



Personal Construct Psychology for Coaching

A series of 4 one-day workshops, with guided reading

Dates and times: 10-4.30pm each day

1 Friday Sept 20th

2 Friday Oct 18th

3 Friday Nov 15th

4 Friday Jan 17th

Contact Sally Robbins: sally@covpcp.com

This programme will be relevant to people currently working as coaches, and to other professionals who are hoping to move towards developing a coaching practice.

Participants should have at least an introductory knowledge of Personal Construct Psychology (PCP), for example a foundation course, or regular attendance at PCP study days.

The programme is has been developed by Coventry Constructivist Centre with the support of ICP International Lab.

The workshops will be led by:

Mary Frances (Constructivist Consulting & ICP International Lab)

Dorota Bourne (Henley Business School & ICP International Lab)

John Fisher (C2D Coaching & Consulting)

The programme will explore coaching from the perspective of PCP theory, philosophy, skills, and methods. Although it is most widely used in psychotherapy, and George Kelly's 2 volume work on PCP was addressed to clinical psychologists, we maintain that PCP was never conceived as a theory of psychotherapy. Rather it is a

theory of human meaning making, interaction, and change. This programme will situate our understanding and practice of PCP in the coaching relationship, fine-tuning our skills, and enabling us to work creatively with development and change in working life and relationships.

The programme:

Day 1 (September - Mary Frances)

Construing coaching, and ourselves as coaches

Looking at a continuum of coaching roles and considering options and preferences

PCP skills and methods for constructive conversations

Working with variations of self-characterisation

Working with the rhythms of conversation and 'listening for complexity'

Exploring questions about coaching compared with therapy/mental health work

Day 2 (October - Dorota Bourne)

The range of issues people bring to coaching, and managing expectations

Prominent coaching approaches (eg GROW) and how these might complement PCP theory

Goal setting and its relationship with PCP cycles of experience

Coaching skills practice

Variations on 'fixed role' work in coaching

Exploring questions about coaching as a career

Day 3 (November - John Fisher)

'The Fisher Curve' - transition and change in coaching

Managing our own transitions if we work inside an organisation as coaches or coaching managers

Using Tschudi's ABC model as a coaching tool

Prioritising goals, and helping clients work through 'implicative dilemmas'

Encouraging experimentation and learning in individuals and teams

Exploring questions about managing pace, time, and practicalities

Day 4 (January - Mary Frances)

Learning review + progress reports from participants

Personal development planning for coaches

Creative methods for changing conversations

Evaluating client outcomes and our own coaching practice

Questions and comments

Reading suggestions will be offered throughout the programme with a focus on papers and articles which are freely available online or in PDF form.

Participants will be encouraged to form their own pairs or small groups to continue discussion and mutual support between the sessions. Tutors will be happy to help with outstanding queries and questions by email after their session.

This is offered as a formal Continuing Professional Development programme. Participants will receive a Certificate of Completion based on attendance at all 4 modules and presentation of a personal learning summary at the end of the programme.