



SYSTEMIC COACHING & CHANGE MANAGEMENT

Certified Advanced Training

Recognized by the German Federal Coaching Association (DBVC) and

the International Organization for Business Coaching (IOBC)



"In each of us lie untapped potentials that wish to be remembered in the course of our lives."

Our Understanding of Coaching

In each of us lie untapped potentials that wish to be remembered in the course of our lives. From them arises the creative power to shape our future with meaning. In our desire for personal change, we often get stuck in old limitations and learned patterns.

For us, coaching is therefore the accompaniment of individuals and organizations in phases of transformation, to empower them to grow beyond limiting situations, discover new possibilities, and implement things that may have seemed impossible until then.

Taking a systemic approach means attending to cause-and-effect relationships in order to support change on a deeper level. Systemic coaching promotes the qualification and identity formation of the individual and places it in perspective relative to the company or team. Systemic interventions stimulate the self-organization and resource development of people and organizations.

Our Stance

Becoming a coach, for us, involves more than just learning techniques and methods. The quality of a coach shows above all in the stance with which they apply these methods. To avoid losing oneself as a coach in complex situations, an attitude of attentiveness and presence is essential.

Today, more and more people come to coaching with situations of overload or even emotional concerns. As a result, the coach's own state management becomes increasingly important. Reflection on one's own personality is therefore a fixed component of the training. Anyone who wants to be a good coach must keep themselves "fluid."

In addition to the transfer of professional competencies, the individual developmental support of aspiring coaches is important to us. For this reason, we have deliberately chosen a continuous leadership team instead of rotating instructors.

Learning in Practice

The advanced training comprises 7 modules that build on each other and is designed so that you can start coaching and implementing the learned content from module 1 onward. The following elements serve this purpose:

- Demo coaching sessions by the training directors
- Giving and receiving coaching sessions among participants with subsequent reflection
- Working on personal coaching concerns throughout the entire training
- Teaching systemic models and approaches that can be applied both in coaching and in everyday business
- Supervision of first coaching experiences from professional daily life
- Study groups for collegial intervention
- Diversity through the contribution of the existing professional field competencies of the participants

Who the Training Is For

Prerequisites for participation in the training are several years of professional experience combined with acquired competencies in one's own field, personal maturity and life experience, as well as the willingness to engage in a personal development process.

Our target group includes both people who wish to offer coaching externally and those who want to integrate coaching competencies into their existing profession:

- Individuals who are striving for or already pursuing a new professional opportunity as a coach
- Trainers, consultants, therapists
- People in positions of responsibility in organizations: managers, personnel developers, HR directors, project managers



1 The Coaching Dialogue

Participants learn a basic format for every coaching conversation, enabling them to successfully conduct their first coaching sessions. Clearly working out the coachee's concern and formulating it in a solution-oriented way is an important methodological step.

We introduce the systemic-constructivist approach and attitude. For the new to unfold in the coaching process, acknowledgment of the old is necessary. A non-judgmental and appreciative stance by the coach is important — one that directs attention to potential so that it becomes available for people and their tasks.

- The first coaching conversation
- The coach's understanding of roles
- Contract design and clarification of mandate
- Conversation and relationship design
- Systemic-constructivist thinking
- Appreciation and resource mirroring
- Areas of application for coaching
- Development of coaching

2 Coaching and Emotion Management

Change is a highly emotional process — for the individual, for teams, and for organizations. Both in leadership and in coaching, dealing with emotions is therefore becoming increasingly important. Suppressed feelings can be displaced into the system and have a burdening effect on those involved.

Those who understand the inner logic of different emotions can use their integrative power in coaching. Through emotional self-leadership and skillful state management, new potentials unfold for the coachee. Responsibility arises from one's own values and enables one to place oneself in service of a greater whole.

- Emotional self-leadership
- State management
- Dealing with fear, anger, helplessness, and grief
- Self-worth and effectiveness
- Displacement of emotions
- Dealing with decision-making / conflict situations

3 Coaching and Organizations

Organizations form the growth space in which people can develop. At the same time, individuals are also the engine for change within organizations. This creates a dynamic relationship between the individual and the organization in their collaboration.

In business coaching, a coach can respond more effectively to the coachee's concerns when the structures, goals, and culture of the organization are explored and related to the coaching concern.

The right question at the right time stimulates unusual answers and "aha moments." When the coach and coachee can think outside familiar tracks, the solution is not far away.

- Organizational analysis from a systemic perspective
- Visualizing organizational structures
- Systemic principles in organizations
- Systemic questioning techniques and interventions
- Triangular contracts
- Phases in coaching, coaching as a process

4 Coaching and Teams

To contribute as a coach to cooperative teamwork, it is important to understand and promote the interplay within a team. People enjoy going to work when collaboration is a pleasure. But performance demands and constantly changing conditions in companies activate conflicts.

Disruptions at the relational level are often the result of unreflected role assumptions in teams, for which the coach can create awareness. For extraordinary goals to be realized, a strategic roadmap is important — for both coaches and leaders — guiding people in a goal- and value-oriented way. Coaching thus promotes a work culture in which people are glad to engage.

- Success factors for good collaboration
- Dialogue culture "Common Ground"
- Relationship dynamics and personal patterns
- Diagnosing disruptions in working relationships
- Projections within the team
- Diversity and belonging



5 Coaching and Transformation

Many companies find themselves in complex processes of change. It is becoming increasingly important for leaders to be able to congruently fulfill their leadership responsibility in times of crisis. Crises turn our lives upside down and shake old assumptions. They end one phase of life and initiate a new one — they are gateways of transformation.

