



# **COACHING ACADEMY**

*Analytical Development Coaching*

***Development Route for  
the Development Coach***

Hermes Consulting



# Personal Development Coaching definition

Coaching is a way to develop people.

People are continuously evolving. Their life scenario and career development, seen as learning, is never stopping. The Coach often facilitates the person who finds him- herself at crossroad in his/her personal development. Important decisions, as well personal as career and organisational linked issues, come often together at that point.

The professional coach supports people in their quest for discovering the common thread in their progress and the management and control of this common thread.

This thread has positive and negatives sides, strengths and weaknesses.

We believe we can strengthen the strong side and learn to embrace our weak side, learn from it and develop ourselves at a higher level.

# Our Goal



**The overall goal** is to educate participants, stretching them to the highest level of performance by developing their minds in a significant way .

We use the scientist/practitioner model of training with faculty actively involved in practice. This offers participants the opportunity to obtain the theoretical/scientific and technical and personal experience, necessary to enter into the practice of coaching. It implies an exposure to coaching related issues and evaluation of competences related to coaching

To develop these coaches with the methods and approaches that are appropriate for the personal development coaching

To follow up on the coaches for their own coaching and aimed at their own development. Therefore , intervision, work shops using cases studies , are organized.

Training is provided in an environment that promotes knowledge of the discipline, even basic clinical skills, and the establishment of an identity as a professional in the field of coaching psychology.

## **Specific Remark**

We use the highest standards as possible, therefore we select a number of participants who can become coaches, before the training starts.

Another selection takes place after a first basic training of 7 days and is based on well searched criteria



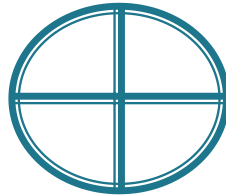
# The Coach- Learning Goals

What do I use from my experience and how to create my own style

What do I need to master: approaches, mental mind sets and competences

What do I need to know: theory- from organizational to personal development

What are my learning needs to become a professional development coach



Why do I want to become a coach

My dominant behaviors and limitations

What are my life's driving forces

What do I expect from life

Who do I want to be

Who am I: personality- incl. beliefs, attitudes, preferences and prejudices

Who am I : what are my values

## Our Values

- ▶ Holistic
- ▶ Psychological
- ▶ Philosophical
- ▶ Business mind
- ▶ Goal oriented
- ▶ Innovative
- ▶ Integrity
- ▶ Highest professional standards

## Our Style

- ▶ Respectful challenging
- ▶ Appropriate style adapted to maturity of participant
  
- ▶ Compassionate empathic
- ▶ Demanding
  
- ▶ Open, honest
- ▶ Patient
- ▶ Combining ” the opposites “ in many ways



**FUNDAMENTS:** Existentialism, Phenomenology, Gestalt, Catholic/Boeddhist philosophy  
Jung, modern cognitive behaviorism, neurosciences

# Programme

## SELF DEVELOPMENT

Who am I

Who is the coachee

**1.Coaching : The essential building blocks**  
 Development coaching definition  
**The coach :**  
 Your values  
 your Type  
 Competences of a Development Coach  
 Your competences and your need for development  
 Your Personality and development challenges : irritations and prejudices

**Fundaments**  
 Some basic psychology  
 Jungian Psychology  
 Neurosciences recent updates  
 Jungian Typology  
 Maturity levels  
 Basic Philosophy  
 Competence models  
 Tools: MBTI step 2 / 16PF

12 days

**2.Coaching the Coachee:**  
 Personalities and their Challenges  
 Types and Styles of coaching  
 Types of requests and appropriate actions  
 Some typical challenges:  
 > Stress  
 > Career changes  
 > conflicts  
 > Body language and speaking the truth  
 > Personality and fit with coachee  
 Organizations  
 Cultures  
 Types  
 Understanding business and its challenges  
 Understanding organiz.mechanisms  
 Team and group dynamics  
 National culture

**Tools and Methods**  
 Typology  
 Leadership potential assessmt  
 Organisatiron assessmt  
 Case studies  
 Role Plays  
**Theory**  
 Organizational Models  
 Cultural model  
 Group dynamics  
 Leadership models  
 Reading materials  
 Method: Workshops  
 Role play  
 Hofstede  
 Tools: FIRO-B Thomas Killman

15 days

Top level Devel. Coaching techniques

**3. Top Coaching**  
 Life scenarios  
 The Shadow  
 The GRIP  
 The Unconscious  
 Mental attitudes  
 Archetypes  
 Beliefs  
 Values and  
 Personal change  
 Hidden relational aspects in the coaching dimension  
 Dysfunctions and what to do  
 The grey zone of psychological problems and therrapy  
 "Existential Coaching " techniques  
 CEO's and their personalities and impact on the organ.

**Tools and Methods**  
 Jungian Typology  
 Jungian psychology  
 Boeddhist views translated to coaching action  
 Coaching in the grey zone of unbalanced behaviours  
 Existential qyestionong  
 Method: Role Plays  
 Case Studies  
 Tool: GRIP questionnaire/ Life invenbtiry.  
 Archetypes

9 days

Me

Me , the coachee and the organisation.

Professional Dev. Coach

30 months

Participants of Second part will coach participants of First part and Step 3 coaches Step 2

