

Coaching for change

Overview

This workshop explores the impact of change and transition on yourself as a coach and how you work more effectively with clients dealing with change.

William Bridges' model of managing transitions draws a distinction between 'change' and 'transition'. In his view change happens to things and processes when they start or stop; go faster or slower; or when they are reorganised. The Bridge's Model has a more positive and hopeful cast than the Kubler-Ross Grief Model, which tends to encourage us to see change as a tragedy to be overcome and accepted and which was designed to deal with terminal illness.

Learning objectives

The workshop will help you explore:

- The myths and realities of change
- The impact of your changing environment on the coaching you provide
- The influences which act on individuals in times of significant change and what they mean in terms of coaching strategies that need to be employed
- How to deal with strong emotions while remaining professionally detached
- The advantages of coaching from a state of compassion rather than empathy

Audience

This course is aimed at internal coaches who are working with clients as they move through organisational transitions and restructures. It is particularly relevant for coaches who are themselves affected by the same transitions as their clients.

Format

This one-day interactive session gives you the opportunity to explore the impact of change on yourself and your clients. The emphasis is on application of theory through group exercises and skills practice. To get the most from this day you need to bring a topic, relating to a change that has current significance for you, that you would be willing to explore as a client.

Workshop outline

1 Introduction and welcome

- Your objectives:
 - Understanding the expertise in the room
 - How can we make the day work best for you?

2 The change process and implications for coaching

- The Kubler-Ross curve and Bridges' model of transitions
- Implications for us as coaches
- Implications of change for our clients
- Identifying where clients are in the change process and appropriate coaching interventions

3 Dealing with strong emotions

- Sympathy, compassion and empathy
- Defining and maintaining boundaries
- Dealing with the expression of strong emotions during a coaching session
- Moving clients into a resourceful state within a session

4 Skills practice

- Coaching sessions to apply learning

5 Learning review

- Practical applications and personal action plan

For a no-obligation discussion about running this programme for your organisation on an in-house basis, just give us a call on **01582 463461**.