



Integrating Theory U in Practice

A PROGRAMME FOR
COACHES AND COACH
SUPERVISORS



This
programme is
for you if you
are...

Working with clients in the context of
complexity and chaos

Looking to deepen both **systemic and
holistic** ways of working to your practice

**Integrating mindfulness, embodiment and
creative approaches** in your work

Engaging in **a personal journey** around
purpose **in the face of glocal challenges**

Evolving **an ethical perspective and
values-based approach** to your practice

Acting as an eco-systemic catalyst to your
own communities of practice, **adding to
growing a body of knowledge and practice**
about integrating Theory U with coaching

A road-map of the journey

Co-initiation

Enrolment process, pre-call
Pre-work and first online workshop to set scene together to lean into inquiry 'What is the Future of Coaching?' for self and wider system

Co-Sensing

Deepening practices for developing Open Mind and Open Heart through mindfulness, embodiment exercises, sensing journeys, empathy walks, ecosystems mapping, social presencing theatre, journalling

Letting go

Identifying own and wider field patterns which may shift to make way for what is wanting to emerge, shifting narratives

open mind

open heart

open will

Pre-Sensing

from highest future potential self and system

Tuning into inner and outer shifts within own and wider coaching and supervision practice

Embedding

Real-world practice, case-studies with supervisor/mentor support

Prototyping

Putting it all together, peer-practice and case clinics to explore new possibilities in client work

Crystallising

Identifying what is crystallising from inquiry so far and translation / integration to practice.

Letting come

Tuning into what is wanting to emerge, and to the potentiality of the wider field

Multiple learning loops

Adaptive learning	Generative learning	Radical learning
<p>Make adjustments to your existing practice, integrate new techniques, to embed Theory U approaches in your coaching and supervision work</p>	<p>Co-create with others, through active experimentation to generate new insights and possibilities, e.g. ways of thinking about the coaching contract, ethical considerations, wider impact of coaching</p>	<p>Build your ability to see and evolve underlying assumptions (whether for the coaching or client worlds) to support paradigm shifts, and build the capacity to work with self and others at deep levels of transformation</p>

An opportunity to co-evolve systemic and holistic coaching practice ,and build coherence across all levels of change

Copyright Katherine Long, 2020

Levels of Thinking about Change	Contracting	Evaluation	Relationship	Approach / Emphasis	Timescales
Performative	Goals determined by organisation, KPIs etc	Evaluation against objective measures	Transactional, buddy / line manager	GROW Action planning Motivational techniques	Just in time, narrowly time - bound, may be linked to project
Developmental	Goals determined by individual in context of organisation	360 before -after, line -manager, anecdotal, coaching relationship	Personal transformation sherpa	Values and behaviour -based Psychological - mindedness Profiling tools	Medium -term, regular pattern of meetings, may be linked to leadership programme
Systemic	Goals/Inquiry determined by stakeholders, emergent	Multiple feed -back loops, ongoing evaluation and calibration	Co -design, co - exploration, co - creation partner	Mapping, experimentation, emergent or novel approaches, prototyping	As required by the systems change, at key points of transition, strategic timescales
Holistic	Inquiry determined by the needs of the wider field	Collapsing traditional divides, paradigmatic changes	Sensing partner, advocate of highest future self and system	Inner and outer worlds are one, be the change	As required by individual/group and in the context of changes in wider field, cyclical

Time commitment

- 2 blocks of 5 weekly sessions, each 2 hrs long, with a mix of input and practice, integrating creativity, embodiment practice, Nature
- Engage in an online community to share observations, learnings, resources throughout the programme
- For those looking to achieve ICF CCEU's (9 Core Competencies, 7.25 Resource Development), to demonstrate learning via a case study, which will add to a growing body of knowledge about how Theory U can be applied in coaching and/or supervision
- Additional mentoring / supervision available from experienced Theory U practitioners as you apply learning to your own client work (NB at additional cost)

Key dates for 2021 & registration fees

Programme 1* All times 12.00- 14.00 GMT

26th Feb, 5th March, 12th March, 29th March, 26th March

16th April, 23rd April, 30th April, 7th May, 14th May

Programme 2* All times 12.00- 14.00 GMT

24th Sept, 1st Oct, 8th Oct, 14th Oct, 22nd Oct

12th Nov, 19th Nov, 26th Nov, 3rd Dec, 10th Dec

* Sessions will be recorded (excluding breakouts), for those unable to attend all the dates

Registration fees

£750.00 per participant

Additional mentoring/ supervision from experienced Theory U practitioners @ £125.00 per session

Your facilitators / supervisors

Katherine Long is lead consultant of Evolution Coaching and OD, specialising in leadership and organisation development, is an EMCC Master Practitioner coach, and ESIA accredited supervisor, educator and writer. Previously running a successful Masters in Coaching at Warwick University, and latterly Chair for the Association of Coaching Supervisors, Katherine also teaches on embodiment (Focusing) and principles of self-healing systems via Hawkwood Centre for Future Thinking. She is an alumnus of Presencing Institute's advanced programme on Theory U and Eco-Systems Leadership.



Sonia Thompson is an Organisational Development Consultant and an experienced and qualified coach, who has helped co-host a number of Theory U programmes in the UK in conjunction with Presencing Institute. She sits on the board of several social enterprises and was recently a Commissioner for the National Housing Federation's Great Places commission. Her clients have included the NHS, Mind, Birmingham University, the Africa Alliance of YMCA's Croydon Diabetes UK and Zambia Institute of Human Resources.



Next steps...

- Application process – to ensure there's a good match between your interests and needs and what the programme offers
- A pre-programme call to get to know you and understand your needs and interests better
- Pre-work to understand values set underpinning Theory U and how it seeks to address the 3 Divides - ecological, social and spiritual
- Join a dedicated online platform to support evolving community of practitioners, create profile, initiate conversations, start forming project groups etc

To book your place, or for any other inquiries, contact Katherine Long on mail@katherinelong.co.uk