



Cathartic Change via Facilitated Coaching

Angus McLeod

Gloucestershire CIPD, Cheltenham, 2012

WITH BONUS-SLIDES!

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Angus McLeod Associates

Advanced-Coaching Master-class for Professionals

An intensive 3-day learning experience

Advanced skills can transform the work of professional coaches to the highest levels. These advanced skills have been modelled on master-class research – these skills are outside lists of coaching-skills whether that list is benchmarked or not!
These advanced skills are observational, linguistic and physical.

Professor Angus McLeod, international master-coach and author of 5 books and over 60 papers

- Accelerate internal-reflection within seconds of meeting your coachee
- Maintain deep learning states
- Facilitate incredibly-motivating solutions, including catharsis





10-12 April, 2013

Worcester. Early-bird: £595

Login-here to secure your place (no payment required yet!)

<http://angusmcLeod.com/ACM2013>

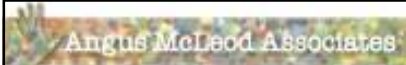
- See & hear transformation
- Learn how to coach at the most impactful, advanced levels

"Angus has an eclectic and diverse life and professional interests and experiences that have cultivated within him a great depth and empathy while paradoxically breeding a joyful lightness of being and equanimity. Time spent with Angus in any capacity is engaging, enlightening, provocative and fun!" **Michelle Duval, Co-Founder and Co-Director, The Meta-Coach Training System.**

"His passion for coaching is infectious and he plays a key role in ensuring the growth and development of coaching" **Jacky Pratt, Director, Ambition Coaching Ltd.**

"Angus has the skill of being able to convey complex information in an engaging way that allows people to not only understand but apply what they have learned effectively" **Amechi Udo, Inspirational Coach.**

"Angus is a superb thinker able to work across an astonishing range of styles from fine detail to breathtaking creativity" **Will Thomas, CEO, Vision for Learning Ltd.**



Four Levels of Coaching

Observing the Coachee, NOT the coach

1. Intellectualizing
2. Intellectual pauses
3. Deeper level accessing – Self-reflective experiencing (SRE)
4. Same but with pauses >2 seconds, sometimes minutes



Sydney Video #2

Now view video and return to Model

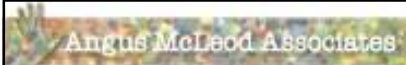
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BONUS SLIDE - SRE tips

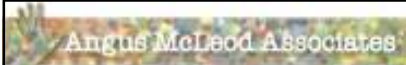
- Breathing quickly subsides
- Eyes defocus or move once and defocus
- Head may tip (look for whites of eyes!)
- All tics/movements stop
- Shoulders may sink (notice against background)
- Face muscle-tone relaxes, hues may pale

