

NARRATIVE COACHING & GUIDANCE

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

Course description

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.

Narrative coaching claims that reality is socially constructed through the way we talk about things, and the choices we make when deciding what to talk about and what to leave unsaid. Through storytelling we create meaning of the experiences in our life. The knowledge in our stories is often perceived as the truth about things and happenings, and this "truth" - or dominant story - guides us towards certain "obvious" ways of dealing with problems. Words create worlds, they focus our perception and attention on happenings that confirm our dominant story and tend to let us reproduce actions that likewise confirm the story. However, sometimes these actions do not bring real solutions. It might be that the actions have already been tried out without the expected outcome, or it might be that we end up in conflicts, or in painful stories about past failures. Challenging these stories might therefore point towards alternatives.

The narrative approach works with externalising conversations: the problem is constructed as something

external to the person, its tactics and effects are explored and the focus person is asked to evaluate these effects. Through externalising conversations, the focus person realises that he is not the problem, and that alternative stories of times without the problem exist. Elaborating and unfolding - "thickening" - these alternative stories help the person finding his way back to his own resources, hopes, dreams and values. Through new stories new opportunities for action arise.

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 with individuals as well as witnessing methods with groups.



The course will give you...

- Insight into the theoretical foundations of social constructionist theory and narrative coaching
- A chance to practice externalising conversations and construction of alternative stories (re-authoring)
- Possibility to practice witnessing methods
- An understanding of how to apply the techniques in different situations - to individuals and teams - and specifically to your target group
- A possibility to have a look at your own learning goals and identity as a coach through being coached
- Skills in collegial coaching (outsider witness groups) 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 one's 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 narrative theory and psychological research on coaching. In spite of the theoretical

basis, the training will be highly practical.



Programme

- Monday** Arrival in the evening
Welcome drink
- Tuesday** Introduction: Presentations, learning goals and learning contract
The narrative approach to coaching
- Listening to stories so others will share
- Wednesday** Externalising conversations
- Naming the problem,
 - Mapping its effect,
 - Evaluating and justifying the evaluation
- Thursday** Re-authoring conversations
- Landscape of identity and landscape of action,
 - Exploring unique outcomes
 - Outsider witnessing of unique initiatives
- Friday** Further practicing of narrative coaching
- Outsider witnessing - continued
- Rounding up: Looking back at your personal learning goals
Evaluation
- Saturday** 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 evening/ drink at 19.30 p.m. on Monday evening and end on Friday around 16.00 p.m.

Consultants

The [consultant](#) running this course is either **Yvor Broer**, **Lene Mogensen** or **RajVinder Singh Gill**. 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 775 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 Roskilde, 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

In Dialogue 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.