



# Post-Graduate Certificate in Psychosynthesis Leadership Coaching

## PGC PLC Programme Prospectus 2023-2024

*Taking your coaching to the next level... coaching at depth*

**Programmes starting in October 2023, February 2024, October 2024**

**Psychosynthesis Coaching Limited, v2-6, September 2023**



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

**In partnership with:**



**Accreditation with:**



**Qualification with:**



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## Feedback from participants

*"An amazing professional and personal experience..."*

*"The course certainly delivered everything and so much more I could have imagined... a life changing experience that I would recommend anyone to embark on"*

*"An exceptional course (that) caused a turning point in my personal development and professional journey."*

*"The psychosynthesis approach is a deep, holistic and powerful way of working with our whole selves and allows the space for profound transformation."*

*"Very pleased with the depth and breadth of the core material and the skills praxis and supervision aspects of the programme"*

*"I have loved every minute of this programme..."*

## Introduction by the founders

This prospectus is about a training and development programme for coaches who want to work at 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, developmental and other perspectives.

The Post-Graduate Certificate in Psychosynthesis Leadership Coaching (PGCPLC) is validated by Middlesex University and leads to coach accreditation with the EMCC (European Coaching and Mentoring Council). This unique course is the result of a partnership between The Institute of Psychosynthesis, which brings 50 years' experience of developing counsellors, therapists and coaches and Psychosynthesis Coaching Limited, which is dedicated to meeting the emergent needs of the coaching profession. This is currently Europe's only Coach Accreditation Programme founded upon psychosynthesis.

In the field of leadership development, psychosynthesis brings a unique approach to unlocking the potential of leaders, working with inner development and helping to release the Will. The psychosynthesis coach develops the capacity to work with leaders experiencing inner or outer crisis within the context of a VUCA world, engaging at the level of purpose and meaning, as well supporting the leader's inner sense of self and capacity to navigate uncertainty and complexity.

Psychosynthesis is going through a renaissance 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 workplace (e.g., body, feelings, mind, spirit) 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.



Since 2015 we have run the CPLC/PGCPLC programme ten times in London and three times online. The next London In-person programme starts in October 2023, with the next International online programme starting January 2024 Please see page 5 for details.

It is possible to attend the CPLC programme leading to EMCC accreditation and then opt to add the PGC the following year by registering with Middlesex University and completing the academic papers, or they can be done at the same time. Graduates of either the CPLC or the PGCPLC who wish to continue their professional development can join the MA in Psychosynthesis Leadership Coaching at the Institute of Psychosynthesis. The CPLC/PGCPLC counts as the equivalent of one year of the MA. This pathway is described on page 8.

Our approach to professional coach certification and accreditation recognises and builds upon your relevant previous experience and qualifications. 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 expanded our faculty, which now includes Anne Welsh and Harriet Hanmer as lead facilitators. In addition, we have a team of graduate coaches and course tutors 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, with more than 250 participants having graduated from our programmes, alongside which we welcome psychosynthesis coaches who have trained through other pathways. We hold annual Psychosynthesis Coaching Symposiums (four since November 2018 with between 60 and 90 participants each time) with anyone interested in this approach welcome.

We welcome you to our community.

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

*September 2023*



## Details of our Programmes for 2023-2024

### Core learning elements – the six units

1: **Foundations of psychosynthesis coaching** – the foundations of psychosynthesis coaching: principles and context, approach and method, models and skills

2: **Coaching psychology** – the evolution of psychology within coaching; the model of psychospiritual development; working at three psychological levels: prepersonal, personal and transpersonal; in three psychological spaces: coach, client and coaching spaces

3: **Coaching interventions** – intervention theory and Heron's six-category intervention analysis; somatic experience in coaching; working with mindsets and subpersonalities as psychosynthesis coaches

4: **Leadership and organisational systems** – the leadership context; working with inner and outer agendas, including purpose and meaning, crisis and change; introduction to organisational systems, systemic coaching and constellations

5: **Leadership development** – introduction to leadership development; horizontal, vertical and inner development; 5DL – Five Dimensions of Leadership, our model of inner leader development; interventions, tools and resources to support leader development

