

PROJECT REPORT

Learning Square

Project Reference: 2014-1-HU01-KA104-000157

Project Report

STRENGTH BASED COACHING

DENMARK, COPENHAGEN

04-08 MAY 2015

The aim of the course was to provide the participants with the necessary skills to learn new methods applied in counseling, to be able to build up a counseling system, that allows the support of our learners.

Coaching, training is adequate for adult workers with low-skill to improve their strength in labour market value for better employability.

Before the course we have received information and reading material to be prepared for the course. Also the follow up system was well worked out, since we have also received follow up e-mails containing support for the implementation of the gained skills and knowledge.

The strength-based approach to coaching offers a palette of questions that helps the focus person set goals and overcome difficulties at work (or in life generally) in a relatively short time.

The focus of the coaching techniques is on what works rather than what doesn't work. The road goes via goals, wishes, previous experiences of success, and resources. Rather than getting blinded by staring at problems and all the things that fail, we ask about what the person wants and what the person succeeds with. Concretely the approach consists of a set of questions that make the focus person reflect, and which eventually leads to change.

The person that has a problem also has the key to its solution. We do not need to understand the reason of a problem to solve it (we do not need to know why the house is burning to extinguish the fire)

No matter what the problem is there will always be exceptions – there will always be

moments where the problem has been there to a smaller extent or maybe completely absent. If we take a problem-oriented approach we risk spending more time on analysing and mapping the problem and less on finding solutions and resources by which motivation, creativity and innovation get lost on the way.

The participant got a chance to practice different coaching techniques that draw out resources, created new perspectives and alternative ways of dealing with difficulties. The techniques were applied both at individual and team level.

Detailed program:

Monday: Arrival in the evening Welcome drink

Tuesday: Introduction: Presentations, learning goals and learning contract Input on strength-based coaching

- Advanced listening & getting started

Wednesday: Setting and exploring goals

- The miracle question
- Scaling questions
- Relational questions

Thursday: Exploring resources

- Exploring exceptions
- Coping question
- Historical scaling question
- Giving appreciative feedback and assignments The manager as a coach

Friday: Supervision: learning in teams Team-coaching: development in teams Implementing coaching in your work: what to take home Evaluation

Saturday: Departure

The following competences were acquired:

- develop own knowledge, creative thinking, interpersonal relations, understand better social, linguistic and cultural diversity, have better intercultural awareness,

- Insight into the theoretical foundations of appreciative and solution-focused coaching,
- A chance to practice different questioning techniques that draw out resources, create new perspectives and alternative ways of dealing with difficulties
- An understanding of how to apply the techniques in different situations – individual approach, team and group approach – and specifically to your target group
- A possibility to have a look at your own learning goals in relation to your profession through being coached
- Skills in collegial coaching in order to continue the reflection and learning process at home



Overall comments:

„The training was very useful. We have learnt new methods applied in counseling, which were coaching techniques. These techniques are useful for the organization to build up a counseling system, that allows the support of our learners. Coaching, training is adequate for adult workers with low-skill to improve their strengths in labour market value for better employability.” – Kriska-Jámbor Judit

„The course gave me better understanding of coaching techniques which can be implemented in the sending organization's methodology by using these techniques in the counseling system that allows the support of the learners.” – Udvaráczné Horváth Éva