# Session 4: Process Coaching in the Corporate Setting

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| *Objectives* |  | Objectives of this session are to:   * Appreciate importance of emotion in a corporate setting, and relevance of “emotional presence” to corporate clients. * Understand competencies of “emotional intelligence” and relationship to Process Coaching. * Bust commonly held myths (saboteurs) regarding emotional expression in the workplace. * Deepen awareness of coach Saboteurs related to Process coaching and identify strategies to become freer of them. * Distinguish between Process Coaching and Therapy in the corporate setting. * Identify strategies for applying Process Coaching with teams or groups. |
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| Pre-Assignment |  | These tasks are suggested prior to coming to class:   1. What are common beliefs about emotions in the workplace? 2. Inquiry: What is the value to you, personally, of having a space where you are fully free to be present, including with your emotions? |

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| *Teleclass Tips* |  | To create the best learning space possible for our time together, please follow these guidelines   * Learning comes from participation and interaction of the group. Consider the teleclass as a learning experience that requires your focus and participation, rather than as something to be observed or listened to. * Jump into the learning laboratory with a willingness to experiment and fail --- you will learn more, and so will everyone else. * To ensure that the “tele-space” works well for everyone:   + Be present and refrain from multi-tasking (i.e. refrain from checking email or doing other activities).   + If there is background noise around you (e.g. barking dogs, running dishwashers, etc), please put your phone or device on “mute” while you are not speaking (and remember to unmute when you speak!)   + When you speak, start with you name so everyone knows who is speaking.   + Join the call from a space and with a connection that will be clear. If you call in from a cell phone from the highway, for example, it is likely that you connection might create static or interruption for others). |
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| *Myth-Busting* |  | Create a list of ALL of the objections that corporate clients might raise about Process Coaching – that is to say… beliefs they hold regarding the expression of emotion in the workplace, or coaching that evokes strong emotion.    Now, review the list and circle the ones that have the most energy or sting – or that would be most difficult for you to respond to.  Following the class exercise, note whatever insights you have about the impact on you as a coach when you buy-in to these beliefs. |

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| *Is it true?* |  | Use this space for notes from the discussion around the validity of the myths that surround emotion in the workplace.  Myth 1: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Critical Reflection:  Myth 2: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Critical Reflection:  Myth 3: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Critical Reflection:  Myth 4: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Critical Reflection: |

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| *Link to Cornerstones* |  | How do the cornerstones of the Co-Active Coaching model relate to Process Coaching in a corporate setting? Why are they especially important?    The Client is Naturally Creative Resourceful and Whole  Coach the Whole Person  Dance in the Moment  Evoke Transformation |
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| *Captain and Crew* |  | Use the following space to record notes from your visualization using the Captain and Crew.  What is a perspective that you want to choose for this exercise?  When you stand fully in this perspective, who do you become as coach? How do you interact with your client?  Key resources for Process Coaching in corporate settings   * Emotional Intelligence and Primal Leadership by Daniel Goleman * Presence by Peter Senge |
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