

Intentional Coaching Presence: Supporting Greater Awareness In Diverse Workplaces

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Intro Conversation

- What is one thing you learned about about your race, culture and/or ethnicity(s) or another of your identities growing up? (e.g. from family, friends media, or TV/Film)
- 2. What is one thing you learned about other races, cultures or ethnicities or other identities growing up? (e.g. from family, friends media, or TV/Film)

Goal of Coaching Relationship: A Gestalt Perspective

Coach aims to educate client/client system to:

- Enhance client awareness of functioning.
- Enhance client's ability to take action to improve functioning.

Impact is, in part, determined by how well the coach uses their **awareness** in making useful interventions with the client.

Emphasis of gestalt: **"High Contact Strong Presence Consultation**" (Edwin Nevis)

Aspects of Presence

Stance

Open

- Non-Judgmental
- Present-Focused
- Optimistic
- Curious
- Respectful

Capabilities

Awareness (*Client and Self*) Able to Attend To:

- Embodied Presence
- Emotions
- Energy
- Thoughts

Intervening

- Clear, Succinct, & Direct
- Being Bold
- Being Flexible
- Using Humor

Unique "Stamp"

- Background
- Lived Experience
- Values
- Embodied Theories
- Innate Tendencies

Presence & Awareness In Coaching

Awareness: Client

- · Patterns of Speaking
- Body Language
- Energy
- Attention
- Pace

Coach Is Present & Aware of Both Client and Themself As They Listen To Client

Awareness: Self

- Feelings Evoked?
- Physical Sensations?
- Energy?
- Thoughts?

Coach and Client Explore Client's Response Intervention: Coach Selectively Shares Observations or Questions with Client



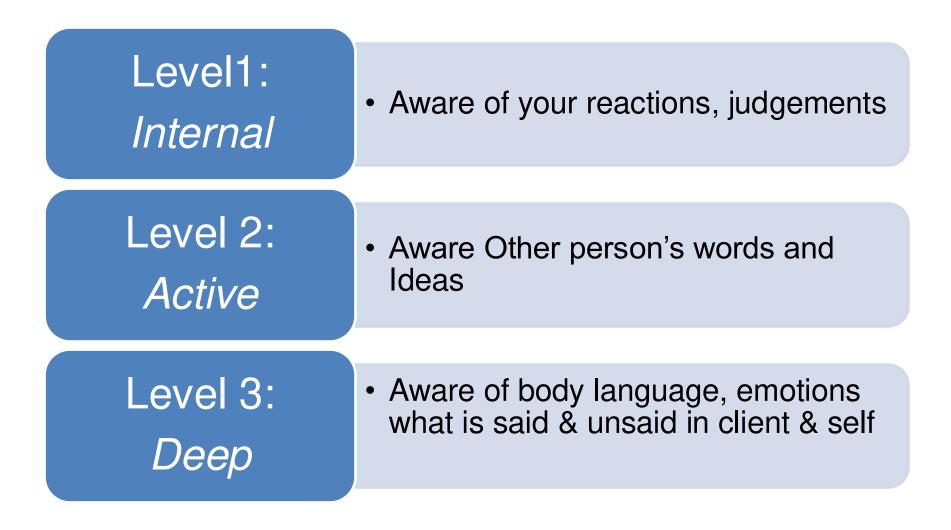
- 1. What are you aware of:
 - Sally?
 - Yourself?

2. As Sally's coach how will you respond to Sally?

Closing Question

Why is it important to be intentional about our coaching presence when we work in diverse settings?

Moving To Deeper Levels of Listening



References For This Conversation

"Organizational Consulting: A Gestalt Approach" by Edwin Nevis, GIC Press, 2001.

"The Power of Presence and Intentional Use of Self: Coaching for Awareness, Choice and Change" by Dorothy Siminovitch and Ann E. Van Enron from International Journal of Coaching in Organizations, 2008.

"Introduction to the Cape Cod Model" training program offered by GISC October 2024. Lucy Ball and Joseph Melnick, faculty.

For Further Exploration and Study

Cleveland Institute of Gestalt https://www.gestaltcleveland.org/

Gestalt International Study Center (GISC) <u>https://www.gisc.org/</u>

Gestalt OSD Center https://www.gestaltosd.org/

International Gestalt Study Center (Igold) https://www.gestaltod.org/programs/igold-program/