



Olde Vechte Foundation

presents

Practicing Coaching training

10th to 16th of January 2014

Ommen
The Netherlands



About

The new *Practicing Coaching* is a 7 days international training course designed with the aim to facilitate personal and professional growth for people who are involved or interested in coaching. The program of this training is made with the emphasis on experiential learning and is available to everyone regardless of their professional background.

Feeling comfortable in the role of a coach comes to some people more easily than the others, but it is, in its core, a talent that can be developed and practiced. The training approaches coaching as a process that brings participants from the level of experiencing to understanding and using their potential in coaching circumstances.

The build up of the training takes in account the individual differences of the participants and offers a variety of activities, exercises, techniques, tools, theoretical framework and practical advices to improve personal performance in social interactions and to adapt coaching styles and strategies.

The Practice

The *Practicing Coaching* training offers a unique learning approach that reaches out to the participants through a wide range of coaching methods and techniques through *learning by doing* or *learning by experiencing*. The training is opening door to new approaches and methods of coaching, as they are available at the moment and manifests itself through intense practicing, using real life examples, introductory, reflection videos and live demonstration.

In this training we will explore:

- > The dynamics of how communication happens, internal and external.
- > How to establish a better connection with others and generate trust.
- > How to identify and clarify misunderstanding in communication.
- > Increase your ability to create choices and flexibility in managing your states and behaviors.
- > How to match your communication to a person you are having the conversation with.

The program generally consists of **8 working hours per day**. However, this program is flexible and can be adapted to the needs and rhythm of the group.



Methods and techniques:

Parallel processes

How can you work as a coach beyond your own knowledge and experience? One of the main things that are holding us back to work with people is the belief that we need to know everything in order to work with people, which by definition is limiting our opportunities. Besides awareness on our own development as a coach there are ways of synergetic working where the outcome is better than the best individual member in the coaching setting. In this training, during your practicing, you will be more aware of your own processes as a coach and as a coachee by experiencing both roles.

Language

Language is highly creative and generative. For individuals and organisations, we do much more than descried with our language; we create relationships, moods, public identity, contexts and commitment. In this training we learn how to work with language in coaching.

Intuition

There is a common awareness about living in the *here* and *now*; future and past are the background contexts in which actions in the *here* and *now* become meaningful. In this training you learn how to work in the *here* and *now* using your intuition as a base tool.

Backtracking

Backtracking offers a simple technique, which brings forward what is unsaid, keeps the flow of the conversation and encourages smoothly the expression of the coachee.

Reflecting on feelings

This technique offers an easy way, through which a coach can show empathy and deep understanding towards the coachee.

Summarizing and Paraphrase

The moment that, during a coaching session, the coachee is running into a never-ending story, this technique might be supportive, in order to give structure to the coachee and to take the session to a further step.

Reframing

To change the conceptual or the emotional viewpoint of the coachee towards a situation and place it in a different frame that fits the facts of another situation equally well.

Lazy Coach

A state of mind that we reside in, when we get comfortable doing nothing, in which we demonstrate a lack of response to requests.

Dead End Street

The dead-end street technique can be used in situations, in which our coachee says something to us or reacts in a certain way, but we cannot use this in any way or this is not real. This might be, for instance, a personal timed remark. At these moments, as a coach, we feel like we are in a dead-end street and we can't get out anymore. This technique offers a basic structure to get us out of this dead-end.

Shooting from the hip (or the cowboy technique)

Shooting from the hip is basically a technical way of asking questions, which enables expression. As it is revealed from the idiom itself, it requires from the coach to ask questions directly and quickly, without considering the possible outcome of this action.

State Management

How to create a state as a coach in order to work out of it in a coaching conversation. How to create the required state and how to let it go.

Behavioural coaching

In big lines it is a way of coaching that has behaviour as a starting point. It can be formulated in creative assignments, using the natural environment of the coachee, or assemble an assignment that can involve a wide range of activities.

Observation technique

An important basic skill for coaching is observation: hearing, looking and sensing. The more you know the more you know where to look, listen and what to sense. This part it given a lot of attention in the training and will come back in many of the other parts of the training.

Meditation

Through silence and awareness on yourself there is already a lot to discover, as coachee as well as coach, feelings, thoughts and physical awareness can lead to insights and new behaviour. You learn as a coach a few simple techniques that can easily be used in all kind of settings.

Changing Memories

It is a specific way of re-framing. Many people have unpleasant memories that occur from time to time and that can be limiting in daily life. However these memories are seldom a fact wise rapport of what happened and mostly get another form over time. There are some simple steps and techniques to put these memories in another perspective.

Video feedback

Videos give the opportunity to train observation in another time context. We are able to observe ourselves and reality within the safety of time-distance.



Results

The Practicing Coaching is designed as a learning setting that stimulates participants to improve different aspect of their personal and professional life. Specific results of the training are very individual and depend on the different angles or experiential points one had went through during this learning process.

In general the key outcome of this training course is the empowerment of participants in the sense of their capability to identify techniques and approaches that are suitable for them in everyday life and their work.

