

The Psychological Dimensions of Coaching

Developing Psychological Literacy
2-day workshop with Marjorie Shackleton

Many executive coaches are recognising the need to be more skilled in the psychological and emotional dimensions to coaching practice.

It is generally accepted that certain kinds of coaching, eg developmental/transformational coaching which prepare the executive for future demands of the organisation, or personal growth over time, often focusing more on 'who the person is' rather than 'what the person does', requires a level of psychological competence and understanding, without necessarily requiring coaches to become psychologists or psychotherapists. Psychological competency enhances the coach's capability to work at a deeper, more psychological level which helps bring about powerful shifts in clients' perceptions of themselves and others. Alongside the capacity to be curious about and to fully understand the client from a psychological perspective, there is also the capacity on the part of coaches to have a willingness to be reflective about their own experience, history, thoughts, feelings, motivations.

In this practitioner based module the emphasis is on translating psychological principles into practical coaching applications. Such frameworks offer models, techniques and tools which enable the coach to make sense of the personal challenges faced by many clients, while also providing the conceptual base for developing and applying psychological literacy. The focus of this workshop is on the broad psychological principles drawing on the mainstream schools of psychotherapy - psychodynamic, person-centred, Gestalt, cognitive behavioural as applied to

- Management of complex boundaries
- The nature of change and managing resistance
- Working with emotional and highly charged client material
- Understanding the impact of childhood experience on adult functioning
- Developing psychological mindedness
- Use of self as an Instrument of change
- Differential use of psychological models
- Recognition and management of complex psychological conditions

All workshops contain a solid conceptual framework combined with experiential learning in pairs and small groups with

opportunities to practice in triad groups (coach, client and observer).

Facilitator: Marjorie Shackleton

With a psychotherapeutic as well as advanced coach training background, well-honed through extensive experience developing individuals and teams in the US, Canada and UK, Marjorie brings a unique blend of psychological and organisational experience to her work as an Executive Coach. Her individual developmental model is underpinned by the belief that sustainable, organisationally relevant change often requires engagement on a personal as well as business level. Marjorie's particular interest is in leadership issues that arise when individual 'drivers' are in conflict with organisational needs and the creative solutions which emerge out of this so called *paradox of leadership*. Marjorie is also a skillful Coach Supervisor.

Dress

Comfortable, casual clothing.

Dates

18 – 19 April 2012

Times

The workshop runs from 9.30am to 5.00pm

Fees

£600.00 plus VAT

Venue

Etc venues
Bonhill House
1-3 Bonhill Street
London
EC2A 4BX

Booking Procedure

Please fill in an application form on-line at: www.aoec.com

To talk through the details of our programmes and how we can help you, please contact:

Mike Smith

Tel: + 44 (0) 208 916 9063

email: mike.smith@aoec.com

Academy of Executive Coaching

64 Warwick Road, St Albans, Hertfordshire AL1 4DL

www.aoec.com