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



### Scheduled PGCPLC Programmes

*Advanced Professional Development Programmes for coaches and leaders. Each programme covers the six units and offers the same pathway to certification and EMCC accreditation, with the option to continue with the PGC and Masters in Psychosynthesis Leadership Coaching. Prior attendance of the Fundamentals of Psychosynthesis (or an equivalent) required.*

#### The London Programme (in-person) – October 2023 and October 2024

##### Certificate Programme 2 – 15 days of in-person workshops over 6 weekends + one workshop and other online sessions

F2F workshops: (Bloomsbury): 13-15 Oct, 10-12 Nov, 08-10 Dec, 13-14 Jan 2024 (+ 19 Jan online), 10-11 Feb, 09-10 Mar. Times: 09:00-17:00 UK, except Fridays start at 10:00, Sundays end at 16:00.

*Supervised practice period to EMCC Accreditation 9 months minimum, study period to PGC graduation 10 months.*

##### Certificate Programme 4 – 15 days of in-person workshops over 6 weekends + one workshop and other online sessions

F2F workshops: (Bloomsbury): 11-13 Oct, 15-17 Nov, 13-15 Dec, 11-12 Jan 2024 (+ 17 Jan online), 08-09 Feb, 08-09 Mar. Times: 09:00-17:00 UK, except Fridays start at 10:00, Sundays end at 16:00.

*Supervised practice period to EMCC Accreditation 9 months minimum, study period to PGC graduation 10 months.*

#### The International Programme (online) – January 2024

##### Certificate Programme 3 – 16 days of online workshops over 6 weekends + other online sessions

Online workshops: 26-28 January 2024, 23-25 February, 22-24 March, 19-21 April, 18-19 May, 1-2 June 2024. Times: 09:00-17:00 UK. Sundays end at 16:00.

*Supervised practice period to EMCC Accreditation 9 months minimum, study period to PGC graduation 17 months; (Middlesex University validation of this online version of the programme is in-process.)*

**To apply for a place on the CPLC, please complete our on-line application form at:**

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

<p><b>Certificate in Psychosynthesis Leadership Coaching programme</b></p> <p><i>Fees</i></p> <ul style="list-style-type: none"> <li>London programme: <b>£4500 + VAT</b></li> <li>International programme: <b>£4500 + VAT</b> or <b>€5200</b> (if attending online from outside the UK)</li> </ul> <p><i>Outcome</i></p> <ul style="list-style-type: none"> <li>Certificate in Psychosynthesis Leadership Coaching (CPCL)</li> <li>250 EMCC EQA Training hours</li> </ul> <p><i>Elements</i></p> <ul style="list-style-type: none"> <li>16 days of workshops: In-person or Online</li> <li>Reading study guides, chapters and papers</li> <li>6 x peer to peer coaching each-way</li> <li>6 x psychosynthesis coaching sessions</li> <li>6 group supervision sessions</li> <li>36 hours coaching practice hours</li> <li>2,500-word paper – learning reflection</li> <li>2 x Course Tutor Review meetings</li> </ul>	<p><b>Post-Graduate Certificate (optional follow on)</b></p> <p><i>Additional Fees</i></p> <ul style="list-style-type: none"> <li>£1500 Institute of Psychosynthesis and Middlesex University Registration</li> <li>£350 Fundamentals of Psychosynthesis (if applicable)</li> </ul> <p><i>Outcome</i></p> <ul style="list-style-type: none"> <li>PGC Qualification with Middlesex University</li> <li>Additional 100 EMCC EQA Training hours</li> </ul> <p><i>Additional Elements</i></p> <ul style="list-style-type: none"> <li>Learning reflection academically assessed</li> <li>2 x 2,500-word papers – academically assessed</li> <li>Attendance on The Fundamentals or equivalent</li> <li>2 elective self-study application courses</li> </ul> <p><i>Option of further 150 EMCC EQA Training hours</i></p> <ul style="list-style-type: none"> <li>Six months additional group supervision</li> <li>3-day Conscious Relations for Coaches</li> <li>4-day Team Coaching and Group Facilitation</li> </ul>
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<p><b>Accreditation with EMCC</b></p> <p><i>EMCC accreditation included in the course fee.</i></p> <p><i>Outcome</i></p> <ul style="list-style-type: none"> <li>Foundation, Practitioner or Senior Practitioner EMCC Coach Accreditation</li> </ul> <p><i>Requirements</i></p> <ul style="list-style-type: none"> <li>36 coaching hours with real clients (pro-bono, internal or paying) during or after the programme</li> <li>Total of 50 hours coaching or mentoring experience over 1 year/ 100 hours over 3 years/ 250 hours over 5 years) counting backwards or forwards</li> <li>150 hours of EQA EMCC Accredited Training is required for Practitioner Accreditation and 500 hours of EQA EMCC Accredited Training is required for Senior Practitioner Accreditation</li> </ul>
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## **Additional information for making an application**

