



OLDE VECHTE FOUNDATION  
**presents**

# Practicing

## Coaching and Mentoring

training

7<sup>th</sup> - 13<sup>th</sup> October 2016

Ommen

The Netherlands





# About

*To be a coach and a mentor is a privilege and an honour. It also requires a high degree of skill. This training is intended to help you improve your abilities as a coach and a mentor.*

A coach is a person who is able to observe your performance and give a personalized training that will improve your performance. A mentor is similar to a coach but a mentor is often teaching by example, by demonstration of the skills that the learner can then model.

The *Practicing Coaching and Mentoring* is a 7 days international course designed for youth workers, youth leaders, mentors, coaches, and trainers with the aim of facilitating personal and professional growth. The program of this training is composed with the emphasis on experiential learning and is available to the people who are active in the youth work sector.

Feeling comfortable in the role of a coach and mentor comes to some people more easily than the others, but it is, in its core, a talent that can be developed and practiced.

The build-up of the training takes individual differences of the participants into account and offers a variety of activities, exercises, techniques, tools, theoretical framework and practical advices in the field of realizing their own projects successfully, through adapting coaching styles and strategies.

## The Practice

The *Practicing Coaching and Mentoring* training offers a unique learning approach that reaches out to the participants through a wide range of coaching methods that incorporate *learning by doing* or *learning by experiencing*. The training opens a door to new approaches and methods of coaching and mentoring, as they are available at the moment and manifests itself through intense practicing, using real life examples, introduction and reflection videos, as well as live demonstrations.

In this training we will explore:

- >The dynamics of how to establish better communication with others, both internally and externally.
- >How to improve connection with others and generate trust.
- >How to identify and clarify misunderstandings in communication.
- >How to increase the ability to create choices and flexibility in managing your states and behaviours.
- >How to match your communication to the person you are having the conversation with.
- >How to become more efficient in the activities you facilitate and how to create your desired impact.

The program generally consists of **7 to 9 hours of activities and practice per day**, but it is usually adapted to the needs of the group. From the first day there will be **time for practicing** and there will be **daily coaching sessions** for this, where you can implement the received input.



# Our approach

## **Methods and techniques:**

### *Parallel processes*

How can you work as a coach beyond your own knowledge and experience? One of the main things that are holding us back to work with other people is the belief that we need to know everything in order to work with them, which by definition is limiting our opportunities. Apart from the awareness of our own development as a coach, there are ways of synergetic working where the outcome is better than the best individual work in the coaching setting. In this training, you will be more aware of your own processes as a coach and as a coachee by experiencing both roles.

### *Language*

Language is highly creative and generative. For individuals and organisations, we do much more than describe reality with our language; we create relationships, moods, public identity, contexts and commitment. During practice, you will be able to grasp the capacity of language in coaching.

### *Intuition*

There is a common awareness about living in the *here* and *now*; future and past are the background contexts in which actions in the *here* and *now* become meaningful. In this training you learn how to work in the *here* and *now* using your intuition as a base tool.

### *Backtracking*

Backtracking offers a simple technique, which brings forward what is unsaid, keeps the flow of the conversation and encourages smoothly the expression of the coachee.

### *Reflecting on feelings*

This technique offers a simple way through which a coach can show empathy and deep understanding towards the coachee.

### ***Content and context reframing***

A way of changing the conceptual or emotional viewpoint of the coachee towards a situation and placing it in a different frame fitting the facts of another situation equally well.

### ***Lazy Coach***

A state of mind that we reside in, when we get comfortable doing nothing, in which we demonstrate a lack of response to requests.

### ***State Management***

How to create a state as a coach in order to work out of it in a coaching conversation. How to create the required state and how to let it go.

### ***Behavioural coaching***

In broad terms it is a way of coaching that has behaviour as a starting point. It can be formulated in creative assignments, using the natural environment of the coachee, or assemble an assignment that involves a wide range of activities.

### ***Observation technique***

An important basic skill for coaching is observation: listening, seeing and sensing. The more you know, the more you are aware of where to look, listen and what to sense. This part is given a great deal of attention and will return in many other parts of the training.

### ***Meditation***

Through silence and awareness of yourself there is already plenty to discover, as coachee as well as coach. Feelings, thoughts and physical awareness can lead to insights and new behaviour. As a coach, you learn a few straightforward techniques that can easily be used in all kinds of settings in your personal and professional environment.

### ***Systemic work***

This is an attitude/approach through which you view the consistency of the whole. The cohesion of different parts of the system is examined and the systemic principles are applied there.

### ***Constellations***

Constellations is a tool in the systemic work that discloses information which otherwise would have been unavailable. It is a way to deliver sensing to a deeper level and also supports the awareness process of the coachee. In constellations you work with a situation that the coachee brings and you create representatives for the key elements in this situation.

### ***Video feedback***

Videos give the opportunity to train observation in another time context. We are able to observe ourselves and reality within the safety of time-distance.

### ***Mentoring***

Mentoring is a learning and development technique that enables an experienced and knowledgeable person to guide a less experienced or knowledgeable person. It is a relationship-based process that involves knowledge transmission and psychological support.





# Results

The *Practicing Coaching and Mentoring* is designed as a learning setting that stimulates facilitators of non-formal learning processes to improve different aspects of their personal and professional life. Specific results of the training are quite individual and depend on the different angles or experiential points one went through during this learning process.

In general the key outcome of this training course is the empowerment of participants, in the sense of their capability to identify techniques and approaches that are suitable for them in everyday life and work. This training encourages youth workers to be more influential in communication and to develop responsibility for themselves, rather than be carried away by the stream of events both in personal and professional sphere. Finally, it's implemented for them to help others work on their learning processes by coaching them from their core.

