

[SYSTEMIC COACHING FUNDAMENTALS Coach Training](#)

FUNDAMENTALS OF SYSTEMIC COACHING

[Open an account to first evaluate your coach skills and patterns on line!](#)

Very briefly, Metasysteme Coaching 's specificity rests on a fundamentally systemic and synchronic approach to the coaching developmental dialogue and to the coaching relationship. This professional posture embraces obvious evidence that a-causal coherencies and resonances bridge our coach-and-client inner worlds and material realities.

To a systemic coach, these worlds are in fact mere expressions of one same underlying universal unity. This underlying unity is manifest in our lives, in our souls and in our material environments through common patterns and shared meaning. Within a specific manner of dialogue and with a deep presence to synchronic resonances, In their everyday personal lives, Metasysteme Coaching professionals continuously learn to embrace this systemic perspective.

[to consult some client testimonials on the "Systemic Coaching Fundamentals"](#)

The "coaching fundamentals" systemic coach training program detailed below provides a comprehensive learning process both *for confirmed coaches* and for beginners in the coaching field. This coach-training cycle is ACSTH certified by the International Coach Federation.

Beyond the coach population, the proposed practical systemic coaching skill set can very usefully concern all those who wish to learn how to use performing communication tools for in other related fields. Among other professionals, this can concern managers, recruiters, sales representatives, consultants, HR professionals, trainers, journalists, etc.

The powerful dimension of this relatively short coach training cycle rests on its original teaching frame of reference in total coherence with the spirit of systemic coaching. The learning process is immediately focused on teaching advanced coaching skills, addressing each participant as a potential master systemic coach rather than as a beginner. The taught techniques are distilled to their finest dimension, and exempt of superfluous theory. The resulting accelerated learning process is focused on very practically acquiring the art (know-how) of essential masterful coaching.

Consequently, the total proposed training program represents a relatively complete practical educational program on implementing the fundamentals of masterful coaching. The comprehensive program also includes participation in :

- A peer group which offers intensive and complementary coach training opportunities.
- A full day of supervision and mentoring at the end of the cycle to prepare for future development as a coach

Consequently, if one can sign up and attend any workshop selectively, priority will be given to participants who will commit to the whole program.

HOW : Each two-day session is conceived as a focused and practical behavioral training environment focused on acquiring practical coaching skills (know-how). The participants will find a setting where they will be asked to actively practice real-life learning situations focused on acquiring behavioral coaching skills and communication techniques. By following this program, participants learn to become systemic coaches.

WHERE : Bucharest (in English), and Madrid (Spanish), Paris (in French). The precise address for each program in the above locations are communicated to participants following their enrollment.

Note that the Romania location is geographically close to Serbia, Croatia, Slovenia, Hungary, Slovakia and a host of other Balkan or East European countries. Participants in the Bucharest Coaching School may also come from Moldavia, Ukraine, Bulgaria and Turkey, and has attracted students from as far as Finland and Italy. The Madrid "Fundamentals" program is the only one offered in Western Europe in English.

The "Fundamentals" coach training program can also be organized in other locations and "in-house" within organizations for any constituted groups of twenty to thirty participants.

TRAINER : Alain Cardon, MCC (Master Certified Coach- International Coach Federation).

[TO CONTACT US FOR FURTHER DETAILS](#)

[To contact our partner for the program in SPAIN](#)

[To contact us to attend the program in ROMANIA](#)

PROGRAM:

I CO-CREATING A COACHING RELATIONSHIP / The systemic coaching posture

2-day behavioral training workshop

Presentation: Inclusion of participants, training process definition.

Definition of the work groups (coach, client, observer), operating process. **TOOLS :**

Introduction to coaching. Definition of coaching, dialogue vs la discussion, an « art of conversation » ?

Practical and progressive introduction to each tool:

- Presence to system resonance patterns Listening skills in one-on-one and collective coaching environments, using silence as a vacuum, verbal punctuation.
- Attentive presence and posture, crating availability and offering a development environment, receptive attitudes, body language.
- Passive and active prodding, pacing. Creating inner vacuum & silence, quieting stress, focus on patterns in the client context and space

- Effective reformulation to create client silence

- Linguistic clarification, the strategic use of interruptions.
- Sharing perceptions to systemic resonances, sharing intuitions, sharing ethical resonance. Dealing with confusion and chaos, welcoming emerging solutions.

- Introduction to phone coaching

Each technique will be extensively practiced by each participant in small groups, during five to ten-minute sequences.

THEMES :

Each participant will set personal professional goals to develop their professional practice and a development calendar over the following year.

