

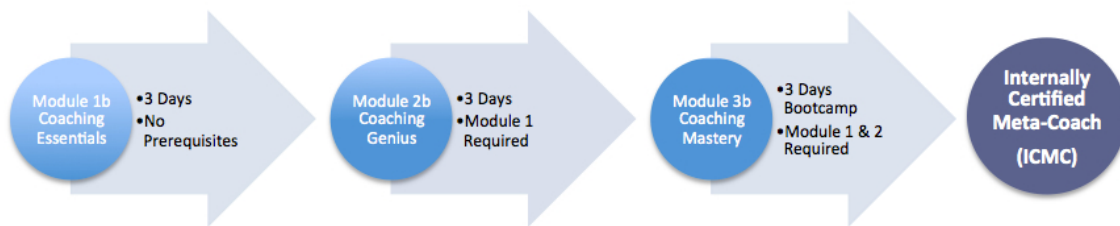


SYDNEY -- MELBOURNE -- BRISBANE -- GOLD COAST -- HOBART

Corporate Workplace Coaching Mastery

MANAGER AS COACH TRAINING PROGRAM

MODULE 1 OF THE CORPORATE WORKPLACE META-COACH (ICMC) TRAINING SYSTEM[®]



Module 3b is a three-day Internally Certified Meta-Coach (ICMC) Training

Minimum pre-requisite training includes:

Module 1b - Corporate Workplace Coaching & Communication Essentials

Module 2b - Corporate Workplace Coaching Genius

This advanced training module culminates in more than 75 hours of coach-specific education and training. It is ideal for those leaders wanting to become a professionally certified workplace coach, and those committed to personal or leadership development and self-mastery.

It will equip your people with cutting-edge skills and corporate strategies for coaching in any or all of the following coaching specialties:

- » Coaching Managers and Executives - for coaching C-Suite leaders, Executives and Managers for optimum personal performance, motivational mastery, and outstanding business and organisational results

- » Personal coaching - for coaching individuals to take charge of their lives and transform their career, relationships, health, personal development and spirituality (what deeply matters)

- » Team/Group coaching - Coaching groups of people to become high performing teams (group/collective outcomes). This is especially powerful for HR Leaders and HR Generalists

- » Self-coaching - Applying NLP and NS coaching patterns to self (first) for profound life transformation and personal mastery

These transformational coaching programs will challenge people to grow in power in the following areas:

Coaching skills and mastery

Your people will gain credibility and confidence from a thorough grounding in the most advanced cognitive behavioural coaching models in the field including:

- » The Axes of Change Model - As the very first non-therapeutic model for facilitating change in the field of Coaching, the *Axes of Change Model* is becoming recognised by many academic institutions as the most cutting edge development in the field to date. Developed by Hall and Duval in 2003, based on Self-Actualising premises and the naturally occurring change process of healthy people, this simple yet revolutionary model gives your people (as a Coach) 9 integral skills for Coaching change and 9 critical roles to play as a change agent
- » The Neuro-Semantic Benchmarking Model - Where is the client in their process of change? How could you know? How much more skill development do your people need before they will have the coaching skills of a Master? By what criteria are you measuring this? What is your benchmark for success? The NS model for benchmarking your skill development accelerates your people's learning, seeking to close the elusive knowing-doing-gap. This exhilarating model puts the theory to the test, by demonstrating what your people can actually do - initially against 7 Core Coaching Skills and ultimately against 26 Coaching Skills. Through being benchmarked your people will learn the art and science of shaping performance through benchmarking
- » The Matrix Model - This revolutionary model for mapping human functioning brings together all the very best from the fields of Systems, NLP and NS into one comprehensive model. Initially developed by Dr. Hall in 2001 for working with the mind-body-emotion systems of humans this model has also become a critical model for working within organisational, family, and cultural systems. This model finally gives the new and experienced Coach a model for facilitating systemic change - using psychological premises and specific NLP and NS change patterns for knowing precisely what to do, when
- » The Neuro-Semantics Self-Actualisation Models - There are three NS self-actualisation models: the NS Self-Actualisation model specifies the theoretical frameworks of the concept of self-actualising (making actual one's potentials by mobilising resources), the Matrix of self-actualisation, and the Self-Actualisation Quadrants. These models detail the definition, meaning, components, and processes of actualising one's best possibilities. In the context of coaching, these models actualise the best visions in the human potential movement by Maslow, Rogers, Carl, and others by giving practical processes

Coaching within the organisation or institution

Your people will gain the confidence and skills to build a highly successful workplace-coaching ethos that reflects their values, professional ethics and life ambitions.