## *Learning outcomes of the training in different spheres of life:*

### ***Relationships***

- reach more satisfying agreements with others and motivate them;
- create win-win situations whenever possible;
- develop and nurture empathy;
- recognize different layers in communication.

### ***Intercultural Coaching and Mentoring***

- support people with working effectively in a multicultural team
- use the cultural diversity of your team to produce effective solutions
- improve your self-confidence by understanding other cultures

### ***Coaching***

- to identify coaching techniques and approaches that are suitable for you;
- to make sure your client is working during the session;
- to make a distinction between the part (role) of the coach and role (part) of the client in the coaching process;
- to evaluate your results as a coach;
- to help you be more successful in your current role;
- to assist you in helping others be more successful in their roles;
- to set and achieve desired goals and outcomes as a professional coach.

### ***In an Organization***

- to improve your organization;
- to develop your managerial abilities;
- to empower people that work with you
- to understand the link between individuals and the business.
- enhance your performance as a team member or leader in local and international projects.



In total, there are **7 training days**. If you want to arrive earlier or leave later and you need accommodation, contact us before the training, so that we can help you find a place to stay.

## **Accommodation**

The training takes place in **the Netherlands** and is organized in and around the group accommodation of **Olde Vechte Foundation**, in the building called **Olde Vechte**. Hosting and catering will be provided within this accommodation. About the house: there is a wireless internet connection in the house that you can use. There are 12 sleeping rooms that can be occupied by 2 to 3 people and the showers and toilets are common on the ground floor. There is a training room and places for recreation. There are a washing machine and a dryer that you can use. The accommodation is located within a walking distance from the city centre (approx. 500 m).

**For more details, please have a look on the website: [www.oldevechte.nl](http://www.oldevechte.nl)**

## **Language**

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

## The trainers

The trainers of this event will be **Marco Vlaming, Afonso Bértolo and Tihana Dragicevic.**



**Marco** is the head trainer and director of *Olde Vechte Foundation*. He started 25 years ago as a youth worker after his university degree in social and cultural work. Besides doing youth work and trainings, he uses coaching approaches in his daily work. In the last 12 years he developed as an allround coach. Learning by experience as a method in coaching created a coaching approach that is very focused on working in the *here* and *now*. In his practice he works a lot with *on-the-job coaching*, supporting people to build up their life dream in the way they create fulfilment in their lives, using a wide spectrum of coaching methods and techniques that are currently available.

**Tihana** advocates excellence and believes we are all our own master piece. She is an EMCC coach, trainer, mentor, NLP master, graduated teacher, Ken Blanchard Situational Leadership accredited trainer and Head Coach in Elevate. She held the Board Member position for three years in Croatian Coaching Association. She has over 10 years of experience in education, more precisely 8 years in coaching and training individuals, companies and NGOs. The topics Tihana makes greatest difference in, through coaching, mentoring and training, are leadership, team/organisational/individual potential development, personal development and transformation and trainer education through a comprehensive School of Trainers.



**Afonso** has background in clinical psychology, and before joining *Olde Vechte* in 2012, he used to deliver trainings for health care workers and peer educators in Guinea-Bissau, Africa. He has a solid experience in working with groups in international contexts in the topic of coaching, communication, personal development and body awareness.

The trainers are working with a team of 5 to 7 co-trainers that are selected out of formal participants of this coaching training, they function as a support system for participants and trainers during the event.

## Registration and confirmation

If you wish to register for this training, please fill in [this form](#). Please note that only the forms that have been fully completed will be eligible for enrollment. For this training we use a chronological system of registration. After registering, you will receive a confirmation letter which contains further practical details. Once you have received the letter you can start arranging your travelling. **There is a registration fee of 125 € that needs to be paid after you have received your confirmation. This registration fee will later on be deducted from the participation fee.**

## Participation fee

For this training there is a participation fee of 360 €.

The participation fee for people living in the **Netherlands, Germany, Belgium, United Kingdom, France, Norway, Sweden, Finland, Denmark, Iceland and Switzerland** is of 460 €.

### Discounts:

- > *You receive a 15% discount if you are a student or you don't have a paid job.*
- > *If you have done a Basic Synergy Training, you receive a 10% discount.*
- > *If you are a student or you don't have a paid job and have completed a Basic Synergy Training you receive a total discount of 25 %.*

*\*The discounts apply regardless of the country you are coming from.*

**Participants take care of their own travel expenses.**

## How you can pay

> *By bank transfer* before the start of the training (you will receive the bank details with the confirmation letter. Please keep in mind that international bank transfers might take up to a week, depending on your location).

> *In cash* during the registration at Olde Vechte (this will take place before the start of the training).

## Guarantee

If you should feel, after having completed the training, that it has not been productive to you in any way, you can request a refund of the course fee. The only condition is that you have attended every training session and participated in every process.





Olde Vechte is a non-profit organization, based in Ommen, the Netherlands.

It is an organization with a long experience in non-formal education, personal development, coaching, social and cultural work. Throughout the years it has developed site specific methodologies that have been adapted to different projects. Every year it approaches various social and cultural topics through projects run by professional trainers and international teams.

The Foundation is open to anyone who is motivated to improve their 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 coming from the diversity of talents and motivations of the people involved.

The Foundation works out of the vision to create a world that works for each and one of us out of love, care and cooperation.

## **Personal support**

If you doubt whether this training is for you or if you have a specific question, you can reach Marco Vlaming, Director of Olde Vechte Foundation, through the following contact details.

### **CONTACT US:**

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