

CERTIFIED SYSTEMIC COACHING PROGRAMME [CSCP]

Training opportunity for HR Professionals, Change Consultants, OD practitioners, and Leaders

3 days certification program: 6th to 8th Sep 2010

The situation

Coaching is becoming an increasingly important competency for people holding leadership ranks all over the world. Leaders discover Coaching as a useful support to their leadership role. Leaders decide, orientate, change and motivate – and where do they get support from? The increasing complexity of the work environment influences leaders considerably, as they have to reduce the complex consequences of fast decisions. And with whom do leaders reflect their own situation?

Leaders [can] "recharge" their battery and reflect their role and performance consciously. The necessity to get professionally trained Coaches in India to meet the increasing demand of leaders is increasing every day.

Systemic Coaching is a process of professionally reflecting a leaders' role in an organizational context. Systemic Coaching is conducted by an external Coach, whose value added is the additional perspective the leader gets.

Systemic coaching is the process of testing the assumptions about the leader's role or a leadership role in any organizational change context. This approach to coaching using the systemic route is very robust as it follows a step by step model of starting from observable facts and shared perceptions to a deeper understanding of the hidden potential that can be unleashed.

Our offer

As professional systemic Coach, in depth training is required.

Few of the coverage areas for reflection are:

- Exploring with leaders the complexity of their context
- Test with leaders diverse perspectives on their situation and themselves
- Work on values and attitudes of the leaders
- Give appreciative and clear feed-back
- Support leaders in visualizing and designing their future on set goals
- Explore with the leaders their thoughts, feelings and action

Systemic thinking is the underlying approach that enlarges our understanding of context and perspectives, enhances the leader's ability to reflect his/her the own role, values the diversity of perspectives, and allows a special outline for our interventions as systemic Coach.

The creative mix of methodologies (theoretical grounding in system's theory, role plays, practical application, case work, self reflection, circular questioning, sculpturing, etc.) guarantees hands on learning and exchange.

The program

<p>Program's content 3 days</p>	<ul style="list-style-type: none"> • Background of Systemic Coaching. • Contact, build the coaching contract. • Clarification of roles. • The systemic coaching loop • Analysis of the context: The art of posing question, circular questions • Assumptions as key to systemic coaching. Person, role, task, goal & environment. • Feed-back – the heart of systemic intervention. • The professional role as Coach. • Effects of personal cultural background of the Coach: boundaries and stretching boundaries. Own values and live experiences of the Coach as valuable assets. • Intensified application of various systemic Coaching interventions: visioning, sculpturing, positioning, images, letters. • Coaching in the context of leadership development. • Personal feed-back and certification.
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Requirements for certification

- A keen aspiration to develop coaching skills.
- Full, active participation on all days,
- Keeping of a coaching diary during all days
- Payment of full course fees
- Submission of a written report on a real Coaching case within 2 months

Your benefit

You feel well equipped and ready to serve your market as systemic coach. You become part of the growing synetz international "Systemic Coaches Network". You receive the synetz international certificate on "Systemic Coaching Competence" and the course documentation.

Please rush your nominations to:

Vani Thakur, Manager NHRD Hyderabad Chapter

Phone: +914023742429 (Office)

Mobile: +919948358833(Vani Thakur)

Email: Hyderabad.vani.thakur@nationalhrd.org

Fees per Participant - Rs. 20, 000/- payable by DD/Cheque drawn on 'National HRD Network/or cash on registration at venue

Discount of Rs. 1000 /- for NHRD Members.

25% Discount [2 seats are reserved] for Self Employed Persons

The trainer and master Coach:

Dr. Marion Keil, born 1960, is founder and CEO of synetz – international, based in Germany. Marion is a sociologist. She did her PhD research in India. She gained further rich international experiences by working in Europe, India and Africa as Organization Development consultant to various organizations. She is an expert in large group facilitation (book author on this subject)... She has trained globally around 150 management consultants in Systemic consulting. Her company synetz-international is known for excellent systemic Change consulting and coaching for leading companies in Europe. She is one of the lead faculty for the 18 month - OD certification programme of ISABS in India.

Outstation Participants looking for Accommodation, the details below will be extra charge:

Single Occupancy - Rs. 1500/- + 10.3% Service Tax with complimentary Breakfast.

Twin Sharing room - Rs. 2250/- + 10.3% Service Tax with complimentary Breakfast.

Program Venue:

Centre for Organization Development, Madhapur Post, Hyderabad-500081

Telephone: +914023742429 (Office)

9948358833 (Vani Thakur)

Contact person: Vani Thakur, Manager, NHRD Hyderabad.