- » Learn from people who are at the pinnacle of their profession. Fast-track your organisation's success by hearing, questioning, and replicating the practices of expert coaches as we ask them about their marketing strategies, invaluable contacts, even their business/organisational secrets
- » Grow your people assets. Your people will learn how to grow their worth inside the organisation in a way that is both professionally and financially rewarding
- » Your people will learn how to create an organisational-coaching plan by using a comprehensive yet simple planning methodology
- » Understand and work with the systems, processes and governance structure of the Meta Coach Training System

Who should attend this program?

- » Individuals and organisations committed to communication excellence
- » Experienced Managers wanting to up-weight their essential coaching and communications skills
- » New Managers wanting an introduction to coaching and communication skills
- » Executives, Leaders & Managers wanting to learn how to communicate with (listen and support) and influence (understand and question) their employees to help them reach targets, achieve budget, overcome obstacles, and exceed Key Performance Indicators (KPIs) as they move to build a coaching corporate culture of self-actualising Managers and Leaders.

The system of Meta-Coaching

In developing the Workplace Meta-Coach Training System, Dr Hall and Michelle Duval took into account the dynamic psychological complexity of people, and relied upon critical variables and principles from several fields of human and adult development.

Meta Coaching can be defined as:

- » A conversation, a dialogue that gets to the very heart of things
- » A conversation that facilitates self-reflective mindfulness; awareness of our assumptions and the thoughts “in the back of our mind” that influence our feelings and emotions, our actions and behaviours, our speaking and communicating. This can also be explained as growing our “emotional intelligence”
- » The facilitating of change, enabling new learning, performance, development, even transformation of vision and mission
- » The implementing of what we know, closing the knowing-doing gap, transferring principles and concepts so they make a difference in practice
- » Working systemically with a person’s mind-body-emotion system within the contexts of business, career, relationships, health, etc.
- » Mobilising internal resources to unleash new possibilities so the client actualises his or her best strengths, potentials, and capabilities

The Meta-Coaching models covered in the Meta-Coach Training System

Meta-Coaching models

- 1) *Communication*: The NLP communication model
- 2) *Meta-communication* The Meta-States model
- 3) *Change and learning* The Axes of Change model
- 4) *Implementation* The Benchmarking model
- 5) *Systems* The Matrix model
- 6) *Self-Actualisation* The Self-Actualization Quadrants
- 7) *Business* The Matrix professional development plan

Course benefits

The Workplace Coaching Mastery program:

- » Provides specific key performance indicators (KPIs) and models to help them know what to do, when, with whom and why during the coaching process. This will allow the coach to feel confident and competent in facilitating change, get to the heart of things quickly, while identifying leverage points for change in working with people
- » Benchmarks intangible skills and concepts. With the Benchmarking model your people will be able to take any (seemingly) intangible skill, objective, mission statement, or value and identify the behavioral equivalents that can be used for measuring effectiveness and progress. This will allow you to mark and measure things that otherwise would be vague and ambiguous, while creating metrics for giving sensory-based feedback for skill and competency development
- » Gives your people access to models, distinctions and concepts at the cutting edge of adult human development, for the unleashing of new potentials. With the Self-Actualisation model and quadrants and the Meta-States model, your people will be able to pinpoint the precise resources for calling forth the right resource at the right time. This will allow them to increase their confidence as a leader and/or coach in developing themselves and others
- » Step above content to the structure of their client's problems and challenges to be able to see processes in motion by thinking systemically. With the Matrix and Meta-State models your people will be able to think structurally as they converse and not get seduced by the story, but recognise the key patterns at play. This will help them find the leverage points for learning, insight, resources and change as they detect higher-level patterns and quickly invite new insights, understandings and awareness
- » Clearly understand and recognise the boundaries between coaching and other modalities like consulting, therapy, mentoring, and training. This will increase your people's confidence in the skill of coaching, allowing them to get in the zone of your expertise
- » Model expert coaches and leaders. With the Matrix and Meta-States model your people will be invited to model expert coaches, leaders, and entrepreneurs as they practice seeing structure and replicating best practices. This will allow them to pick up secrets from the experts through asking questions, seeing them in action, and receiving a real time feedback for their own coaching mastery
- » Receive ongoing support and development. Because Meta-Coaching is an international community of people in more than 35 countries, your people will become part of the coaches e-group at Meta-Coach Foundation (MCF) where they can ask questions, network, create alliances, and feel the support of a larger association. This will help your organisation keep up with the current developments in the field of coaching.

