



## **Racial Justice and Equity in Coaching**

### **An exploration of the issue for coaches**

**London Thursday 19<sup>th</sup> May 2022 1300-1700**

The Black Lives Matter movement has raised awareness of racism in all aspects of our lives. A report by Charmaine Roche and Jonathan Passmore published by Henley Business School in October 2021<sup>1</sup> looked at the coaching industry's response. They found that beyond general statements of support from some training institutions, the coaching world has been silent. There is evidence that there is a gap, a silence, a blind spot in the coaching profession when it comes to race. As coaches we have a unique opportunity in our leadership coaching role to include and challenge when appropriate.

In December 2021 at the Psychosynthesis Coaching Limited Annual Symposium, Paul Elliott ran a workshop on this issue. The response from the participants confirmed that this is an issue that needs to be addressed in more depth. As a next step, PCL are running an afternoon workshop on May 19<sup>th</sup> 2022 (details below) to build on the work done at the Symposium.

We shall hold a psychosynthetic context for the work and explore our experiences from individual perspectives. Our assumption is that is primarily an issue for white coaches to address, but that we also must address privilege and intersectionality more generally. We welcome participation and input from coaches of all races and will develop practical suggestions for how to bring this appropriately into participants' coaching practice.

#### **Details of the Course**

**Facilitators:** Paul Elliott Co-founder and Director of Psychosynthesis Coaching Limited and Nana-Efua Lawson Managing Director and Principal Psychologist at Castlegate International

**Date:** Thursday 19<sup>th</sup> May 2022 1300 -1700

**Venue:** Psychosynthesis Trust, 94 Tooley Street, London SE1 2TH

**Cost:** £35 including VAT

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<sup>1</sup> <https://assets.henley.ac.uk/v3/fileUploads/Racial-Justice-Equity-and-Belonging-in-Coaching.pdf?mtime=20211216130544&focal=none>

**Booking details:** To enrol on the course please email [paul@psychosynthesiscoaching.co.uk](mailto:paul@psychosynthesiscoaching.co.uk) with your name, address and contact details.

The workshop is limited to 12 participants, but we may run at least one other workshop later in the year.

**The course venue is being provided free of charge by The Psychosynthesis Trust and we give heartfelt thanks to them for their support for this work.**

### Biographies of workshop facilitators



**Paul Elliott** is the co-founder (with Aubyn Howard) of Psychosynthesis Coaching Limited. MA in Applied Psychosynthesis, BTech (Applied Physics). Paul had a successful career in manufacturing over 28 years and held senior leadership positions in The Hawker Siddeley Group, Ebac Limited and Rolls-Royce plc. In 2003 he pursued an independent consulting and coaching career and studied at the Institute of Psychosynthesis from 2003 to 2007. He developed a successful Consultancy and Leadership Coaching Practice in a variety of leading business organisations and charities. In 2015, Paul and Aubyn led the first 5-month postgraduate programme in Psychosynthesis Leadership Coaching. They have continued and extended their range of programmes and short courses and now have an extended team of supporting practitioners.



**Nana-Efua Lawson** is the founder of Castlegate International and a Chartered Psychologist, specialising in leadership coaching, leadership development, team coaching, senior team effectiveness, and talent development. She is passionate about Diversity, Equity, Inclusion and Belonging with particular interest in Women in Leadership and Minorities in Leadership. Nana has been an internal and external consultant, having lived and delivered successful global projects across Europe, the Middle East, Africa, Asia, and the USA. She works with a diverse range of industries and across the public, private and not-for-profit sectors. She completed the Post Graduate programme in Psychosynthesis Leadership Coaching in 2017. Nana is Ghanaian by descent but made her home on the somewhat cooler shores of Britain as a teenager.