 3.5 Working with the personal
- 3.6 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
- 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 practice 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. Conscious **relationships**

#### Core 'process' competencies:

1. Engagement and **contracting**
2. Creating **awareness**
3. **Agenda** forming and goal setting
4. Planning **interventions**
5. Managing the coaching **process**
6. 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** as an instrument of change
6. **Systemic intelligence**, holding multiple perspectives, working at different levels

#### Which Psychosynthesis models do we draw upon?

- Self and Will
- Conscious relations
- Sub-personalities
- Mindsets
- Identification and 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 PGCPLC 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 *Psychosynthesis Leadership Coaching: a Psychology of Being for a Time of Crisis* (2020) and two chapters in: *The Call of Self, Psychosynthesis Life Coaching*, Edited by Didi Firman (2018).



**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.



**Anne Welsh** has worked in the field of personal and professional development for over 30 years. Initially she trained in psychology and practiced as a psychotherapist. Alongside this practice she was operations director of a psychological training and development institute, training people in coaching, psychotherapy and counselling. In the last 10 years, she has specialised in executive coaching and worked with clients across the globe. Since 2010 Anne has been training and supervising employees at GlaxoSmithKline in Job-Plus Coaching. Anne is also an APECS Accredited Executive coach and an experienced 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.



**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."



**Paul Heardman** has an MSc in Coaching and Behavioural Change from Henley Business School and is a qualified coaching supervisor. He is an APECS accredited Master Executive Coach. Paul's professional background is in public sector leadership. He has an MBA and a Post Graduate Certificate in Psychosynthesis from the Psychosynthesis Trust. He has trained in systemic constellations and is part of the facilitation team for PCL's Post Graduate Certificate in Psychosynthesis Leadership Coaching. Paul is a regular contributor to Coaching at Work magazine.

## 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/>

To set up a call about the course with Paul or Aubyn, go to: [Contact](#)

Or email: [info@psychosynthesiscoaching.co.uk](mailto: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***



© Psychosynthesis Coaching Limited 2022