

## West Yorkshire Co-coaching Forum

### Meeting Summary

17<sup>th</sup> February 2011

**Facilitator:** Liz Ford

**Number of attendees:** 7

**AC members:** 5

**Non-AC Members:** 2

**Number of new attendees:** 1

**Apologies Received:** 14

**New enquiries received since last meeting:** 0

### News

#### AC

- The next Regional Event will be held on Wednesday 16<sup>th</sup> March, 6-9pm at the Ramada Parkway Hotel, Bramhope, LS16 8AG. The topic will be "Using Humour in Coaching" and will be delivered by Sue Knight. Flyer available here - <http://bit.ly/eiT6nd> To book go to: <http://bit.ly/9giGQ2>
- The latest edition of the AC bulletin is available on the AC website at: <http://bit.ly/fCfMjL>
- VAT increase – due to the recent VAT increase and the way the AC is required to manage VAT we are making a small change to the way we manage and advertise our forum. We are making it clearer that the co-coaching is free of charge and the buffet food we all enjoy is charged at £8.00 per person and payable to the hotel and not the AC. **Receipts for co-coaching will therefore no longer be provided.** AC Members and non-members will be charged the same amount but as co-coaching is considered an AC membership benefit, non-AC members are encouraged to join the AC as soon as possible to continue making use of this valuable activity.
- Non-members are encouraged to seriously consider AC membership. Liz is happy to answer any questions about AC membership and to provide membership packs on request. Further information can also be gained from the AC website: [www.associationforcoaching.com/memb/memb.htm](http://www.associationforcoaching.com/memb/memb.htm)

#### General

- To celebrate International Coaching Week (6-12<sup>th</sup> Feb 2011) 3D Coaching are offering low cost group supervision taster sessions. Liz will be running one in Bingley on 8<sup>th</sup> March 10:00-12:00. Cost is £20 inc. VAT. There are only 5 places available so if you are interested please book with 3D on 01462 483798 or via [info@3dcoaching.com](mailto:info@3dcoaching.com)

### Introductions – Led by Liz Ford

Liz asked the group to introduce themselves saying :

- Who they were
- What sort of coaching they did and with which types of clients
- One thing they'd like help with from the group

Help topics included:

- How to create the right environment to coach people in crisis
- When coaching people through the current cuts, how do we remain positive and not get drawn into the panic?
- For feedback on my model of coaching
- An opportunity to practice

- To explore whether I really want to invest time and money developing my interest in positive psychology
- For ideas of practice based exercises the group would like to try at future meetings

### **Coaching Practice**

We worked together as a small group using Sculpting.

During our introductions it became apparent that the concept of coaching people through “crisis” and the current economic situation was relevant to us all so we worked together to identify the main parts of this issue as we saw them:

- The environment created by the coach
- Insecurity
- The unknown
- Self-worth, self esteem, self-identity
- The normality of crisis
- Feelings
- Opportunity

These were mind-mapped on a piece of paper and placed in the middle of the room which we cleared of chairs. We each then chose a part to embody and went to a place in the room that felt right for that part. After a few moments of getting into character we each took it in turns to speak from our “place” about how we felt, how we saw crisis, what we wanted or felt we needed and how we saw the other parts from our current place. We questioned each other too and moved around the room as we felt drawn and as changes occurred.

After about an hour we had a thorough debrief on our learning and the process as a whole.

### **Reflections - Recorded by Liz Ford**

#### **Learning**

- *General*
  - The important of contracting, boundary management and supervision
  - The usefulness of letting go and being comfortable in the vastness of the issue
- *The environment created by the coach*
  - Needs to be a safe place to let go
  - A place where you don't feel on your own, but feel supported and encouraged
  - A place to stand back and look at the bigger picture but also to go up close and look at each part in turn
  - A place to acknowledge, normalise and address emotions
  - The coach needs to remain objective and not get pulled into the “mud”
- *Insecurity*
  - Safety is paramount
  - This part needs a place to open up
  - It needs support and a place with no pressure / strings attached – hence the value of external coaches
  - It may need assistance to look at the different parts and possibilities of the situation
  - Movement, drawing, sculpting with objects and use of metaphor could all be useful here
- *The unknown*
  - This gets a lot of press and focus and we are often given the impression that we should know
  - Culture in some organisations expect managers to know all
  - It was more helpful to focus on what this part did know
  - Useful to look at how we manage everyday with not-knowing e.g wifi, how other departments work, mobile phones etc.
  - Useful to explore why we feel we need to know. What would we do if we did know?

- This part felt more resourceful when offered help and accepted it
- Self-worth, self esteem, self-identity
  - This part valued working with someone who could see the bigger picture
  - Wanted to feel “someone is with me”
  - Was glad when help was available
  - Valued being able to say it as it is – again showing the value of external coaches
- The normality of crisis
  - Crisis happens all the time
  - We have inbuilt skills to manage in a crisis
  - We have dealt with crisis before and can learn from this
  - We all bring expertise from our experience of life that helps us cope with crisis
- Feelings
  - Need to be acknowledged
  - Positive psychology could be a good tool to use
  - Timing is important. We need to know when to push and when to support
  - We need to recognise the difference between survival mode and competency mode and what works in each
  - It’s important to meet people where they are, but also to lead them forward when they are ready and not just to “wallow”
- Opportunity
  - That varying the distance from the “crisis” made a difference to the possibility of seeing opportunities
  - Turning my back on the crisis for a moment made it possible to see opportunities
  - Parts of the room took on new dimensions, e.g. doors which could be opened
  - That walking through a “door” could be both an entry and an exit
  - It’s OK to look at opportunities, you don’t have to take them

### Process

- We all got a lot from the process and could see the benefit of using it with teams or groups
- Embodying the parts of the issue was very powerful
- The physicality and movement of the exercise had a profound effect
- It felt very natural and flowed well
- We got different perspectives from different places and through the different voices
- The way all the parts started apart but moved together at the end was fascinating and could be used as a model for a coaching session

**Thanks to all who attended and joined in so energetically**

**Next Meeting Thursday 31<sup>st</sup> March 2011**