- Definition of a professional target, development tracking .
- Development of a client portfolio (first clients –paying/free)
- Targeting managerial and other communication situations where the use of oaching tools will prove useful or effective
- Two-year income projection, pricing, training program etc.
- Personal follow up and reality checking in the work groups.

----- peer group (phone) work between sessions

II CO-CREATING NEW PERSPECTIVES / Questions & Altering or Expanding Patterns

2-day behavioral training workshop

Presentation/Inclusion of the participants, training process definition.

Definition of the work groups (coach, client, observer), operating process.

TOOLS : Introduction to coaching. Definition of coaching, dialogue vs. la discussion, an « art of conversation ». Practical and progressive introduction to each tool: Expressing and reformulating feelings and intuitions.

- Questions as communication scalpels : open, closed, directed, neutral and powerful.
- Questions, focused on emerging and systemic solutions. Paradoxical questions. Creating confusion.

- Questions to create silence, transform client frame of reference.
- Questions focused on who the client is and on how the client proceeds rather than on the content of his or her personal dialogue.
- The use of coaching techniques when selling coaching.
- Rhetorical questioning.

Each technique will be extensively practiced by each participant in small groups, during five to ten-minute sequences.

THEMES: Linguistics in coaching, powerful communication, Complementary discussions concerning the art of enlarging one's frame of reference can be proposed.

-----peer group (phone) work between sessions

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III CONTRACTS AND AGREEMENTS IN COACHING

2-day behavioral training workshop

Presentation/Inclusion of the participants, training process definition.
Definition of the work groups (coach, client, observer), operating process.

TOOLS :

Introduction to coaching. Definition of coaching, dialogue vs. discussion, an « art of conversation ». Practical and progressive introduction to each tool:

- Questions to explore client challenges, needs and stakes
- Contract/agreement clarification : values, objectives, means, ethics, etc. measures and measurement instruments.
- Triangular contract negotiation, politics in complex coaching relationships.
- Contracting for internal and external network to ensure client support.
- Written verbal contracts & agreements.
- Anti-sabotage focus. Mentioning coaching ethics.
- Different levels of client-coach agreements in coaching (process/session/sequence/project/confrontation agreements)

Each technique will be extensively practiced by each participant in small groups, during five to ten-minute sequences.

THEMES:

Complementary issues can be covered :

- Prescribing diagnostics, coaching diagnostics.
- Coaching rhythms, strategic lengths or sequences and sessions, etc.
- Contract and agreement « games », modifying contracts, concluding contracts,
- Session agreements and coaching session time management.
- Agreements for questions/reformulations/expressing perceptions. Homework and follow-up contracts,
- Ethics in coaching contracts.

-----peer group (phone) work between sessions

IV “SYSTEMS APPROACH” IN COACHING

2-day behavioral training workshop

Presentation/Inclusion of the participants, training process definition.
Definition of the work groups (coach, client, observer), operating process.

TOOLS:

Revisit and consolidation of all the systemic tools covered in the previous sessions. Definition of coaching, dialogue vs. la discussion, an « art of conversation » ? Practical and progressive introduction to each tool:

- Systemic and projective techniques in coaching, deferred and live coaching or shadow coaching.
- Working with client constellations. Co-participating in the coach-client issues.
- Client – coach relationship indicators and resonance, and how to use these with a metaphorical approach.
- The coach – client relationship, strategic use of transference and counter transference.
- Holistic parallels in the coaching and client relationships.
- Strategic choice of “high” and “low” positions in coaching.

Each technique will be extensively practiced by each participant in small groups, during five to ten-minute sequences.

THEMES : Some complementary themes can be covered :

Presentation of systems approach principles as they apply to coaching. Introduction to systemic supervision.

- The scapegoat process, family constellations, systemic games.
- Coaching potentials inherent to client interfaces, contracts for projective work sequences, use of video, flip charts, drawings, etc.
- Space management (Gestalt), time management (future projections), Integrating environmental participation.

- Triangulation. Recursive strategies and questioning.

- The use of paradoxical strategies, paradoxical questions and affirmations.

-----peer group (phone) work between sessions

1 day

Information and preparation to the ICF exams and tapes – collective supervision and personal mentoring (included in the price for participating in the four “fundamentals” workshops, as well as participating in the peer group work.) preparation to supervision contexts. This day of collective supervision counts as 1 hour of personal mentoring for ICF certification.

[To acquire a KINDLE book on Masterful Systemic Coaching](#)

[To contact us for more information](#)