

Coaching – What is it and How it can Help us Reach our Potential!

Workshop Facilitator: Ailbhe Harrington, Tipperary Institute

Duration 2.5 hours

Coaching is a growing field and increasingly recognised by individuals and organisations throughout the world. Coaching is future orientated and aims to help people when they feel stuck and want to bring about personal change in their lives and work, to shift their perspective, reflect on their choices and realise their individual potential.

Coaching is a series of conversations where the coach acts as a thinking partner, supporting, encouraging and challenging the client on their learning journey. In these changing times students, individuals, managers and leaders within educational, organisational and community settings will benefit greatly from this developmental approach.

What can I expect in a coaching meeting?

The Coach will take the time to get to know who you are, what is important in your life, your working role, business or organisation. They will be curious about what makes you tick, what concerns you may have and what might be holding you back from achieving what you want. They will do this by asking helpful questions and sometimes challenging your thinking about issues. They will do this in a supportive and encouraging way with the focus being on *your* needs. The coach will encourage you to set out some clear objectives for yourself that will help you to achieve the growth and learning you desire.

Description of coaching from a client after two coaching meetings

“.. it was almost like having a companion on the journey of self discovery, to understand for oneself how I can achieve the ambition that I have and make it reality..”

Workshop

This two and a half hour workshop will provide you with a flavour of how this approach helps us to reach our potential and an opportunity to develop your capacity to listen to and appreciate what is important for yourself and others. It will involve some input, practical activities, and an experience of a short coaching demonstration.

- What is coaching and how is it different to counselling, consulting and therapy?

“..the urge to expand, extend, develop, mature – the tendency to express and activate all the capabilities of the organism, or the self...This tendency may become deeply buried...(but) it exists in every individual, and awaits only the proper conditions to be released and expressed.”

Rogers (1967:351)

- Understanding the role coaching can play in the development of self and others
- The Person Centred Approach – Carl Rogers
- Support and Challenge Skills
 - 3 Levels of Listening – Practical activity
 - Asking the right questions rather than focusing on getting the right answer – Brainstorm
- Practical Demonstration of Coaching
- Skill Development Activity
- Review

Facilitator: Ailbhe Harrington

Ailbhe currently delivers lectures in personal development and group dynamics in Tipperary Institute and co-ordinates and delivers on an International Coach Federation accredited coaching skills programme delivered in Tipperary Institute in association with Coaching Development Ltd. Ailbhe has gained a Mastery level qualification with Merit in Coaching from i-coach academy and an academic Masters with Merit in Work Based Learning Studies - Professional Coaching from Middlesex University. She also delivers professional coaching and training for private and public sector organisations.

Ailbhe has over seventeen years experience in the development of people within the private, public and voluntary sectors. She has been most effective in the areas of coaching, stress management, management development and personal development. She began her career in medical sales and from this moved to training, consulting and coaching. She has worked in community and enterprise development with a particular emphasis on enabling people set up in business and realise their potential. She worked with the Institute of Public Administration for nine years, the main training body for the public sector in Ireland designing and delivering a range of professional development programmes and coaching that addressed organisational objectives for senior management, technical and administrative grades.

Ailbhe’s approach to coaching is to build a working alliance with clients and provide a non judgmental space where her clients can be at ease to observe, question, accept, and be true to themselves. She believes that this space allows them to shift, change and grow in their awareness of personal choice and responsibility. When working with groups or individuals, Ailbhe treats others with respect, values each persons experience and creates a space that is relaxed, open and allows all to contribute and see their uniqueness and resourcefulness.