- You can apply online from our website to attend any of the programmes. An initial online conversation with one of the Course Tutors is usually required prior to acceptance. Each programme is limited to 15 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 three papers of 2500 words. Graduation for all programmes take place in July.
- New coaches are invited to work with 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. Six group supervision sessions take place between and after workshops.
- Coach accreditation with the EMCC can be achieved at one of three levels, according to (i) EMCC EQA training hours completed (ii) number of client contact hours and years of experience, including both prior experience and coaching hours completed during the PGCPLC.



## Key outcomes, intended audience and learning approach

### What are the key outcomes?

- Coach Training **Certification** and Professional Body **Accreditation** with EMCC
- Option of academic **Qualification** with Middlesex University – the **Post-Graduate Certificate**
- Solid foundations in the **principles, models, methods** and **skills** of psychosynthesis leadership coaching
- Enhanced capacity to work **psychospiritually at depth** as a coach.

### Who is the programme for?

- Experienced **external** independent or associated coaches as well as **internal** or 'job-plus' coaches
- Organisational **leaders** and **professionals** wanting to develop coaching skills and create a coaching culture
- Counsellors and therapists wanting to add **coach training and accreditation**.

### What is our approach to learning?

- Wide **mix of workshop methods**, including experiential exercises, alongside seminars, small and large group discussions. **Triads skills practice** and group fishbowls provide opportunities to practice in a safe environment and witness how other people coach.
- Workshops are supported by study guides, recommended reading and listening, **on-line resources** including webinars, podcasts and other materials for grounding the theoretical learning.
- Coaching **practice** between and following the workshops with real clients (e.g. pro-bono) supported by **group supervision**.
- Peer coaching as well as six sessions of **psychosynthesis coaching** with one of our graduate coaches.
- We assess three aspects of psychosynthesis coach development – knowledge and **understanding**; coaching **skills** (vis-à-vis EMCC competences); psychological **maturity** and psychospiritual **awareness**.

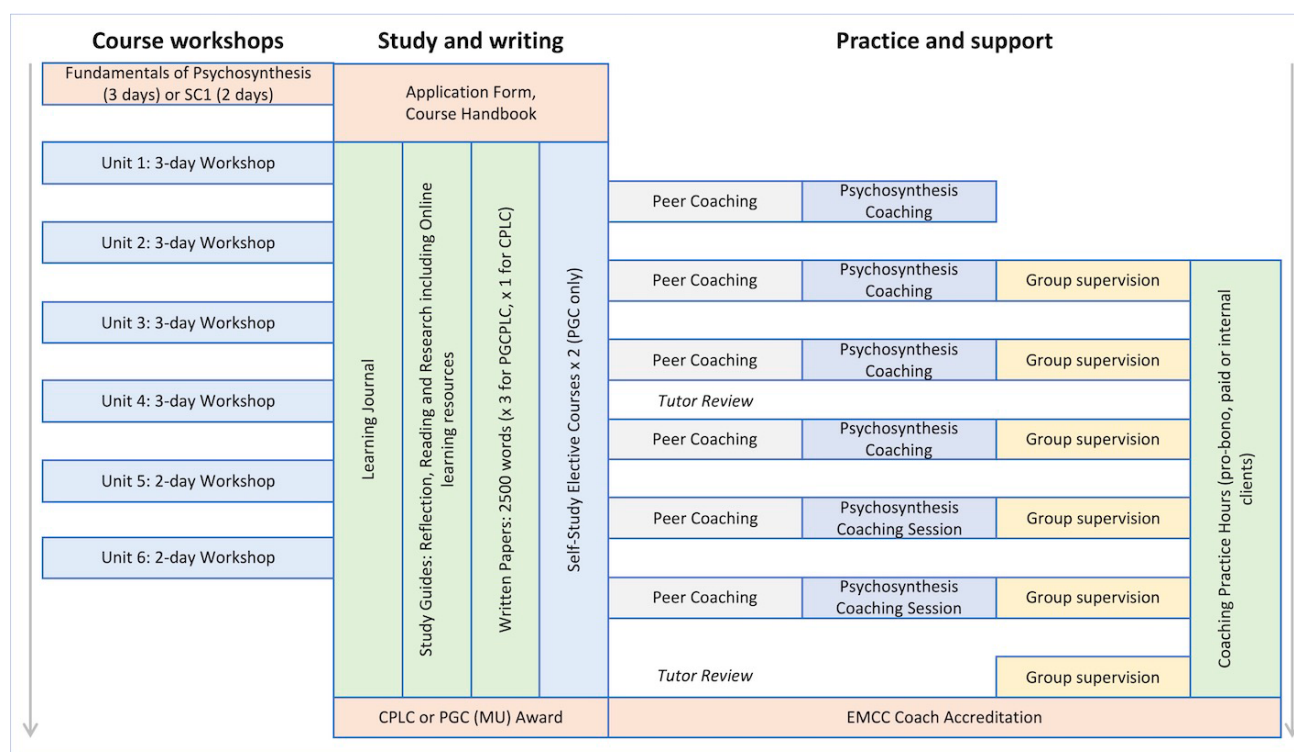
### How is psychosynthesis coaching different?

