

# Practicing Coaching



*May 4-10, 2012*

**Olde Vechte Foundation**  
**Ommen**  
The Netherlands

# About the Olde Vechte Foundation

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Established in 1966, the Olde Vechte Foundation has been functioning as a training center for informal learning for over 40 years in Ommen, the Netherlands.

With the two neighboring historical buildings serving as training centers, Olde Vechte and Zeesse, every year the foundation is opening its doors to over 1000 participants from all different countries and continent. The centers can comfortably house groups of up to 70 people, allowing the activities to take place in a residential setting.

Though working not-for-profit, the Olde Vechte Foundation is a financially independent organization and therefore is able to offer quality trainings focusing on various topics: coaching, personal development, employability, art expression.

The training centers are open to anyone who is motivated to improve personal and professional skills in order to create a better society and a higher quality of life. Striving to bring spirit and energy to each individual, the trainings and projects of Olde Vechte Foundation take learning as an organic process stemming from the diversity of talents and desires of the people involved. It is a living, learning, working and multicultural environment, colored by its international volunteers.

With the green surroundings of the Overijssel province, the Olde Vechte Foundation is in just a few minutes walk from the center of the historical town Ommen. With the developed Dutch railway system, it is easy to reach by train from any city and airport in the Netherlands.

More information about the accommodation and pictures are available on the Foundation's webpage [www.oldevechte.nl](http://www.oldevechte.nl).

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## About “Practicing Coaching Training”

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This training can be described as a *coaching session* that lasts for seven days, where you have the opportunity to be coached on getting what you want, while coaching others towards their own desires and wanted results. This training is designed in a way that can be tailored to your individual needs.

Upon the basic skills and techniques that are given, you develop *your own coaching style*. You learn how to work out of your own qualities and how to improve and implement your already existing knowledge. *You will be able to identify your own style, develop it and market it.* The training deals with one main question: *How to take the step from being able and knowing to wanting, daring and doing?* More precisely, in this training, everything that comes from our awareness level will be combined with direct actions and practice. We will practice the know-how from skills and techniques, until the moment we own them.

## *Who can do this training?*

The Training is open for everyone, who has a few years of experience in working with people. Out of our experience, we know that **this training is most effective for those people who work with individuals or groups**, as volunteers or as professionals (e.g. coaches, mentors, teachers, educators, managers, supervisors, consultants). This is because, the theory we give and the skills we practice will make sense and will be useful, if you can connect them with your previous experience and if you will be able to implement them in upcoming events.

**There is no age limit and it is open to all countries.**

## *How is the training built up?*

The training is built up as a **complete coaching session** that lasts for **seven days**, where you have the opportunity to be coached on getting what you want, while coaching others towards their own **desires and needs**. We will work from all different aspects of coaching, such as **self-coaching, coaching one to one, coaching small teams and groups**. For all these aspects, we will offer **skills and techniques** and will **practice** them, until the moment we **own** them.

**The first day:** During the first day, you will have the opportunity to define your own concept on coaching, through direct experience and action. Also, you will get the chance to identify where are you standing right now, and, through this, where do you desire to be. By the end of the day, you will clarify what is your own vision on coaching and which are the learning questions that will lead you towards it.

**The second day:** The second day will provide you with several tools and techniques, by handling the following questions: **How to create connection and remain in rapport with a client? How to ask questions, in order not to put the best of yourself into the other, but to get the best out of the other? How to identify the different learning styles that you and the others are enhancing?**

**The third day:** During the third day, you will get the opportunity to practice and develop a wider range of approaches that are available, which can give you the confidence of handling a client in many different ways. This day is focusing on how to perform attention-giving behaviour, how and when to use techniques, such as backtracking, summarizing & paraphrasing, reflecting on feelings and how to handle resistance.

**The fourth day:** The fourth day is focusing on how to expand your creativity and fantasy, while coaching. During this day, you will have many chances to practice how to use reframing, how to give to a client input from the second order, how to give assignments from all different areas and how to use effectively metaphors and story-telling.

**The fifth day:** During the fifth day, you will implement all different techniques and approaches that were given during the previous days. Day five is focusing on giving you the confidence, through your own

practice, that you can perform in all different coaching circumstances, by being able to reflect on your own acting and by being able to appoint and apply all kinds of options that you have available.

**The sixth day & seventh day:** During these two days, you will get the opportunity to arrange and realize your own complete and successful coaching session, by having a client. Through several enjoyable meetings, you will get the chance to start, perform and complete a whole coaching session, by using your own unique style and method. These last two days, you will also identify and specify in details your own recipe on how you do your self-coaching, so that you feel totally confident to recreate everything that you created during the days of the training.