» Discover how to coach to a person's perceptual filters (meta-programs) and work at the structural level for accelerating learning and transformation. By expanding our perceptual filters, which colour the way we look at the world, our flexibility is enriched and our choices expanded. This will help your people experience a wider range of choices about how to view things, more expansiveness in creativity, more ability to get rapport with different people, more effectiveness in their persuasion skills and handling "difficult" people.

SYNOPSIS OF CONTENT

1) Facilitating Relationship (support and trust)

- » Orientation to the training, Coaching and Meta-Coaching defined, learning teams, Introducing
- » Introducing The Facilitation Model and the Matrix Model
- » Rapport/support - through the Others Matrix.
- » Releasing Judgment Pattern

2) Facilitating Exploration

- » Questions & Meta-Questions re-introduced and applied
- » The Meaning Matrix and Meta-States Model – Layers of Meta-Programs, cognitive styles/distortions
- » Facilitating feedback: Giving/receiving
- » The Self-Matrix: Ego strength coaching sessions

3) Facilitating Performance

- » The State Matrix: Coaching emotions, induction of state, best states as a coach
- » The Intention Matrix: Intentionality
- » KPI's in coaching,
- » Meaning/Performance Quadrants
- » The Power Matrix
- » Coaching Demonstration 1.
- » Benchmarking Model and project coaching sessions

4) Facilitating Systems

- » The Matrix Model comprehensively reviewed
- » Detecting the Matrix
- » Constructing experience with the Matrix coaching sessions
- » The Matrix and Expanding Meta-Programs

5) Facilitating Change

- » Axes of Change Model
- » Levels of change/coaching to generative change distinctions
- » Coaching sessions
- » Modelling: Expert coach interview

6) Facilitating Self-Actualisation

- » Self-Actualisation Psychology - History: HPM and NLP The Matrix and embedded pyramid of needs
- » Self-Actualisation Quadrants
- » Expanding critical Meta-Programs
- » Coaching demonstration 2
- » Coaching sessions
- » The Time Matrix
- » Time for a Change pattern

7) Facilitating Coaching in the Business/organisation

- » The World Matrix, business skills for coaches, business planning and coaching, coaching to critical business needs and skills
- » Kinds of coaching:
- » Conducting an Introduction (Well Formed Outcome)
- » Facilitating Professionalism
- » Reflection on group processes

The Test: Critical Closing Questions

Meta-Coach Licensing: Agreement

Certification Ceremony

Workplace Coaching Mastery 3b - prior learning requirements

Your people will need to have completed Module 1b and Module 2b of The Workplace Meta-Coach Training System (Coaching Essentials & Coaching Genius) before commencing Workplace Coaching Mastery.

Workplace Coaching Mastery suggested pre-reading includes:

Meta-Coaching Series - Dr. L Michael Hall and Michelle Duval

Coaching Change Volume I

Coaching Conversations Volume II --- Brand New Edition, Feb. 2011

Supplementary texts for Meta-Coaching - Dr. L Michael Hall and Michelle Duval

Figuring Out People (2006)

Secrets of Personal Mastery (1997)

The Matrix Model (2003)

COACHING MASTERY (ACMC & ICMC) GRADUATES' TESTIMONIALS

Schoeman Rudman, ACMC - CEO

“Meta-Coaching is all about co-creation. It has given me the understanding that I can never create an outcome for you, but I can help you co-create your own miracle”

Jim Brush, ACMC - NS-NLP Trainer, Business Coach

“The Meta-Coaching program delivers more useful and practical information per minute/ per dollar spent than any training program I have ever attended - and I have been to a great many of them. This is the best-delivered and most useful piece of NLP/NS that I have attended in the last twenty-five years! A brilliant experience.”

Rhonda Coles, ACMC - Career Coach

“Meta-Coaching represents all high caliber presenters who are actively involved in the profession, and who are a credit to the field and very knowledgeable. Fantastic!”

Glen Tucker, ACMC - Coach

“There is no other course which compares to Meta-Coaching. Mind warping, healing, magical, life giving, deeply moving and skills for action. Meta-Coaching offer a state-of-the-art approach to living”.

TAKE THE NEXT STEP WITH THE COACHING ROOM

The Coaching Room's Workplace Coaching Program is the premier method to help bring out and empower your people's capacities to manage, coach and lead their people.

To find out more about this powerful coaching methodology, call us on 1300 858 089 and ask to speak with one of our Managing Partners, or contact us via email at enquiry@thecoachingroom.com.au. We'd welcome the opportunity to speak more with you.