

# Facilitating Coaching Circles™

A Foundation Workshop Based on the Action Learning Approach

Hosted by Third Space Coaching - LONDON – FEBRUARY 16 to 18, 2017

## Overview

This is a three-day workshop in which participants are introduced to the principles and methods of coaching circles and apply them in an action-learning environment. In an ideal setting, each day of the program is held a few weeks apart to enable participants to work on their projects on the job. Participants gain experience as members of a coaching circle while learning and practicing the role of facilitator and coach. Upon completing the program, participants have the ability to lead coaching circles in their own organization. In most cases, the program is held during 3 consecutive days to facilitate logistics and participation.

## Structure of the Program

In the program, you will hear only a few presentations on the nature and methods of peer coaching circles. Mostly you will participate in dialogues and practice being a member and a facilitator of a circle. You will therefore work on your own project (being a client) and support others in their respective projects by practicing being a coach. By watching the program facilitator and by experiencing this role yourself, you will discover what is needed to intervene effectively in typical situations faced by a coaching circle. You will be coached both in advancing your project, but also in enhancing your competence as a facilitator.

## Session 1

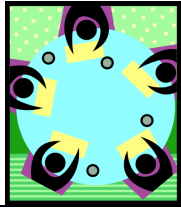
Participants experience the sequence of activities they would actually lead at the launch a new coaching circle. They establish a connection that will support their collaborative efforts during the program. They explore the adult learning principles and practices that support coaching circles (e.g. reflection, questioning) and review their key success factors. They examine how coaching circles work and the role of the facilitator in guiding them. They review projects and get coaching in identifying their nature and scope. They practice the action learning process by focusing on the project of one or two of their peers. They reflect on the products of the day, with special emphasis on the implications for their role as facilitator.

## Session 2

The group experiences a typical day in the life of a coaching circle with its main focus around the exploration of individual projects. Participants work together to support the project sponsors in addressing their challenges through questions that open new perspectives and possibilities for action. At the same time they observe and commit to practices that can improve their performance on the job. Throughout the day, special attention is given to the facilitator who is modeling this role for participants.

## Session 3

Each participant gets the opportunity to practice by facilitating one "airtime" (i.e. the period each sponsor receives coaching by his/her peers). Following each airtime, the facilitator reflects on his/her performance and receives feedback from colleagues and the course leader. Throughout the program, the course leader creates opportunities for participants to explore emerging questions and possible scenarios around the dynamics of coaching circles, the implementation of coaching circles in their organization and any other related issues.



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## Program Results

While gaining skill as a facilitator and coach takes time, study and practice, this three-day workshop leads to the following key results:

1. You will better understand the principles, practices and dynamics of action learning through participation in a real coaching circle.
2. You will make tangible progress in advancing the project or challenge you bring to the group.
3. You will be more competent to facilitate a coaching circle.
4. You will know what skills you could work on to be a better facilitator and coach of a coaching circle.

## What are Coaching Circles?

Coaching Circles are typically composed of six managers or executives who meet for one day every four to six weeks to learn together and coach each other on complex projects or issues they face on the job. In addition, a facilitator/coach helps the group to master the process and build their learning and coaching competence.

Coaching circles serve three main goals:

- Firstly, they provide a safe space for individuals to consider difficult challenges and uncover possibilities for addressing them in concrete ways.
- Secondly, they provide opportunities for people to reflect and learn from their experiences in ways that empower them and their organization to take effective actions.
- Thirdly, they also help them gain first hand experience in coaching their peers in ways that open new possibilities for action, reflection and learning.

Action learning is used as an approach, meaning that the participants use their real on-the-job challenges as a basis for learning. Coaching circles also work on the basis of collaborative inquiry. In this context, asking insightful questions and reflecting on the possibilities they create is considered to be more valuable than providing expert knowledge or specific answers to problems.

The cost of this workshop is 1,500.00 GBP\* (1,200 GBP if self-funded). No tax apply.

Registration is limited to 6 people.

\* This includes two individual coaching sessions following the workshop



This ICF-approved workshop provides 23.5 CCE units. **New Ventures West** also recognizes the workshop for PCC recertification.

For information about the workshop and this upcoming class:  
Contact Charles Brassard at [charles@impactcoaching.ca](mailto:charles@impactcoaching.ca) or  
Contact Sue Braithwaite at [info@thirdspacecoaching.com](mailto:info@thirdspacecoaching.com)

Register directly with Charles through his email address.