

Courses proposed to the NICE Network

Courses for this initiative so far have been planned in Germany, Denmark and The Netherlands. However, locations might change to any EU member state, plus Serbia, Republic of Northern Macedonia, Turkey, Norway, Lichtenstein and Iceland. Your Erasmus+ grant will allow such changes.

All courses are planned to run for 5 days, including a welcome evening.

If a course gets too few registrations, participants might be invited [to one of our open courses](#), or one of the other courses for the NICE Network initiative.

Strength based coaching and guidance

Empower people to take action in their own lives, set their own goals and find the strengths to carry them out!

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 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.

Dates & place: November 2025, Berlin, Germany

Narrative coaching and guidance

Support people to re-author their identity and lives in ways that open up to new paths and give courage to walk them.

The narrative approach to coaching is very powerful when self-limiting ideas have played a role in a person's life for a longer time - often accompanied by shame, guilt frustration etc. - and when these ideas are standing in the way of living out dreams and values. The participant will learn to help the focus person deconstruct these dominant ideas or stories and to construct alternative stories about resources, hopes, dreams and values that lead to new opportunities for action. The course will offer a chance to practice narrative coaching and guidance with individuals as well as witnessing methods with groups.

Dates & place: February 2026, Gouda, Netherlands

Supervision of career advisors and counsellors

Developing reflective practice and sharing of knowledge among career guides

Supervision gives a group the space to reflect on their challenges on an ongoing basis. Working with people in difficult situations can be personally and emotionally challenging and there is the risk of burn out or of letting the work be influenced by personal issues. At the individual level supervision can help the career guide/counsellor understand what happens in the meeting with the user of the service, what the evoked emotions are about, what the resources are as well as the possible strategies in the situation. At the group-level supervision can help the group learn from each other, share knowledge, make their assumptions explicit, challenge practice and innovate and professionalize their work. The course will give the participants a chance to reflect on their practice as career advisors and counsellors, and more importantly it will train them in using supervision methods such as reflective teams and outsider witnessing, enabling them to conduct supervision and establish a reflective practice at home.

Date & place: December 2025, Copenhagen, Denmark

Leadership based coaching

Creating clarity and involvement in complex situations

The course offers headmasters/executives as well as others with leadership tasks a valuable opportunity to expand their toolbox with leadership-based coaching tools. Leadership based coaching is different than normal coaching as it is based on a transparent power-relationship between the manager and the staff-member while still focusing on involvement in dialogue and co-creation around ways to reach goals and deal with challenges. The content of the coaching sessions is framed by the organisational structure and strategic goals and therefore offers an opportunity to link strategies with the daily work of staff or middle-managers. The course will focus on leadership based coaching tools for individuals and teams.

Date & place: February 2026, Copenhagen, Denmark

Additionally, organisations can add further open courses, to complement their Erasmus+ application.

[A list of all open courses can be found here.](#)