



Certificate in Psychosynthesis Leadership Coaching

With options to continue to achieve the PGC, PGDip or MA

Programme Prospectus 2024-2025

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

Programmes starting October 2024

Psychosynthesis Coaching Limited, v3-2, March 2024



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

In partnership with:



Accreditation with:

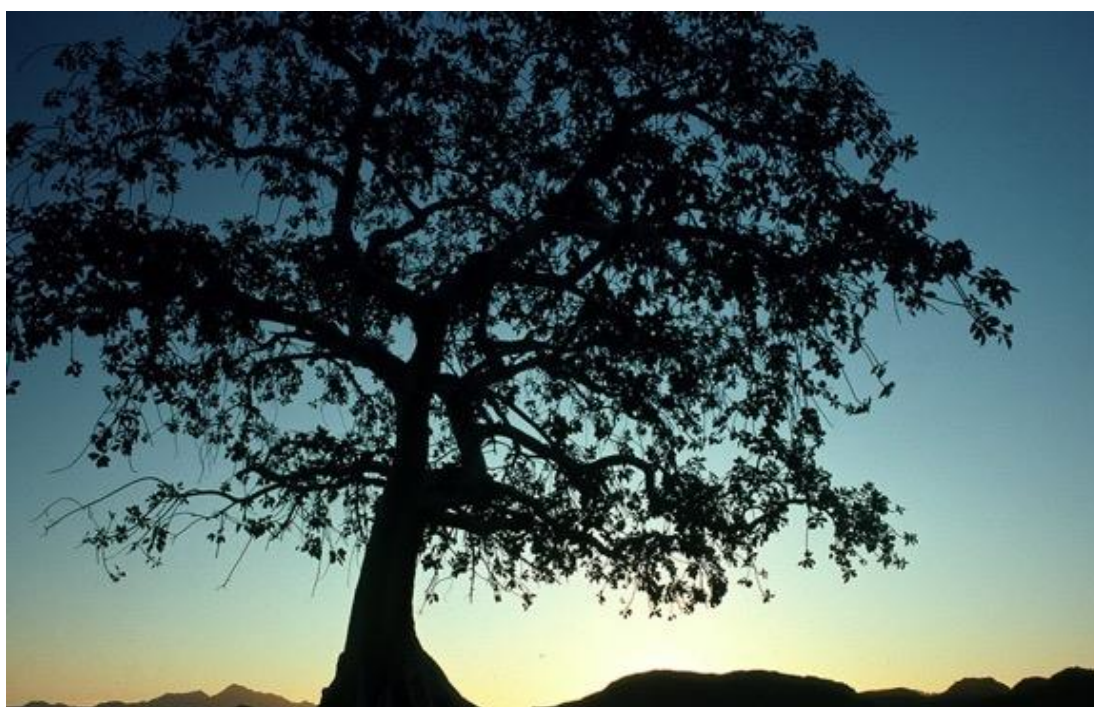


Qualification with:



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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 an advanced 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 Certificate in Psychosynthesis Leadership Coaching (CPLC) can lead to coach accreditation with the EMCC (European Coaching and Mentoring Council) at Senior Practitioner level.

There is an option to continue with the Post-Graduate Certificate in Psychosynthesis Leadership Coaching (PGCPLC), which is validated by Middlesex University through our partnership with The Institute of Psychosynthesis, which brings 50 years' experience of developing counsellors, therapists and coaches.

In the field of leadership coaching, 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 capacity to work with leaders experiencing inner and 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 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 programme eleven times in London and four times online. The next London in-person and International online programmes both start in October 2024, see page 5 for details.

It is possible to attend the in-person 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 the CPLC can also continue their professional development by joining the MA in Psychosynthesis Leadership Coaching at the Institute of Psychosynthesis. These alternative pathways are 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 founded by Paul Elliott and Aubyn Howard in 2014. Since then, 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 and guidance 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 to attend.

We welcome you to our community.

