

Coaching at Work annual conference – 5th July 2017, London

Coaching
at Work

Culture and Challenge

Coaching and mentoring to challenge,
shift and embrace cultures

Coaching at Work Annual
Conference
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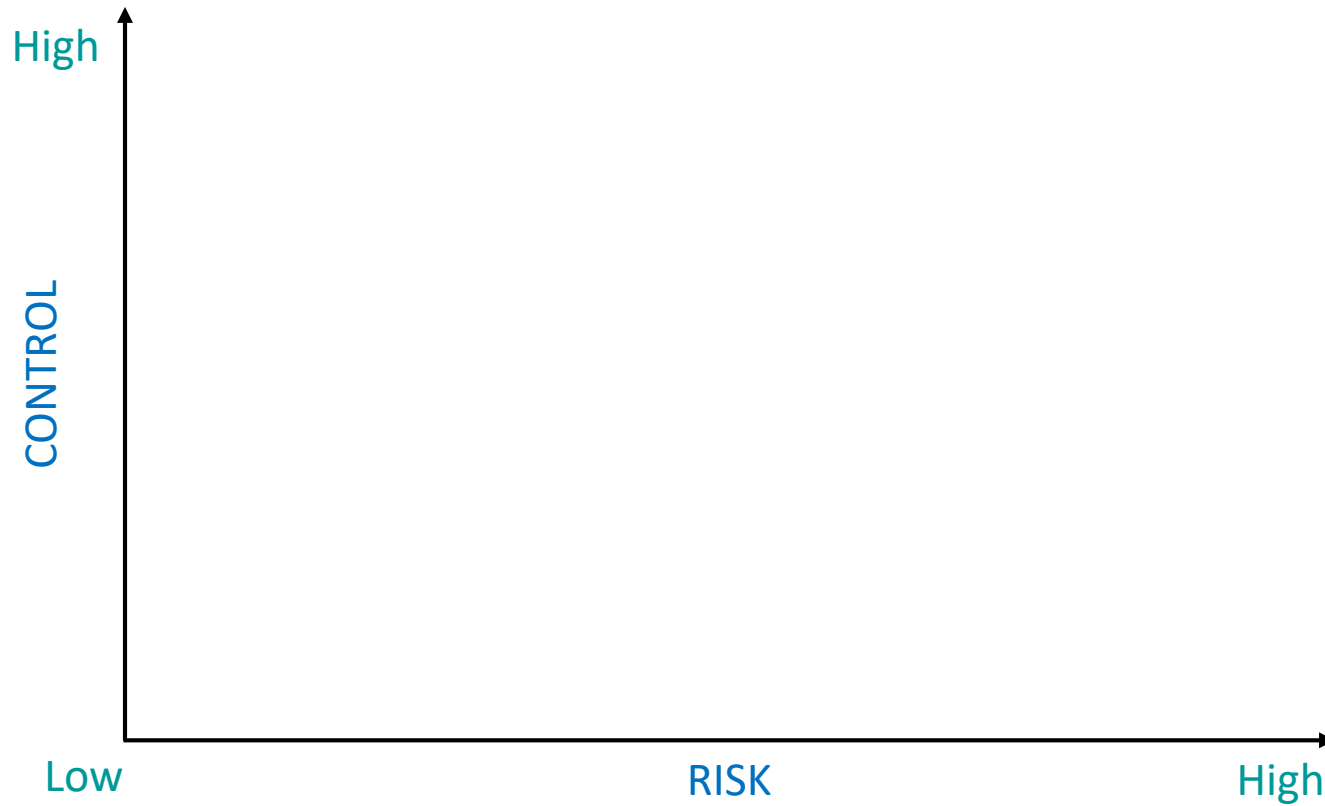


Relational Team Coaching:
Daring to Dance on the Edge

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Control or risk?





noticing the *felt sense* of
what is evoked in you in the
presence of the team



Noticing the felt sense...