Participants learn to distinguish the different phases of change and use them as opportunities in coaching. We introduce the "Hero's Journey" as an adapted model for the coaching process. When change is viewed archetypally, crises take on new meaning. From this, new coping possibilities can be derived for the coachee.

- Crises as opportunities for transformation
- Analysis and management of change processes
- Emotional states in change processes
- Behavioral change and expansion of action
- Self-regulation and metacommunication
- Leadership coaching
- Life cycles and their crises

6 Coaching and the Future

In coaching, goals are targeted that go beyond what has been achieved so far. Anyone who wants to realize ambitious goals needs the occasional "helicopter view" to reflect on their own actions and mobilize energy. The creation of future is a core piece of coaching work. Entrepreneurial and innovative thinking is fostered. Ideas transform into goals.

Operational activities are discussed. Participants learn to move into the space of possibilities and remain there. In this way, the coachee can become aware of the greater whole that their goals serve.

- Vision work and creative methods for creating futures
- Tools for decision-making, problem-solving, and goal orientation
- The space of possibilities
- Declaration of goals
- Values work in coaching

7 Integration

The personal maturation process and individual potential development are at the center of the final module. Participants evaluate their own learning process and develop concrete steps for implementation. During the training, each participant creates their own coaching profile. This profile develops from the combination of the existing professional field competency, the coaching competencies acquired during the training, and the individual development and maturation journey.

For this, there is feedback and support in collegial exchange so that participants have a concrete approach for how, in a first step, they can integrate coaching into their respective professional everyday lives.

- Overview of the methods learned
- Self-reflection on one's own development
- Professional development and biography
- Presentation of one's own coaching profile
- Coaching as potential development
- Roadmap for the coach

Voices of the Participants



"In a constantly changing and complex environment, the employees of a company represent its highest asset. For me as an HR developer and Agile Coach, the human being is the central factor for sustainable corporate success. In particular, it is therefore increasingly important to understand the specific needs of teams and employees as well as possible — because only in this way do we succeed in promoting the necessary self-empowerment of employees. The coaching training not only helped me to acquire and practice the necessary coaching competencies, but above all it significantly changed my professional and personal behavior."

Patrick Eglmaier, Manager People Development & Organizational Learning, PUMA SE

"The coaching training opened the door to coaching for me — to my calling! I am so grateful for all the theory and especially the 'learning by doing' concept of the institute's training! I would always continue my education with WANDELPLAN GmbH and can recommend it from the bottom of my heart."

Ola Cecchini, Founder of Einzigartig!

"In the training I experience how deep content is conveyed with lightness and humor and woven together with practical exercises. Every module is a genuine gain for me, provides at least a small shift in perspective, and resonates within me for a long time. Even the online delivery, the trainers make into a genuine experience full of intensity, closeness, and presence."

Adrian von Heiden, Systel IT Haus der Deutschen Bahn

What You Learn

As a participant, you go through your own coaching cycle through which personal goals can be realized that initially seemed unattainable. You learn ...

- A conversation format with which you can master every coaching session
- Greater awareness of your own stance as well as the dynamics of others
- Systemic principles and questioning techniques
- Effective coaching tools from various schools
- Emotion and state management
- To overcome your own comfort zone, gain capacity for action, and accompany others in doing so
- To develop your own identity as a coach

The training concludes with the creation of an individual coaching profile, developed from the combination of the following components:





**Almut
Probst**



**Christiane
Windhausen**

Training Directors

Promoting potentials in people and organizations — that is the focus of Almut Probst's work. 20 years of experience in organizational and personnel development qualify her as a coach and trainer.

She is the founder and managing director of WANDELPLAN. In coaching, she accompanies people who want to grow beyond limiting situations or who want to create their lives anew after a crisis.

In companies, she works together with her clients to design development programs that serve the personal growth of leaders, but also the development of a particular culture. Almut Probst is a board member, assessor, and Senior Coach of the German Federal Coaching Association (DBVC) as well as a teaching coach of the Systemic Society (SG).

Born 1973. Diploma Psychologist. Training: Systemic consulting and organizational development, systemic coaching, NLP Master, personality diagnostics, large-group interventions, potential-oriented psychotherapy, and online facilitation & virtual coaching.

WANDELPLAN GmbH

WANDELPLAN GmbH was founded in 2005 by Almut Probst. With a team of certified coaches and trainers, we accompany people and organizations in phases of change: from personal individual coaching through in-house training programs for leaders to culture and organizational development.

These experiences with current developments in companies flow directly into the coaching training.

Christiane Windhausen is an independent trainer and coach. The developmental support of leaders is especially close to her heart. The integration of emotions and the embodiment of experiences play an important role in this. She is a specialist in the logic of emotions and the dynamics of relationships. For 25 years she has been active as a trainer in the field of emotional personality development. In May 2012 her book *'The Fluid Self. Leadership Begins with Self-Leadership'* was published.

She accompanies leaders from business, the media, healthcare, and education in personal and professional change processes. Working with models that enable a healthy and value-oriented leadership culture and combine responsibility with self-care.

Born 1958. Diploma Psychologist. Studies in theology, education, social sciences, and psychology. Training: systemic organizational development and supervision, body-oriented and emotional psychotherapy, systemic couples/family counseling, gestalt and ritual work, conflict mediation.

This linking of theory and practice makes the training a vibrant place of learning.

Our clients include: BNP Paribas, Chemische Fabrik Budenheim KG, Congstar, Continental AG, Deutsche Bundesbank, Deutscher Hausärzterverband, dwpbank, Engagement Global, Evonik, Gothaer Versicherung, HSE GmbH, Leopoldina, Puma SE, RWE AG, Universität Duisburg Essen, Universität Oldenburg, Universität Hannover, Warema, ZWM.

Information on the Coaching Training

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