

Coaching from a Systems Perspective

As human beings we know we are part of a whole, a natural system that is interconnected and interdependent. Viewing our world from a systems perspective gives us access to the richness of interactions available to us. From this position we can identify our internal and our external systems and how they create the space in which we interact with the world.

The *Coaching from a Systems Perspective* course coalesces some of the best practices gathered so far, and gives access to an extensive body of related theory and practice documented in *The Fifth Discipline* and other works published by the Society for Organizational Learning. *Coaching from a Systems Perspective* emerged from the in-depth application and learning shared by practicing members of the SoL Coaching Community of Practice.

The purpose of the course is for experienced coaches to succeed in applying a systemic approach to coaching in a way that

- Inspires the interdependent development of people and their institutions
- Respects both organizational systems and the people who work within them
- Employs proven adult learning principles and practices
- Generates greater alignment so that work and life flow harmoniously

This three-day course is designed for practicing coaches who want to deepen their practice of a systemic approach in coaching. Participants typically report a transformation in the way they see their clients and the systems in which they are all relating.

The course includes:

- The *Butterfly Model of Complex Human Systems*
- Coaching the External System: actions, emergent learning, leveraging organizational systems
- Coaching the Internal System: intentions, internal narrative, mental models, underlying stories
- How the external and internal systems impact our actions: self as a system
- *Capacity Development at Five Levels* : concepts, tools, skills, stance, being
- Three 90-minute follow-on telecalls facilitated by faculty
- Writing up a CSP coaching story for review with faculty

“I’m thrilled! Immediately after the course I had two intense and challenging client meetings. In both, my role was stronger as a result of my learning in the course; in part because I had a greater awareness of the systems context, and part because I had more confidence in my instincts.”

Executive Coach

What coaches gain from attending this program:

- Ability to apply systems frameworks, concepts and tools in your coaching
- Greater insights about your work as a coach and yourself as a human being
- An increased capacity to understand the systems in which your clients live and work and how you are part of that system
- Increased ability to help your clients achieve their goals in these complex systems
- Participation in a global network of coaches

“The highlight of my educational development this year!”

Executive Coach

Coaching from a Systems Perspective was delivered successfully in 2010 for experienced coaches in Boston, MA; Budapest, Hungary; Tokyo, Japan; as well as for internal coaches at Microsoft in Seattle, WA. In 2011, CSP courses have taken place in Bangalore, India; and are scheduled for London, UK; San Francisco, CA; Washington, DC; and will return to Budapest, Tokyo, Bangalore and Microsoft with both foundation and advanced modules.

The course is approved for **29 ICF Continuing Coach Education Units (CCEUs)**. A course certificate is granted to all participants who complete the full course and follow-on certification requirements.

The CSP Faculty

“I have found the original faculty of this course to be some of the most accomplished practitioners of systems thinking, organizational consulting, family and relationship therapy, that I’ve ever met. You will not find better.”

Executive Coach



Coaching from a Systems Perspective was developed and is facilitated by seven practicing members of the Coaching Community of Practice of the Society for Organizational Learning.



Miriam Hawley, LICSW

A bold, direct and graceful communicator, Miriam brings compassion, insight and clarity to her work as a business coach and leadership consultant. Miriam’s clients span the fields of law, medicine, biotech, engineering, development, financial services, and the arts.

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Richard Karash, BS, MS

Rick’s work covers the Organizational Learning disciplines, with special emphasis on Systems Thinking and System Dynamics. His focus is on developing capacity for learning and change for clients and their organizations.

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Jeffrey McIntyre, LMHC, LMFT

Drawing on 30 years of training and practice in systems thinking and a solid understanding of how human attitudes, beliefs, and behaviors develop, Jeffrey has a talent for generating conversations that inspire leaders to move their organizations forward by aligning relationships with results.

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Carol Mase, MA, DVM

Carol is an international leader with over 25 years of business experience and extensive education in medical and social sciences. She has worked as an entrepreneur, a global marketing executive, and an organizational consultant and coach.

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Steve Ober, EdD

Steve is a senior practitioner in leadership development and executive coaching. For the last 5 years, he has worked with Microsoft Tier 1, 2, and 3 ExPo participants as an executive coach, learning circle facilitator, project team facilitator, and trainer. Steve created and successfully applies a breakthrough Executive Coaching process, *Creating your Leadership Story*.

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Heidi Sparkes Guber, MPS

Heidi coaches executives and senior managers and designs executive programs such as: the Global Executive Training leadership development program at the Nissan Management Institute in Hakone, Japan, and the Leadership in Change program at UCB Pharma in Brussels, Belgium.

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Jeff Clanon, BA, MS

Jeff is the former Executive Director of MIT's Center for Organization Learning and has over 30 years experience in individual and organization learning having also held positions as a clinical psychologist, organization development consultant and business manager

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