- Psychosynthesis** is a **psychospiritual** psychology of Self and Will, developed by Roberto Assagioli. It is **holistic** in that it is concerned with the whole human being and with the psyche at all levels of consciousness, and **integrative** in its capacity to bring together different psychologies and approaches.
- Psychosynthesis provides a powerful **coaching psychology** that enables us to work at depth with the whole person, working in the here and now at the personal level but with all levels of consciousness, with both emergence and shadow as they come into the coaching space.
- Psychosynthesis coaching** builds upon relational and developmental approaches to go beyond conventional performance and behavioural orientations to work at the level of **being** and emergence.



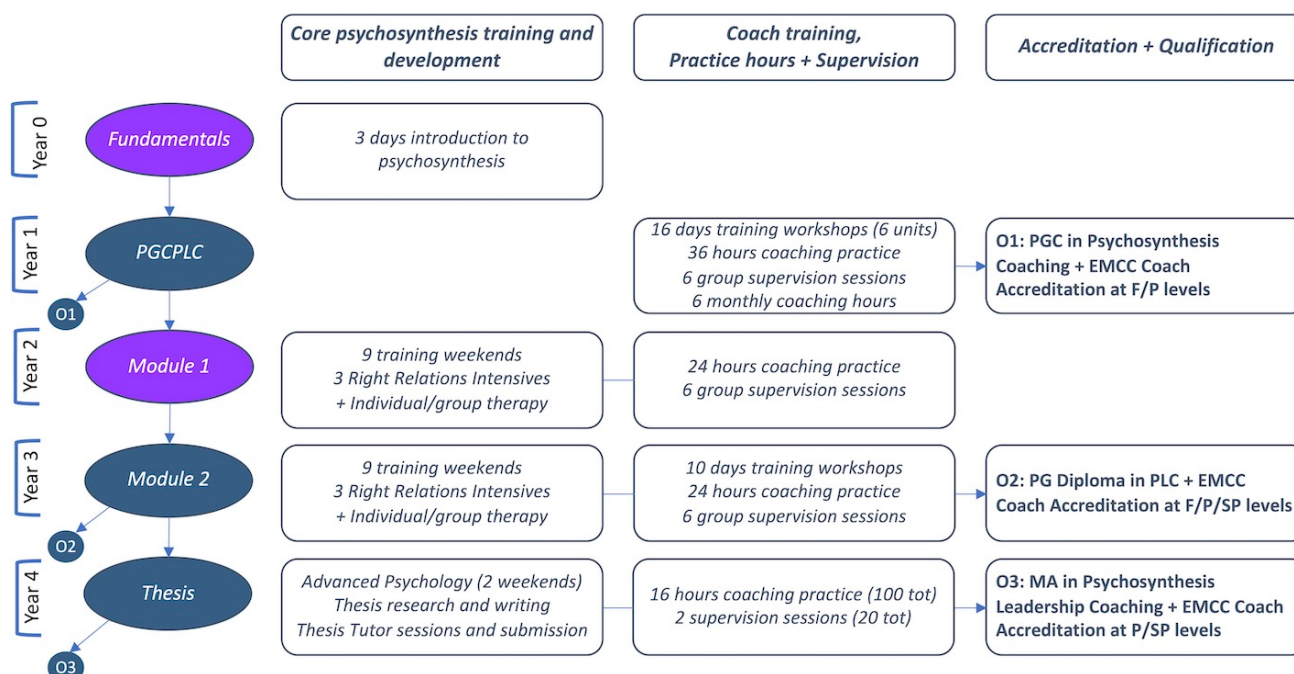


## Learning Journey Overview: the 9-month pathway and elements



The course workshops take place over 5 months, with coaching practice and supervision continuing for another 3 months. The programme is completed by writing a reflection paper leading to EMCC accreditation after approximately 9 months.

## Option to continue with the MA in PLC at the Institute of Psychosynthesis: an overview of the 3 or 4 year journey



The PGCPLC can be followed by the two year 'deep dive' psychosynthesis training (Modules 1 and 2) at the Institute, leading to a PG Diploma in Psychosynthesis Leadership Coaching or the MA with the completion of a Thesis.



## Programme Modules and Topics

### 1. Foundations of Psychosynthesis Coaching

- 1.1 Introduction to Psychosynthesis Coaching
- 1.2 Conscious relations and listening with the being
- 1.3 Trifocal Vision – coaching the being
- 1.4 The holistic GROW model and ways of being
- 1.5 The coaching context: The Four C's
- 1.6 The PCL skills model and EMCC competence framework
- 1.7 Coaching skills development

### 2. Coaching Psychology

- 2.1 The coaching psychology landscape
- 2.2 The model of psychospiritual development
- 2.3 Working with the prepersonal
- 2.4 Working with the personal
- 2.5 Working with the transpersonal

### 3. Coaching Interventions

- 3.1 Somatic experience in coaching
- 3.2 Heron's six category intervention analysis
- 3.3 Transforming mindsets
- 3.4 Working with subpersonalities

### 4 Leadership and organisational systems

- 4.1 Leadership agendas in coaching
- 4.2 The leadership context
- 4.3 The developmental perspective
- 4.4 Introduction to organisational systems
- 4.5 Coaching change and crisis
- 4.6 Systemic coaching and constellations
- 4.7 Gervase Bushe and interpersonal mush