Aubyn Howard and Paul Elliott, Directors, Psychosynthesis Coaching Limited

March 2024



Details of our Programmes for 2024-2025

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 CPLC 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 the Essentials (or an equivalent) required.

The London Programme (in-person) – October 2024

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

F2F workshops: (Bloomsbury): 11-13 Oct 2024, 15-17 Nov, 13-15 Dec, 11-12 Jan 2025 (+ 17 Jan online), 8-9 Feb, 8-9 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.

The International Programme (online) – October 2024

Certificate Programme 5 – 16 days of **online workshops** over 6 weekends + other online sessions

Online workshops: 4-6 Oct 2024, 8-10 Nov, 6-8 Dec, 4-5 Jan 2025 (+ 10 Jan), 1-2 Feb, 1-2 Mar. Times: 09:00-17:00 UK. Sundays end at 16:00.

Supervised practice period to EMCC Accreditation 9 months minimum.

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

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

<p>Certificate in Psychosynthesis Leadership Coaching programme</p> <p><i>Fees</i></p> <ul style="list-style-type: none"> London programme: £4500 + VAT International programme: £4500 + VAT or €5200 (if attending online from outside the UK) <p><i>Outcome</i></p> <ul style="list-style-type: none"> Certificate in Psychosynthesis Leadership Coaching (CPCL) <p><i>Key elements and requirements</i></p> <ul style="list-style-type: none"> 16 days of workshops: In-person or Online Reading study guides, chapters and papers 6 x peer to peer coaching each-way 6 x psychosynthesis coaching sessions 6 group supervision sessions 36 hours coaching practice with real clients (pro-bono, internal or paying) during or after the programme 2,500-word paper – learning reflection 2 x Course Tutor Review meetings 	<p>Post-Graduate Certificate (optional follow on)</p> <p><i>Additional Fees</i></p> <ul style="list-style-type: none"> £1500 + VAT for Institute of Psychosynthesis and Middlesex University Registration £350 Fundamentals of Psychosynthesis (if applicable) <p><i>Outcome</i></p> <ul style="list-style-type: none"> PGC Qualification with Middlesex University <p><i>Additional Elements</i></p> <ul style="list-style-type: none"> Learning reflection academically assessed 2 x 2,500-word papers – academically assessed Attendance on The Fundamentals or equivalent 2 elective self-study application courses <p>Accreditation with EMCC</p> <p><i>EMCC accreditation is included in the course fee</i></p> <p><i>Outcome levels and requirements</i></p> <p>Foundation (50 hours coaching or mentoring experience over 1 year)/ Practitioner (100 hours over 3 years)/ or Senior Practitioner (250 hours over 5 years, counting backwards or forwards)</p>
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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 zoom conversation with the Course Director is usually required prior to acceptance. Each programme is limited to 15 places.
- The pre-requisite for participation on the CPLC is to have attended either (i) The three-day Fundamentals of Psychosynthesis, with the Institute of Psychosynthesis (online or in-person), (ii) The four-day Essentials, with the Psychosynthesis Trust (online or in-person), (iii) PCL's two-day Introduction to Psychosynthesis as a Coaching Psychology (IPCP, online only) or (iv) another equivalent psychosynthesis course.
- The CPLC is an advanced programme, positioned at Post-Graduate Level 7, which combines experiential, theoretical and practical learning that leads to professional accreditation and optional academic qualification. Although previous coaching practice is not a pre-requisite, we look at overall evidence of personal development, leadership experience and psychological self-awareness before accepting applications.
- 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 number of client contact hours and years of experience, including both prior experience and coaching hours completed during the CPLC.



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?

