

## STRENGTH-BASED COACHING & GUIDANCE

*Empower people to take action in their own lives, set their own goals and find the courage to carry them out.*

### Course description

The strength-based approach to coaching offers a palette of questions that helps the focus person set goals and overcome difficulties at work (or in life generally) in a relatively short time. The focus of the coaching techniques is on what works rather than what doesn't work. The road goes via goals, wishes, previous experiences of success, and resources. Rather than getting blinded by staring at problems and all the things that fail, we ask about what the person wants and what the person succeeds with. Concretely the approach consists of a set of questions that make the focus person reflect, and which eventually leads to change.

The person that has a problem also has the key to its solution. We do not need to understand the reason of a problem to solve it (we do not need to know why the house is burning to extinguish the fire)

No matter what the problem is there will always be exceptions - there will always be moments where the problem has been there to a smaller extent or maybe completely absent. If we take a problem-oriented approach we risk spending more time on analysing and mapping the problem and less on finding solutions and resources by which motivation, creativity and innovation get lost on the way

The participant will get a chance to practice different coaching techniques that draw out resources, create new perspectives and alternative ways of dealing with difficulties. The techniques will be applied both at individual and team level.

### The course will give you...

- Insight into the theoretical foundations of appreciative and solution-focused coaching
- A chance to practice different questioning techniques that draw out resources, create new perspectives and alternative ways of dealing with difficulties
- An understanding of how to apply the techniques in different situations - individual approach, team and group approach
- A possibility to have a look at your own learning goals in relation to your profession through being coached
- Skills in collegial coaching in order to continue the reflection and learning process at home

### Methodology

The course will consist of a mix of short theoretical inputs, concrete exercises, and group discussions. It is believed that the only way to learn to coach others is by practicing, getting feedback and being coached on ones performance. You will



therefore practice coaching on each other and will experience the potential of being asked the right questions.

The course will be based on psychological research on coaching. Among others within the areas of solution focused coaching, appreciative coaching and positive psychology. In spite of the theoretical basis, the training will be highly practical.

## Programme

<b>Monday</b>	Arrival in the evening Welcome drink
<b>Tuesday</b>	Introduction: Presentations, learning goals and learning contract Input on strength-based coaching <ul style="list-style-type: none"><li>• Thrusting everybody's good intentions</li><li>• Domains of communication</li><li>• Phases of coaching</li></ul>
<b>Wednesday</b>	Setting and exploring goals <ul style="list-style-type: none"><li>• Clarifying the personal challenge</li><li>• Asking about actions and patterns</li><li>• The miracle question</li><li>• Scaling questions</li></ul>
<b>Thursday</b>	Exploring resources <ul style="list-style-type: none"><li>• Exploring and witnessing succes</li><li>• Exploring exceptions</li><li>• Coping question</li><li>• Historical scaling question</li><li>• Giving appreciative feedback and assignments</li></ul>
<b>Friday</b>	Learning in teams (supervision or team-coaching) Implementing coaching in your work: what to take home? Evaluation
<b>Saturday</b>	Departure



# PRACTICAL INFORMATION

## Dates, time and place

This course will be organised on a regular basis. [Please check here](#) to see when and where.

All courses will start with a short welcome drink at 20.00 p.m. on Monday evening and end on Friday around 16.00 p.m.

## Consultants

The consultant running this course is either [Yvor Broer](#) or [Lene Mogensen](#). Depending on the group size a second consultant will be attracted. As we are currently enlarging our organisation, we might place another consultant than above at this course and communicate this well in advance of the course.

## Price

The fee for this course is 750 Euros, excluding travel, food and accommodation. This course is in line with the criteria and priorities of the Erasmus+ programme of the EU. This means that you can apply for a grant to cover most costs, given the criteria that you are working in school education, adult education, vocational education or some parts of higher education. [Have a look here for more information](#).

## Registration

You can register for one of our courses by downloading the registration form on our home page, on the [registration page](#) for open courses. After receiving your form, we will reserve a place for you on the course. There is a maximum of 18 participants per course.

In case you want to use the Erasmus+ programme for a grant to cover e.g. travel, accommodation and course fee, more information and application form can be found on the [information page](#) on that programme

After registering we will be glad to assist you in booking a room and arranging your travel.



## About In Dialogue

In Dialogue is a consultancy corporation that works with development of individuals, leaders, consultants, teams, organisations and communities. In Dialogue was established in 2004 and got its recent name in 2007.

Our consultants work within the approach of In Dialogue, when inspiring change, development and growth. We closely follow new academic developments and are proud of translating new theories into practical and sustainable solutions to your challenges. All the consultants have a higher degree in relevant sciences as well as a proven capacity to translate their knowledge into practice - e.g. in relation to coaching, conflict mediation, project management and organisational change and learning.

We operate in various parts of the world, and all consultants have extensive national as well as international experience and are trained in applying their competences in culturally sensitive ways. Our main office is located in Copenhagen, Denmark. Next to that we have an office in the city of Gouda, The Netherlands. Read more on [our homepage](#) or contact us via [opencourses@in-dialogue.org](mailto:opencourses@in-dialogue.org)

## In Dialogues' courses

In Dialogue makes sure that learning at our courses is contextualised and therefore relevant for the challenges of the participants. Theory is put into action through concrete training of new competences as well as through working on the cases from the group:

- The courses are well structured though still flexible to allow for adjustments based on the dialogue with the participants about their concrete challenges, needs and previous experiences
- The international setting ensures an inspiring environment where the diversity of contexts, challenges and ideas are used to increase the understanding of complexity and diverse ways of dealing with issues.
- Our courses are based on a sound theoretical foundation of social constructionist theory. This means that we draw upon innovative approaches such as the narrative, systemic, appreciative and solution focused approaches.
- We believe that there lies a greater potential for development in strengths than in weaknesses. We therefore focus on applying the resources of each participant to reach his/her learning goals and to build an appreciative working atmosphere within the group.
- It is important for In Dialogue that everyone leaves our courses feeling empowered and competent to apply the concrete outcome of the course in his/her daily work - knowing in which situations to use which techniques and when not to use them.