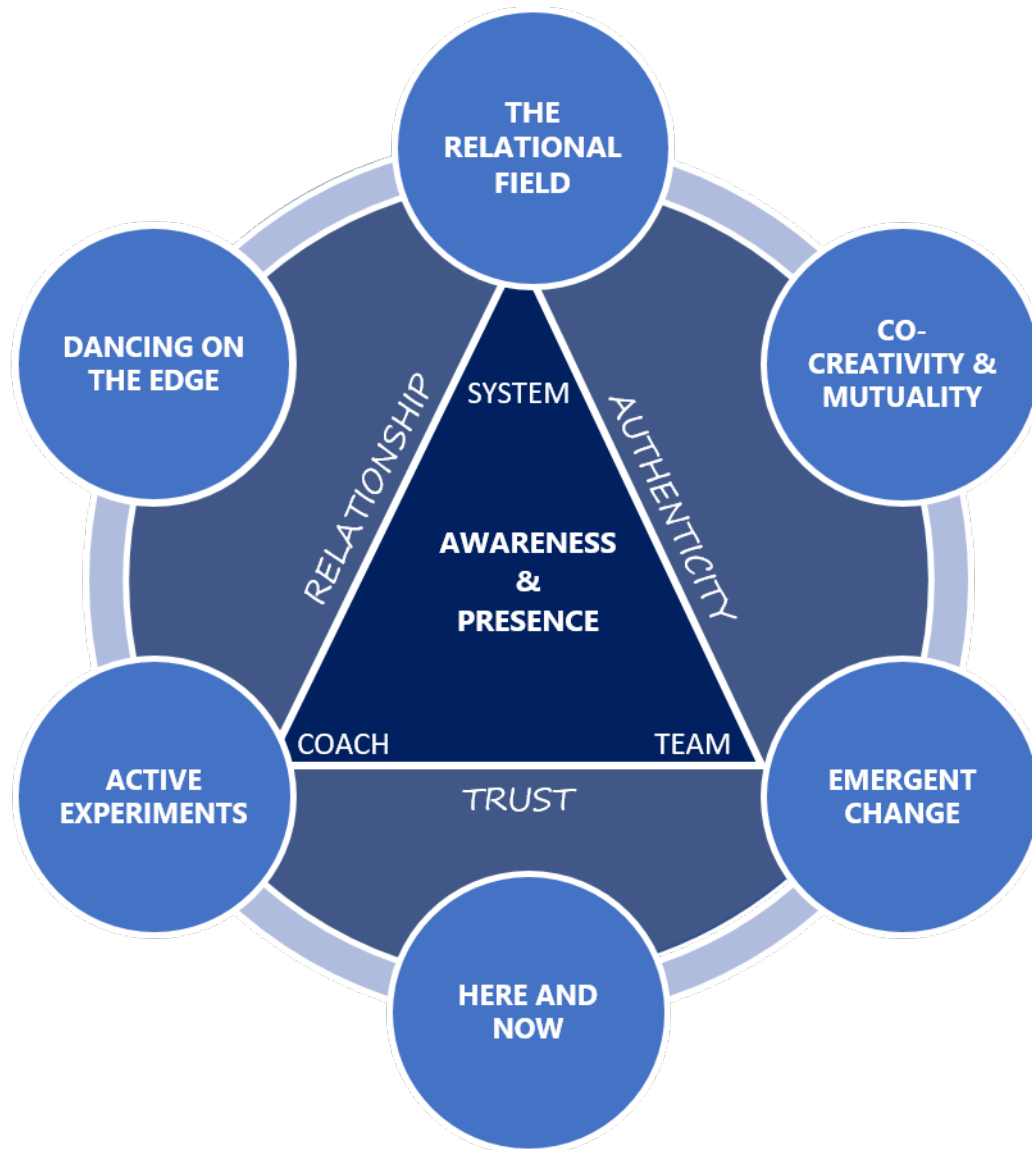
- Bring to mind a coaching session you had (with a team or individual). Recall how the work started, how the session went, and how you were as you left the meeting or session. Take your time with this; let yourself reconnect with the session.
- Now relax, make yourself comfortable and imagine you are about to meet the team again. Do this as concretely as possible; visualise the building; who else you might meet; the sounds; the small- take yourself to that place. Now you are about to meet them, what is the feeling evoked in you? What is that 'felt sense' in your body?
- Sit with that feeling, hold it in focus. Perhaps a word, image, lines from a song or something else comes up that seems to resonate with that feeling that makes it meaningful to you.
- Now ask yourself what that feeling says about you, the client and the work you were doing together. What new understanding do you have?
- Share with a partner



Guidance

- It arises as a feeling, image or intuition
- It is often more of a background sense, but it is present and perhaps slightly disturbing
- In the moment, I won't know what the feeling means
- This 'something' may well be mine, but it may be about the relationship happening between us
- Sharing the 'something' in a way that invites curiosity and interest about its meaning and relevance to the client.
- It feels risky as the client can easily discount any connection with what you are saying
- This is not a technique, it's a genuine sharing of what is going on for me, in service of the coaching relationship

Relational Team Coaching



Putting the coaching relationship at the crucible of learning and change



Relational coaching sees the process of relating – to self, to others, to the organisation - as the key channel of self-expression and as the main vehicle for change.



Daring to Dance on the Edge

When we put relationship at the heart of team coaching, we are *dancing on the edge*, where meaning is made; the edge of uncertainty and unpredictability. We open up ourselves as fully as we dare to the coaching relationship.

This means being fully present in this shared space, alive, responding emotionally and intellectually and using ourselves in service of the work. Through authentic relating we create awareness of the possible choices and help the client take responsibility and ownership for the decisions they then make.

We do this by using the natural creative tension of relationships and the relational field as a source of change. For us as coaches, this means being available, exploring, building a relationship in which significant things can be expressed and transitions can be experienced.

Most of all, it requires us to not avoid, repress or ignore our own tensions and doubts. Instead have the courage to name them with curiosity and without attachment so client, and coach, can learn from it.



Relational Coaching Concepts

1. Heightened awareness and signature presence
2. Building relationship, trust, authenticity
3. Using the relational field is a source of data and experimentation
4. Working co-creativity and mutuality
5. Recognising change is constant and emerges in relationship with others
6. Exploring the here-and-now experience
7. Using self in collaborative, authentic dialogue
8. Dancing on the edge: noticing and attending to the relational patterns

Putting the coaching relationship at the crucible of learning and change



“...we are supported to understand and apply what we already know deep within: that every part of the field is a part of each of us...We are unique but never separate. We are deeply part of each other and in our belongingness, to each other and to the field that we share, lies our full humanity, and our fullest individual development of self”

Wheeler, 2002



Thank you for participating in our Relational Team Coaching workshop.

If you would like to find out more about our approach and courses, please join our mailing list at <http://www.executivecoachstudio.com/> or, if you would like a conversation, please contact me at georgina@executivecoachstudio.com

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