### 5 Leadership development

- 5.1 Introduction to leadership development
- 5.2 Introduction to 5DL: Five Dimensions of Leadership
- 5.3 Working with the DLs: coaching tools and resources
- 5.4 Group dynamics

### 6. Professional practice

- 6.1 Your professional practice and identity, building your practice
- 6.2 Personal and professional challenges in coaching
- 6.3 Your coach development plan
- 6.4 Meeting the accreditation and academic requirements
- 6.5 Coaching support
- 6.6 Coaching supervision

### Feedback about the course

#### **What participants have said...**

*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*

*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*

## Additional Elective Short Courses for the PGC (students can choose two of these)

1. Systemic coaching and organisational consulting
2. Synthesis and polarity in leadership and organisation
3. Team coaching and group facilitation
4. Creating a coaching culture within an organisation
5. Coaching solopreneurs and portfolio professionals
6. Combining coaching with other modalities, e.g. eco, nature, creative, body
7. Embodiment, somatic experience and use of self in the coaching space
8. Drawing upon recent developments in neuroscience and psychology in coaching
9. Setting up and building your coaching practice
10. Developing business within corporates and large organisations
11. Leading in an VUCA World and the role of story telling
12. Sustainability, ecology and the climate emergency in leadership coaching

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

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.

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

## Course reading – the core recommended texts

### Course Book

Howard, Aubyn (2020), *Psychosynthesis Leadership Coaching*, Abingdon: Routledge

### Other key recommended texts

Adamson, Fiona and Brendgen, Jane (2022), *Mindfulness-based Relational Supervision*, Abingdon: Routledge

Aquilina, Eunice (2016), *Embodying Authenticity – A Somatic Path to Transforming Self, Team and Organisation*, London: Live It Publishing

Assagioli, Roberto (1974), *The Act of Will*, London: Aquarian Press

Bachkrova, Tatiana (2021), *Developmental coaching. Working with the self*, Maidenhead: Open University Press

Bluckert, Peter (2006), *Psychological dimensions of Executive Coaching*, Maidenhead: Open University Press

Bushe, Gervase (2010), *Clear Leadership*, Mountain View, CA: Davies-Black

Cavicchia, Simon; Gilbert, Maria. *The Theory and Practice of Relational Coaching* (2019). Abingdon: Routledge.