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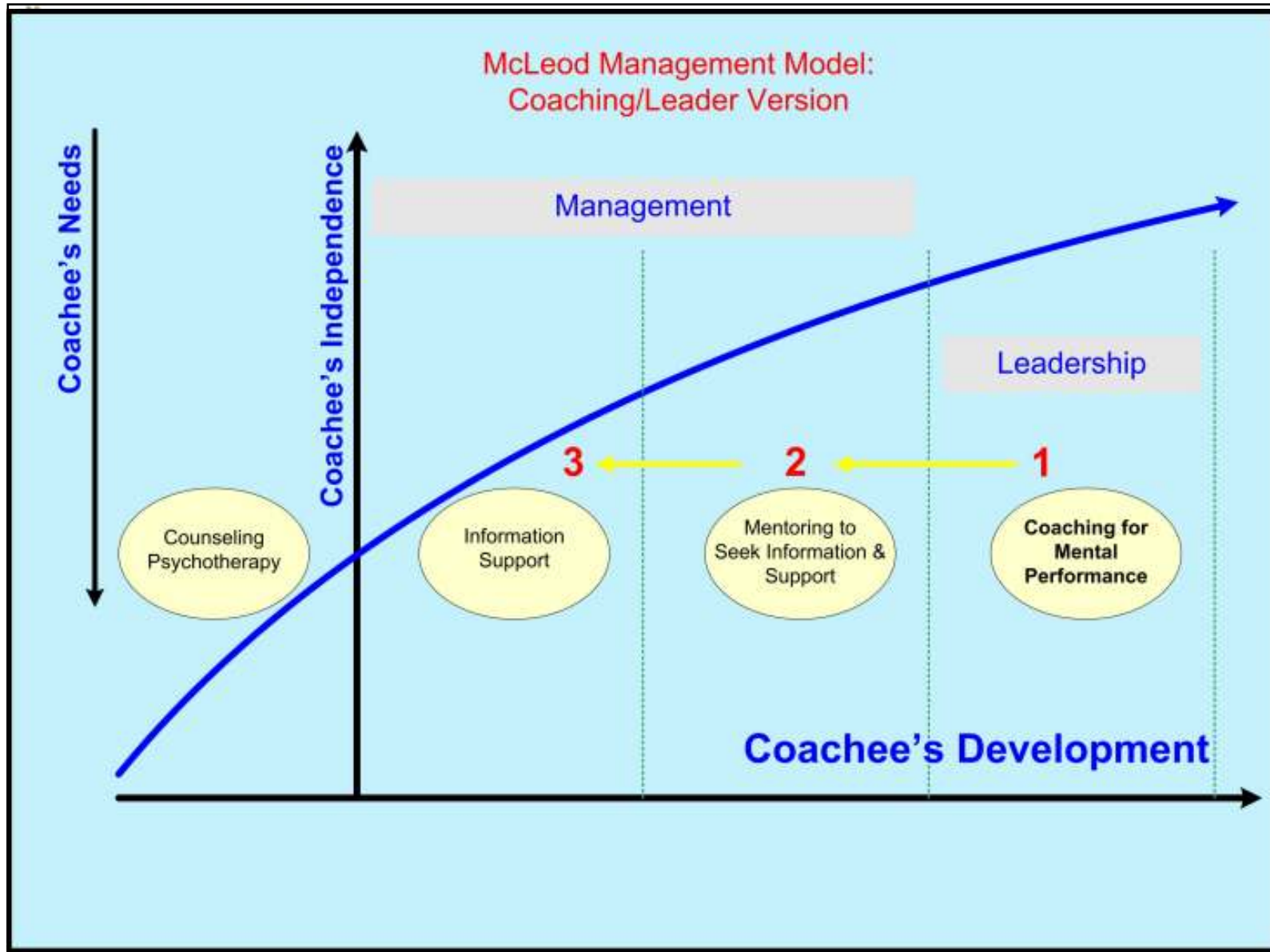
Key Coach Skills for catharsis

- Sensory Acuity
- Reflective Language
- Management of Silence (e.g. see ‘trailing off’)
- Managing dialogue, for example:
 - Trailing off as the coachee is entering SRE
 - Interruption and re-triggering for SRE
- Not needing content or context, see McLeod, PC



Critical Competences

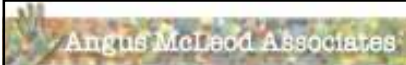
- Rapport/Trust
- Coachee willingness to enter SRE states
- Coach ability to be silent as coachee goes SRE
- Coach ability to interrupt logic where SRE may be more powerful, and re-trigger SRE state
- Coach ability to facilitate deepening of SRE
- Start facilitation from 1st moment, not later





BONUS SLIDE – McLeod Model

- We can start by facilitating (1) invariably
- Move to mentoring (2) if needed
- Only then move to support/direction (3)
- Return to coaching again
- Applies to first meeting coachee
- Applies to first meeting with procurement!

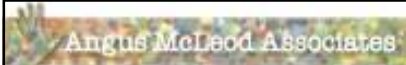


BONUS SLIDE: Mindset

- Servant Leader
- Their outcomes
- Questions are wholly for them, I don't need content or context to coach

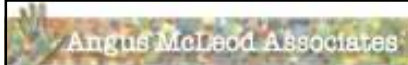
For more on context-free coaching, see:
Performance Coaching, McLeod, Crown House.
Or come and work with us!

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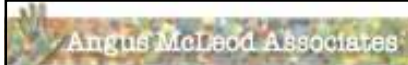
BONUS: Other Example SRE Skills

- Repeating coach's trigger phrase (or part) softly (1,2,3,4,5,6,7.. times)
- Repeating coachee's significant words with eye-contact
- Repeating coachee's significant words (or part) increasingly softly (1,2,3,4,5,6,7.. times)
- Follow breathing etc



BONUS SLIDE: Other Rare Skills

- Check sustainability of outcomes with Goal/Target
- Always question for both sides of motivation
- Check sustainability of motivated actions
- Interrupt for significant...
 - Hot-words and phrases
 - Expression of event or feeling



BONUS SLIDE: Hot Words & Phrases

- Any value-judgment referring to themselves
- Action words about self, like 'accomplished', 'managed', 'developed'
- A named emotion or event of significance
- Sensory words, like 'felt' and 'sensed'
- Expletives
- A word that sounds out of place
- Precision words
- Extreme value-judgments (both positive and negative) about others

From Self-Coaching Leadership, McLeod, John Wiley & Sons

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