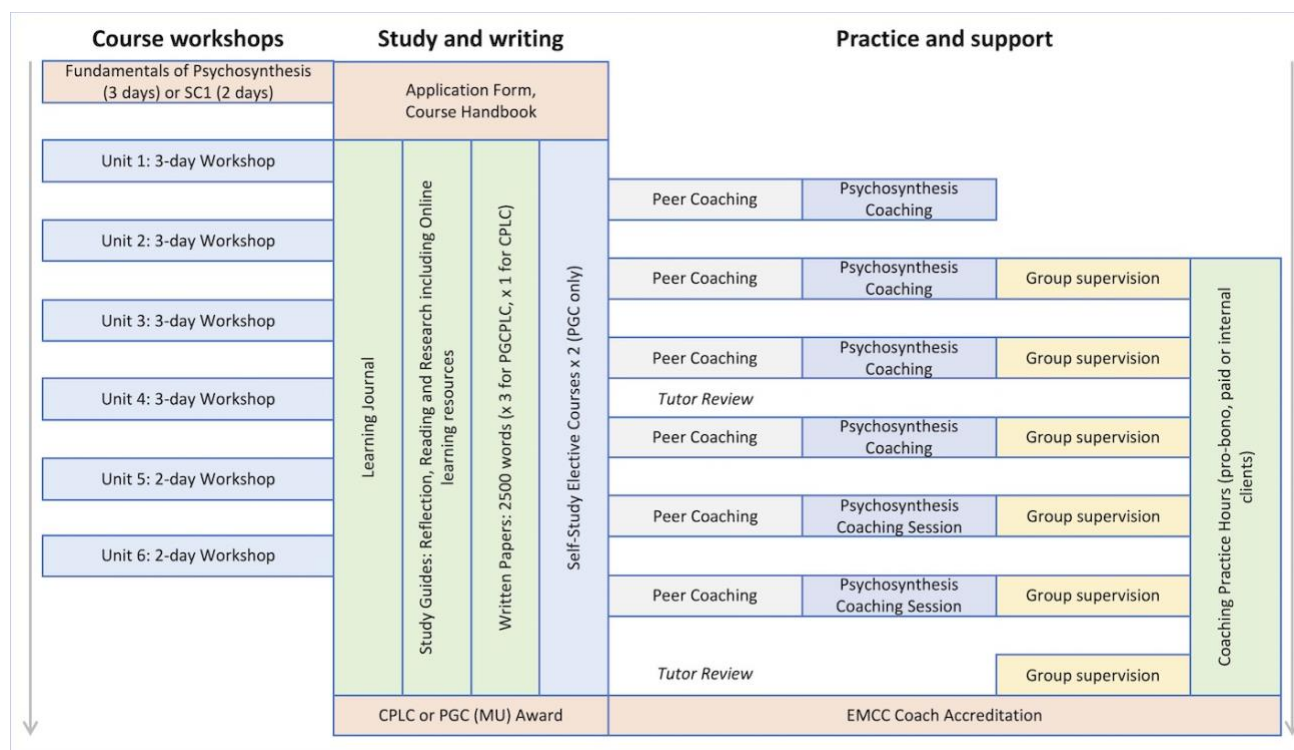
- € Wide **mix of workshop methods**, including experiential exercises, alongside seminars, small and large group discussions. **Triads skills practice** and group fishbowls provide opportunities to practice in a safe environment and witness how other people coach.
- € Workshops are supported by study 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.

