







THE BAD NEWS ABOUT THIS TALK

- It's unclear and poorly thought out
- It's irrelevant
- It's unoriginal and derivative
- It's unattractively rational
- It makes coaching unnecessarily complex
- It's not even got any good jokes!

THE GOOD NEWS ABOUT THIS TALK

- It's clear and structured
- It's wholly relevant to you
- It's fresh without pretending to be The New Thing
- It's based on years of experience rather than theory
- It credits coaching with the level of complexity it deserves

CONFERENCE THEME REMINDER

From Our Roots to Beyond:
Honouring Our Roots,
Expanding our Future

The 3 Ages of Coaching

- The Cowboy Age (nineties and earlier)
- The Codified Age (naughties)
- The Reflective Age (teenies)

SETTING A STARTING POINT...

What does "coaching"
mean to you?

WHAT IS COACHING FOR ME?

The current state-of-the-art for facing the
age-old question:

How do I live a meaningful, positive life?

LOOKING TO THE FUTURE

When all that is left for human beings is being human.



Our journey today

OUR JOURNEY TODAY

- To consider what we mean by the human condition
- To consider the 21st century (western) conditions
- To revisit our coaching heritage to see what that offers us today
- To consider the "ologies" that make coaching and how they find expression
- To ask what this means to us as coach educators
- To offer "transformational dialogue" as a fuller expression of coaching today

HERE'S WHAT I SEE TOO MUCH OF IN COACHING

- Playing by the "rules" to meet *agreed* standards
- Holding-back, caution, timidity and fear
- Lack of *real* honesty in the coaching relationship
- Desire for approval and acceptance
- Need for validation through results
- Managing the client to the coach's expectations



Why coaching, why now?
And is it living up to its potential?



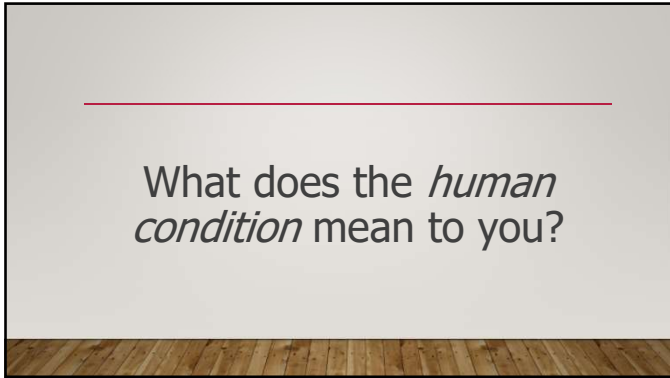
If no-one were watching, what
might you change about coach

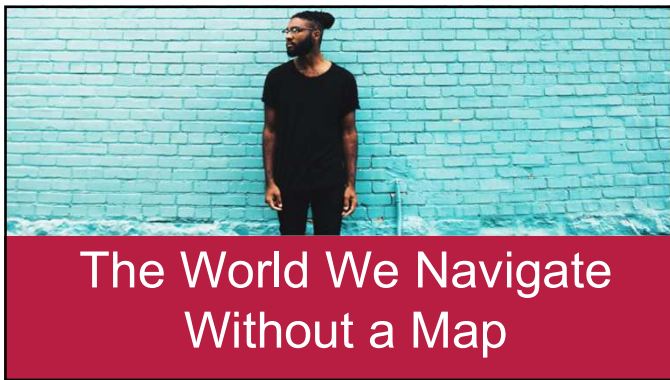
WHY THIS MATTERS - COACHING IS MATURING

- Outgrown the boardroom and workplace
- Beyond *outcome* and the ideal - enter the shadow
- Increasingly common across all "affluent" segments of society
- Increasing use with disadvantaged groups through programmes
- More coaches than ever developing unique areas of work
- Integrated with other practices
- Facing complexity of life











How well does coach training prepare coaches to confront this?

- Where is it working?
- Where can it improve?
- What's holding us back?