### *Results of the training*

The result of the training can be that you will identify and show up all your core qualities and you will be able to perform all different approaches available, through **your own unique style**. Additionally to this, a result can be a long lasting confidence, while interacting with others, which will bring you to your desired outcomes with much less effort than before.

## How does the training work?

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### *Our philosophy and approach*

Like sport stars and great artists, we believe that great coaches and performers become proficient and *create results through awareness and practice*. One, without the other, is insufficient. This is why, in this training, we will combine everything that comes from the *awareness level* with *direct actions* that stimulate *constant practice*.

Our approach to learning inside the coaching field is a 'holistic' one. It starts from the fact that we explore what it is to be human from a *perspective of the 'whole'*. We believe that the moods and emotions we live and lead from, along with the way we physically move in life, along with the way we generate our reality in language, along with our value systems, all influence and form the action we take and the results we get.

In order to reach this, we will use knowledge from several approaches, such as the following: **experiential learning**, methods and theories on **group dynamics**, **Transaction Analysis**, **NLP** (Neuro-Linguistic Programming), **Strategic Intervention** and **Human Needs Psychology** (Antony Robbins).

### *Interaction with others*

During the training the whole group is working as a **support system** for one another. All the skills and techniques given will be practiced in many **different settings**, such as couples, small teams of three or four people and bigger groups. As far as we are in the field of coaching, **constant interaction** with others,

through several combinations, is essential and very helpful. Through this interaction, the chance is also given for every individual **to coach and to be coached** during the days of the training.

### *Tools and extra elements*

As an extra element, we are using in some spots during the training the tool of **media**. **Media** are going to be a tool in two different ways. Either in order to show and to share through videos successful performances and knowledge, of others from the field of coaching or in order to reflect on what we are practicing during the days

## Practical Information

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### *Language*

The training is given in simple, easy-to-understand English.

### *Trainers*

The trainers will be **Marco Vlaming** (The Netherlands) and **Stella Saratsi** (Greece), assisted by a small international team of co-workers.

### *Selection*

For this training we use a **chronological system of selection** (in the order of receiving applications) from the applicants who meet the criteria of the target group. **The filled applications** should be sent to [oldevechte@hotmail.com](mailto:oldevechte@hotmail.com);

### *Confirmation*

If you are selected to the training, you will receive a **confirmation letter**. If you have received this letter, you can start arranging your travel.

### *Participation Fee*

As Synergy Group, we want to keep the expenses for participants as low as possible, so everyone can participate. We realize that still for many individuals the travel and participation fee can be an investment.

We invite you to be creative about it. More specifically, there are all kinds of cheap ways to travel, if you spend some time to look for it or ask someone to support you in it. Sharing with people the fact that you are looking for cheap ways of travelling to Holland is, mostly, very effective. Also, asking and sharing about the participation fee is a very effective way of getting support. If you think this training is for you, do not let the money be an obstacle to give yourself this experience.

- The Olde Vechte Foundation financially supports this training.
- There is a participation fee of **260€**. For **students** and **persons without a paid job** there is a **20% discount** on the participation fee.
- For the participants that have done **Basic Synergy training** there is a **10% discount**.
- In total if you are **students** or **do not have a paid job** and have done a basic synergy training there is a **total discount of 30%**.
- The participation fee for people living in the **Netherlands, Germany, Belgium and France** is of **375€**. With the same discounts.
- Participants are taking care of their **own travel expenses**.
- **Hosting, catering and training expenses are covered by the Olde Vechte Foundation**

You can pay the participation fee in two ways:

- 1. By bank transfer before the training starts** (keep in mind that sometimes it takes a few days for the money to be transferred, if it is an international payment);
- 2. In cash during the registration** at Olde Vechte, (this will take place before the start of the training)

### *Dates of the project:*

<u>Arrival days:</u>	<b>3<sup>rd</sup> of May and 4<sup>th</sup> of May until 15:30</b>
<u>Start of the program:</u>	<b>4<sup>th</sup> of May at 16:00</b>
<u>End of the program:</u>	<b>10<sup>th</sup> of May at 20:00</b>
<u>Departure day:</u>	<b>11<sup>th</sup> of May until 10:00 a.m.</b>

\*\*\***In total, there are 7 working days.**

*If you want to **arrive earlier** or **leave later** and you need accommodation, please contact us before the training, so that we can help you to find a place to stay.*

### *Accommodation*

The training will take place in and around the group accommodation of the Olde Vechte Foundation. In order to keep participation fee low, **we ask from participants to do light household duties**. In the house there is a **wireless Internet connection** and a **washing machine** available.

The accommodation is near the city of Ommen and 500 meters distance from its shopping centre. **More information about how to get there and what to bring with you, will be sent to you, after your application form has been approved.**

## *Contact*

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