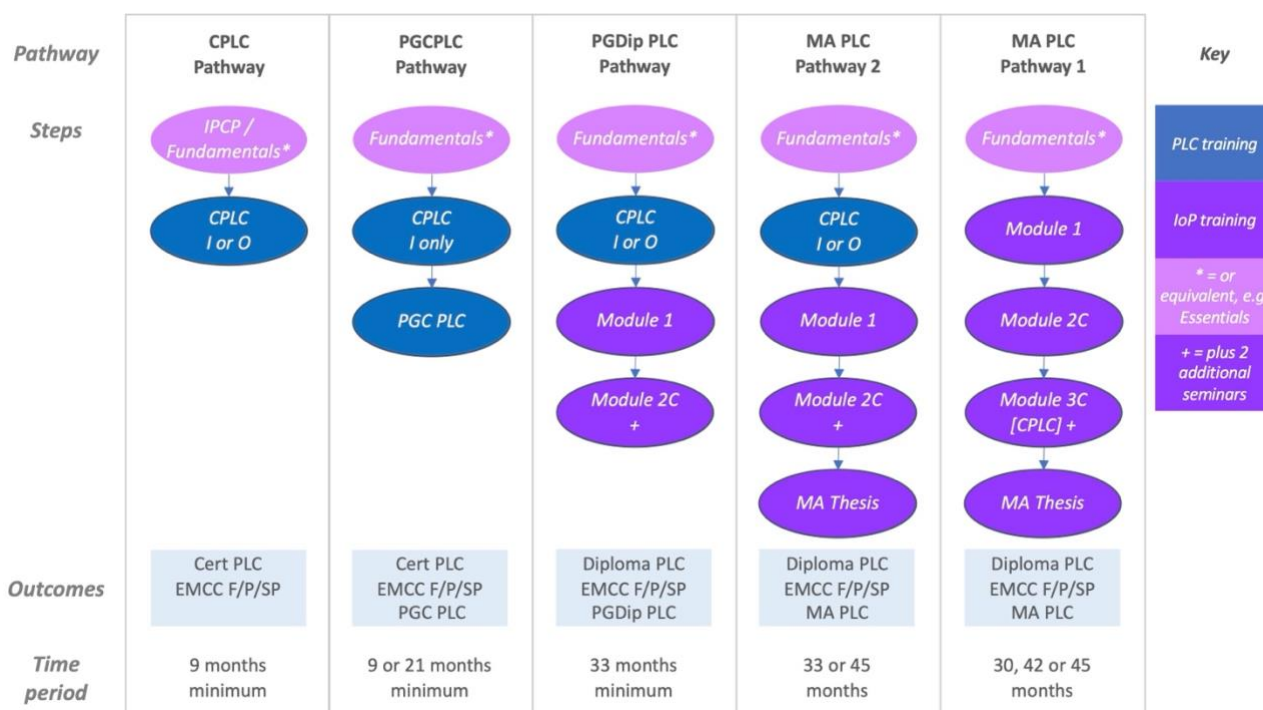


Learning Journey Overview: the 9-month pathway and elements



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.

Psychosynthesis coaching pathway (certification, accreditation and qualification) options summary



This is a summary only. For all the specific options and choices, requirements and costs, please arrange a 1-2-1 zoom call. The PGC, PGDip and MA in Psychosynthesis Leadership Coaching are validated by Middlesex University.

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
- 2.6 Working with the collective unconscious

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

Bachkirova, 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

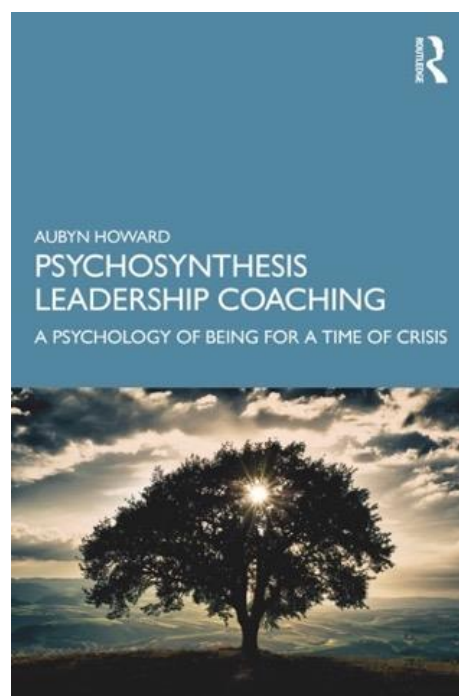
Firman, Dorothy (Ed) (2018), *The Call of Self*, Amherst, Massachusetts: Synthesis Center Press

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

Rogers, Jenny (2016, 4th 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 CPLC for more experienced coaches, practitioners or leaders, 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 CPLC. For more information and a comparison of these pathways, please ask for a 1-to-1 zoom call using the Contact page on our website.

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

- Membership of Synthesis Partnerships
- Coach Directory on our website

Continuing Personal and Professional Development

- CPPD 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 CPLC



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 leaders and to build a successful coaching practice.



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