Overview of Executive Coaching

Executive development is a critical aspect of all organizations. In 1996, training and education efforts aimed at managers totaled $14.5 billion in the U.S. One of the more recent approaches to executive development has been called coaching. Distinct from other forms of training, coaching focuses on the method of learning. Under a coaching paradigm, it is believed that the more an individual is involved in identifying problems, in working out and applying solutions for them and in reviewing the results, the more complete and the more long-lasting the learning is. This form of self learning tends to bring about learning with a deeper understanding than learning that is taught. To give this more perspective, coaching is very different than teaching or instructing. It is best described as facilitating. The coach encourages the learner to learn for him/herself...As well as acquiring new job competencies, the learner gradually develops new and more effective learning skills. He/she becomes a proactive learner, capable of learning from almost any experience encountered.

Executive Coaching: A Gestalt Approach

Executive Coaching: A Gestalt Approach is a three day journey through the field of executive coaching. Day One will provide a theoretical review of how executive coaching evolved and the theoretical foundations that have been built in the last decade, including use of assessments and professional certification. Day Two will continue the theory building as primary concepts underlying Gestalt theory will be presented and overlain onto executive coaching. Days Three will focus on a series of exercises and live coaching that will enliven the theories presented and create a series of experience that will enable the study to embody the coaching process. Experiential exercises are interspersed throughout the workshop.

Objectives

Participants will become aware of the following:

1. An overview of coaching how it has evolved into executive coaching including clear distinctions between coaching and therapy and consulting.
2. Coaching theories and models that have evolved over the last decade from various fields including sports, business, consulting, and psychology.
3. When to use psychometric assessment tools.
5. Gestalt theoretical concepts such as the paradoxical theory of change, cycle of experience, unit of work, presence, awareness, contact.
6. Personal coaching styles used by the participants with encouragement and support to stretch into new styles.

Who Should Attend

Working coaches, therapists expanding their skill base or transitioning into coaching as a career move, and students of gestalt theory and application will find this workshop a rewarding experience.

Facilitators

Herb Stevenson is President/CEO of the Cleveland Consulting Group, Inc. He is a Certified Professional Coach (CPC) and Certified Diversity Professional (CDP). He is on the professional staff of the post-graduate Gestalt Institute of Cleveland, where he provides, clinical, group, & organizational training, and the College of Executive Coaches, which certifies executive coaches in affiliation with the International Coaching Federation (ICF). Herb is on the graduate faculty of Cleveland State University where he teaches assessment and diagnosis, facilitation, change management, and conflict settlement in the Master’s degree program in Organizational Psychology with a diversity management specialization. He is a member of the Organization Development Network (ODN), the International Coaching Federation (ICF), and the Academy of Management. More information can be found at www.Natural-Passages.com  Http://ClevelandConsultingGroup.com

Jay Brinegar, MA

Take Homes

Participants will receive a detailed workshop manual with articles on the latest trends in executive coaching and the following texts for your library.

Edwin Nevis, Organizational Consulting

Marshall Goldsmith & Laurence Lyons, Coaching for Leadership: The Practice of Leadership Coaching from the World’s Greatest Coaches

Questions

Call Herb Stevenson at 440 338 1705 or email him at therbstevenson@aol.com if you have any questions.

Fee

The workshop fee is $575.00, includes all course materials. Graduate Credit: One hour of graduate credit will be granted for completion of this workshop through Cleveland State University. The fee for the graduate credit is an additional $414.25 (course number EDT 518)

Registration

Online at www.gestaltcleveland.org
Mail: Registrar—Christine Kontra
Gestalt Institute of Cleveland
1588 Hazel Drive
Cleveland, OH 44106-1791
Fax: (216) 421-1729
Email: registrar@gestaltcleveland.org