



# Sally Colella

COACHING FOR A CONNECTED WORLD

## **Intentional Coaching Presence: Supporting Greater Awareness In Diverse Workplaces**

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# Intro Conversation

1. 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  
Themselves 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

# Trios Coaching Case

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

Level 1:  
*Internal*

- Aware of your reactions, judgements

Level 2:  
*Active*

- Aware Other person's words and Ideas

Level 3:  
*Deep*

- Aware of body language, emotions what is said & unsaid in client & self



# 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) <https://www.gisc.org/>

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

International Gestalt Study Center (Igold)

<https://www.gestaltod.org/programs/igold-program/>