Evans, Roger (2020), *Five Dimensions of Leadership*, Hendon: Creative Leadership Publishing

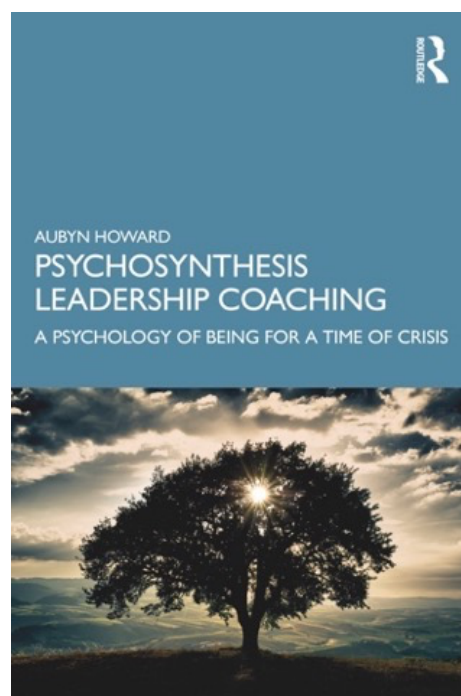
Firman, Dorothy (Ed) (2018), *The Call of Self*, Amherst, Massachusetts: Synthesis Center Press

Laloux, Frederic (2014), *Reinventing Organisations*, Brussels: Nelson Parker

Rogers, Jenny (2016, 4<sup>th</sup> Edition), *Coaching Skills*, Open University Press

Whitmore, John (2017, 5th Ed), *Coaching for Performance: Growing People, Performance and Purpose*, London: Nicholas Brealey

Whittington, John (2016, 2nd Ed): *Systemic Coaching & Constellations*, London: Kogan Page



## Pathways to coach development and accreditation with PCL

We offer three different pathways to coach development and accreditation – as well as the PGCPLC for more experienced coaches or practitioners, we offer a foundational coach training and accreditation programme (the Holistic Coaching Practitioner) and the longer MA in Psychosynthesis Leadership Coaching through the Institute of Psychosynthesis, which can be a continuation of the PGCPLC. For more information and a comparison of these pathways, please download (via the contact page) the leaflet on our website: [PclCoachingPathways](#)

## Continuing support for you as a coach

Alongside and beyond the programme, PCL can provide the support you need for your career in coaching, including:

*Setting up and building your practice*

- Monthly Business Connect Forum
- Coach Directory on our website

*Continuing Personal and Professional Development*

- CPPD short courses and events
- Annual symposiums

*Continuing Supervision*

- Group or individual supervision
- Supervision training for experienced coaches

*Community Support*

- Podia community portal
- Monthly community forums



## Why the EMCC?

- Global organisation with European foundations, more than 10,000 members in 86 countries
- Widely recognised equivalents for three levels of accreditation – Practitioner, Senior Practitioner, Master Coach
- EMCC's holistic and psychological approach to accreditation emphasises quality training and personal development
- Leading the initiative for self-regulation of the coaching profession, signatory to the Professional Charter July 2022 and the Global Code of Ethics. <https://www.emccglobal.org>

**The eight EMCC mentoring/coaching competence categories:**

1. Understanding Self
2. Commitment to Self-Development
3. Managing the Contract
4. Building the Relationship
5. Enabling Insight and Learning
6. Outcome and Action Orientation
7. Use of Models and Techniques
8. Evaluation

## The PCL Faculty – leading the PGCPLC



**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. APECS Accredited Master Executive Coach, EMCC Senior Practitioner and EMCC EISA 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. She is also currently training in-house coaches for the House of Commons in the UK. Anne is an APECS Accredited Master Executive Coach, EMCC Senior Practitioner and a EMCC EISA coach supervisor.



**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.

## 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 zoom call about the course, please go to: [Contact](#)

*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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