Why Splitting the Atom Caused the Coaching Explosion

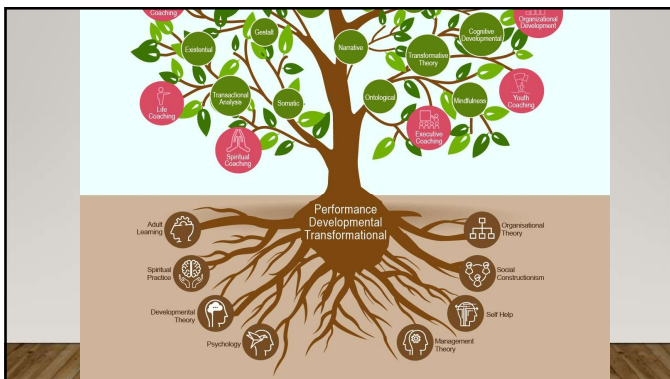
THE CERTAINTY OF UNCERTAINTY

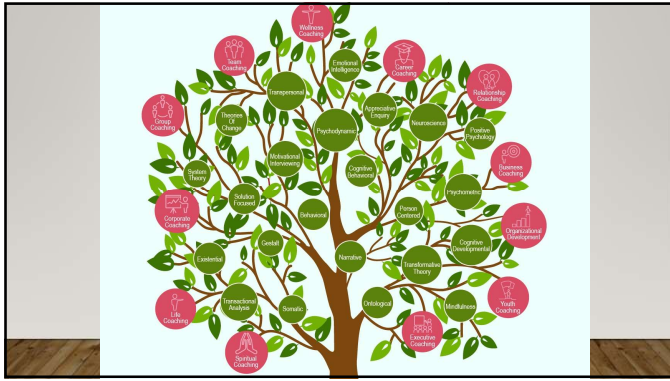
- Quantum physics put **uncertainty** at the heart of existence
- Existentialism 2.0
- Personal Construct Theory
- Post-structuralism
- Postmodernism
- Social Constructionism
- Transformative Theory



Are We Dancing to the Real Tune of Coaching?







THE *OLOGIES* OF COACHING

- Ontology
- Epistemology
- Psychology

ONTOLOGY

- Existence precedes essence
- Indeterminism and free will
- Material reality over idealism

EPISTEMOLOGY

- Propositional
- Pragmatic
- Subjective
- Experiential

PSYCHOLOGY

- Integrative
- Eclectic
- Non-diagnostic
- Non-therapeutic (whatever that means)

What's are the *essential* qualities of coaching, for you?

FOR ME...

- Dialogical
- Egalitarian
- Collaborative
- Eclectic
- Unknowing humility
- Integrative
- Whole-person centric
- Change-focused
- Intro and *outrospective*



If Socrates Were a 21st Century Coach, What Would His Niche Be?



Prisoners or Wardens?
Questions for Coach Educators

PRISONERS AND WARDENS

- Constrained by rules?
- Locked in to past definitions?
- Afraid of being outcasts?
- Governed by accreditation and authorities?
- Reinforcing norms?
- Guarding sacred cows?
- Rigidifying practice?
- Assessing?



Towards Transformational Dialogue

WHAT IS TRANSFORMATIONAL DIALOGUE?

An authentic, whole-person, conversation in which personal and systemic paradigms are explored for possibilities of change or new construal.

WHAT IS TRANSFORMATIONAL DIALOGUE?

An **authentic**, whole-person, conversation in which personal and systemic paradigms are explored for possibilities of change or new construal.

WHAT IS TRANSFORMATIONAL DIALOGUE?

An authentic, **whole-person**, conversation in which personal and systemic paradigms are explored for possibilities of change or new construal.

WHAT IS TRANSFORMATIONAL DIALOGUE?

An authentic, whole-person, **conversation** in which personal and systemic paradigms are explored for possibilities of change or new construal.

WHAT IS TRANSFORMATIONAL DIALOGUE?

An authentic, whole-person, conversation in which **personal** and systemic **paradigms** are explored for possibilities of change or new construal.

PERSONAL PARADIGM - KOLTKO-RIVERA

- Existential Beliefs
- Evaluative Beliefs
- Prescriptive and Proscriptive Beliefs

WHAT IS TRANSFORMATIONAL DIALOGUE?

An authentic, whole-person, conversation in which personal and **systemic paradigms** are explored for possibilities of change or new construal.



WHAT IS TRANSFORMATIONAL DIALOGUE?

An authentic, whole-person, conversation in which personal and systemic paradigms are explored for possibilities of **change or new construal**.

- QUALITIES OF TRANSFORMATIONAL DIALOGUE
-
- Authentic & non-gamed
 - Collaborative
 - Surfacing paradigm drivers
 - Provocative & uncomfortable
 - Playful & irreverent
 - Compassionate courage
 - Draw out patterns
 - Everything has value



Critical Themes

CRITICAL THEMES

- What is - what might be
- Here and now - there and then
- Enquiry - resolution
- Understanding - planning
- Emergence – determination
- Outside/In – Inside/Out
- Presence - curiosity
- Questioning with - questioning of
- Self - other
- Cause - effect
- Past - present - future



What does this leave you with?