This training tends to encourage individuals to be more influential in communication, to develop responsibility for themselves rather that to be carried by the stream of events both in personal and professional sphere. And finally to help others work on their learning processes by coaching them from the essence.

Learning outcomes of the training in different spheres of life:

Family

- to empower your children and help them believe in themselves;
- to create a better relationship with your partner;
- to create better relations with your parents and other family members.

Coaching

- to identify coaching techniques and approaches that are suitable for you;
- to make sure your client is working during the session;
- to make a distinction between the part (role) of the coach and role (part) of the client in the coaching process;
- to evaluate your results as a coach;
- to help you be more successful in your current role;
- to assist you in helping others be more successful in their roles;
- to set and achieve desired goals and outcomes as a professional coach.

Relationship/ friendship

- to become better friends with yourself and others;
- to reach more satisfying agreements with others;
- to creating win-win situations when possible;
- to develop and nurture empathy.

Business

- to grow your business;
- to develop your managerial abilities;
- to empower people with whom you work;
- to understand the link between individuals and the business.



Practical info

Dates

Arrival day: **9th January 2014**

Start of the program: **10th January 2014, 13.00 hrs**

End of the program: **16th January 2014, 20.30 hrs**

Departure day: **17th January 2014**

In total, there are **7 training days**. If you want to arrive earlier or leave later and you need accommodation, contact us before the training, so that we can help you find a place to stay.

Accommodation

The training takes place in **the Netherlands** and is organized in and around the group accommodation of Olde Vechte. Hosting and catering will be provided within this accommodation. About the house: there is a wireless internet connection in the house that you can use. There are 12 sleeping rooms that can be occupied by 2 to 6 people and the showers and toilets are common on each floor. Besides the training room, which we call the Big Room, there are a cosy area and a working area available. There are a washing machine and a dryer that you can use. The accommodation is located within a walking distance from the city centre (approx. 500 m).

For more details, please have a look on the website: www.oldevechte.nl

Language

The training is given in simple, easy-to-understand English.

The trainers

The trainers of this event will be **Marco Vlaming and Stella Saratsi**.

Marco is the head trainer and director of *Olde Vechte Foundation*. He started 25 years ago as a youth worker after his university degree in social and cultural work. Besides doing youth work and trainings, he uses coaching approaches in his daily work. In the last 12 years he developed as an allround coach. Learning by experience as a method in coaching created a coaching approach that is very focused on working in the **here** and **now**. In his practice he works a lot with *on-the-job coaching*, supporting people to build up their life dream in the way they create fulfilment in their lives, using a wide spectrum of coaching methods and techniques that are currently available.

Stella comes from Greece and has been working with us for many years now. As one of the professionals in the foundation she is delivering personal development trainings and coaching trainings. She has a background in applied linguistics and a great deal of experience in working with international groups.

Registration and confirmation

If you wish to register for this training, please fill in the registration form that comes distributed with this info letter. Please note that only the forms that have been fully completed will be eligible for registration. For this training we use a chronological system of registration (in the order of receiving the forms). We usually work with groups of 24 to 28 people. Once you have registered for the training, you will receive a confirmation letter which will contain further practical details of your participation in the training. Once you have received this confirmation letter, you can start arranging your travelling

Participation fee

For this training here is a participation fee of **290 €**.

The participation fee for people living in the **Netherlands, Germany, Belgium, United Kingdom, France, Norway, Sweden, Finland, Denmark, Iceland and Switzerland** is **390€**.

Discounts:

- > *You receive a 20% discount if you are a student or you don't have a paid job.*
 - > *If you have done a Basic Synergy Training, you receive a 10% discount.*
 - > *If you are a student or you don't have a paid job and have completed a Basic Synergy Training you receive a total discount of 30 %.*
- *The discounts apply regardless of the country you are coming from. Participants take care of their own travel expenses.*

How you can pay

- > *By bank transfer* before the start of the training (you will receive the bank details with the confirmation letter. Please keep in mind that international bank transfers might take up to a week, depending on your location).
- > *In cash* during the registration at Olde Vechte (this will take place before the start of the training).

Guarantee

If you should feel, after having completed the training, that it has not been productive to you in any way, you can request a refund of the course fee. The only condition is that you have attended every training session and participated in every process.



Olde Vechte

Olde Vechte is a non-profit organization, based in Ommen, the Netherlands.

It is an organization with a long experience in non-formal education, personal development, coaching, social and cultural work. Throughout the years it has developed site specific methodologies that have been adapted to different projects. Every year it approaches various social and cultural topics through projects run by professional trainers and international teams.

The Foundation is open to anyone who is motivated to improve their personal and professional skills in order to create a better society and a higher quality of life. Striving to bring spirit and energy to each individual, the trainings and projects of Olde Vechte Foundation take learning as an organic process coming from the diversity of talents and motivations of the people involved.

The Foundation works out of the vision to create a world that works for each and one of us out of love, care and cooperation.

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