

Questions for Empowering Dialogue



QED COACHING

Empowering coaching

QED Coaching starts from the premise that each person you coach has their own answers. Your task as coach is to offer a dynamic and receptive process by asking questions that invite insights and open for new perspectives. You thus contribute not only to solutions but also to an improved working atmosphere for the person you coach and his/her colleagues. Your own work will become more effective and more fun.

Invitation to Master Class in Coaching

QED Coaching courses are established in Eastern and Western Europe. The format is a series of two or three day seminars with optional coaching in between. Each seminar

Who are you?

We believe you are an experienced professional coach or have long experience of another profession calling for coaching skills. You could for instance be a manager, educator, consultant or therapist.

You would probably like to meet the stranger within and without.

usually has an agreed focus and is dynamically designed to suit the needs and wishes of the participants - the participants *are* the curriculum.

Who are we?

A network of practitioners and action researchers with long experience of coaching, course design and management. We share strong trust in human creativity, and in the power of authentic meetings between people. We believe that empowering coaching can contribute to healthier workplaces, happier people and a sustainable society in better balance.

25th – 27th of November 2007
in Brussels, Belgium.

Contact person: Steven Vromman,
steven.vromman@ecolife.be

Course management

Marilyn Mehlmann and
Miriam Sannum



Marilyn Mehlmann

is an international consultant in change management and has devoted many years to developing good processes for sustainable development. Marilyn has a background as a computer consultant, author, journalist, university lecturer; and has a diploma in Applied Psychosynthesis.

Marilyn does a lot of international work with programs for change towards a sustainable lifestyle and the like.

Marilyn has many years of experience from research and consultation in empowerment, group dynamics, job satisfaction, social change processes, meeting techniques and communication.

She works as head trainer within GAP, with management and coach training as well as coaching and mentoring.



Miriam Sannum

After 12 years as a municipal ecologist, in the year 2000 Miriam started to focus on the broader aspects of sustainable development and more specifically on empowering leadership. She works in projects, teaches at the university college in Trollhättan and works as a consultant. She is one of the enthusiasts behind the Academy of Sustainability network.

Miriam is attracted to the framework shifting thought and the unpredictable. She maintains that sustainable development requires far more innovation: "perhaps we should even talk about sustainable transformation, 'development' tends to stay in the in the current, the unsustainable". She is happy working with visions as driver of change, has developed ways for intercultural work and is constantly looking for better ways to handle complexity and paradoxes - two aspects that are

Opportunity Brussels NOVEMBER 2007

Time: Sunday 25th November : 13h – 20h
Monday 26th November: 9h – 20h
Tuesday 27th November: 9h – 13h

Venue: Café de Fiennes (Brussels - Midi Station)
www.cafedefiennes.be

Price: 200 € for GAP Members
300 € for others

Contact: Steven Vromman,
steven.vromman@ecolife.be

We need your registration
by 15th November

Discount of 20% when more than one participant from the same organisation.

Included: coffee/tea breaks, light supper on Sunday, lunch on Monday and Tuesday.

Not included: lodging and other meals than the ones mentioned above.

Suggestions for youth hostel or hotel can be made.

intrinsic to sustainable development.

- Other than that, dancing, making music and singing is Miriam's elixir of life.

SOME BASICS

The approach and the skills build on two basics:

1. The ability to formulate liberating questions, and to really hear the answers (Deep Questioning and Deep Listening)
2. The will and intention to join the other person's journey, that is to simultaneously explore one's own limitations, power and spirit

QED Coaching is strongly linked to pedagogy. A pedagogy of empowerment is necessary to achieve effective, long-term results for and with the person you coach.

QED Coaching is not exclusive. Within its framework there is room for many approaches, methods, tools and personal coaching styles. It helps go behind the methods and uncover underlying principles. Understanding of the principles makes it easier to select appropriate methods for different circumstances.

PERSPECTIVE ON QED COACH TRAINING

Each course has its particular focus...

A QED Coach Training can be designed for two days or more. They are generally linked in a series, for instance over a period of a year or more. The contents are tailored to the needs and capacity of participants. Some common elements are

- Principles of empowerment: the basis for the pedagogy
- Different applications of coaching, e.g. for managers, consultants, advisors, educators; similarities and differences between different uses
- Specific methods and tools, including Deep Questioning, Deep Listening, imaging; guidelines for choosing methods and tools
- Group coaching eg for team building, process management, education, development of democracy
- Individual coaching
- Self-coaching – 'self-empowerment' as a tool for continued learning

SOME QUOTES

from course participants and other sources of inspiration

☞ To come just as I am and be met with serious respect – it was a tremendous experience. – *Ludmila*

☞ Can you really laugh when coaching someone?! – *Ina*

☞ Empowerment is learning to live without enemies – *Teresa*

☞ Wonderful, refreshing, inspiring days! – *Ann-Margret*

☞ Inspiring days and new insights. – *Mattias*

☞ Change happens when there is a reasonable balance between dissatisfaction and hope. – *Warren*



QED stands for 'Questions for Empowering Dialogue', in latin 'quod erat demonstrandum'.

And indeed, QED Coaching is in many ways about uncovering hidden or tacit knowledge, competence, insights – and turning them to practical use.

