

Programme Outline

(3 days over a 3-month period)



Take the *Kantor Behavioural Profile Questionnaire
Receive a 1x1 feedback coaching session
Make sense of your personal profile
Prepare for Workshop 1

Workshop 1

Introduction to Dialogic coaching (a systemic coaching model)
Learn and work with Dialogue Practices (voice , listen, respect and suspend).
Identify own defensive patterns of behaviour
Interpret and read the dynamics in a coaching conversation:

- Expand and develop own behavioural repertoire to facilitate more meaningful and powerful conversations
- Experience the implications of a balanced and unbalanced repertoire when coaching individuals and groups
- Validate own operating system and read the operating system of coaches/organisation
- Learn to identify stuck patterns of conversation (between you and your coachee/staff member) and how to break these patterns
- Develop learning plan to put learning into practice in your coaching sessions

Workplace Application

Practice new learning in real time + coach supervision

Workshop 2

What do we mean by low and high stakes behaviour – where do we go when under stress?
Our response to coachee's/staff members who are significantly different from us – introducing the concept of the “shadow” in our behaviour
What are typical high stake behaviours?
Recognising triggers in yourself and your coachee
How your life story impacts on your coaching behaviour
Strategies for handling your shadow behaviour
Systems in crisis, their impact on you and your coachee/staff member
Lowering the stakes for yourself and your coachee
Action planning for the future