

Sempre Accelerators workshop 1



Welcome!

Coaching and AI

Workshop 1

15th sep

Introduction
coaching AI
Learning groups and
coach training in
pairs

Learning groups

4 in each group
2 meetings 0,5-1
hour
Between
workshops

Coach training

4 sessions
1 hour
Between
workshops

Workshop 2

6th oct

Positive
psychology
AI
Neuroscience

Workshop 3

26th oct

1 hour
Evaluation of the
program using AI-
methods



Presentations & expectations

Name

Assignment/work title

Country/city

What are your expectations?

What is coaching?



The coaching approach

- True curiosity– not judging
- Explorative
- Presence
- Active listening



The thoughts behind coaching

- Humanistic view of man
- The answer lies with the person who has the question
- Now and forward
- Opportunity-oriented
- Increased awareness
- Own responsibility for my choices



When is coaching not the answer?

- When something specific has to be done
- When there already is a solution
- When announcing decisions that's been made
- Abuse
- Serious crisis



The coaches core competences

Building foundation

Ethica

Agreement

Co-creation relation

Trust

Coaching-presence

Effective communication

Active listening

Powerful questioning

Support learning and results

Create awareness

Create actions

Plan and set goals

Handle progress and responsibility



Appreciative Inquiry

Asset Based

Look at what
we've got!!

Look at what
we're missing!!

Deficit Focused

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How do you use coaching and AI in your work today?

If you allow yourself to dream, how would you want to use coaching and AI in your everyday work?

What possibilities do you see in coaching
and AI?

What strengths do you see in this group that can be helpful for you to implement coaching and AI in your work?

What strengths/insights/knowledge can you as
a person contribute to the learning process?

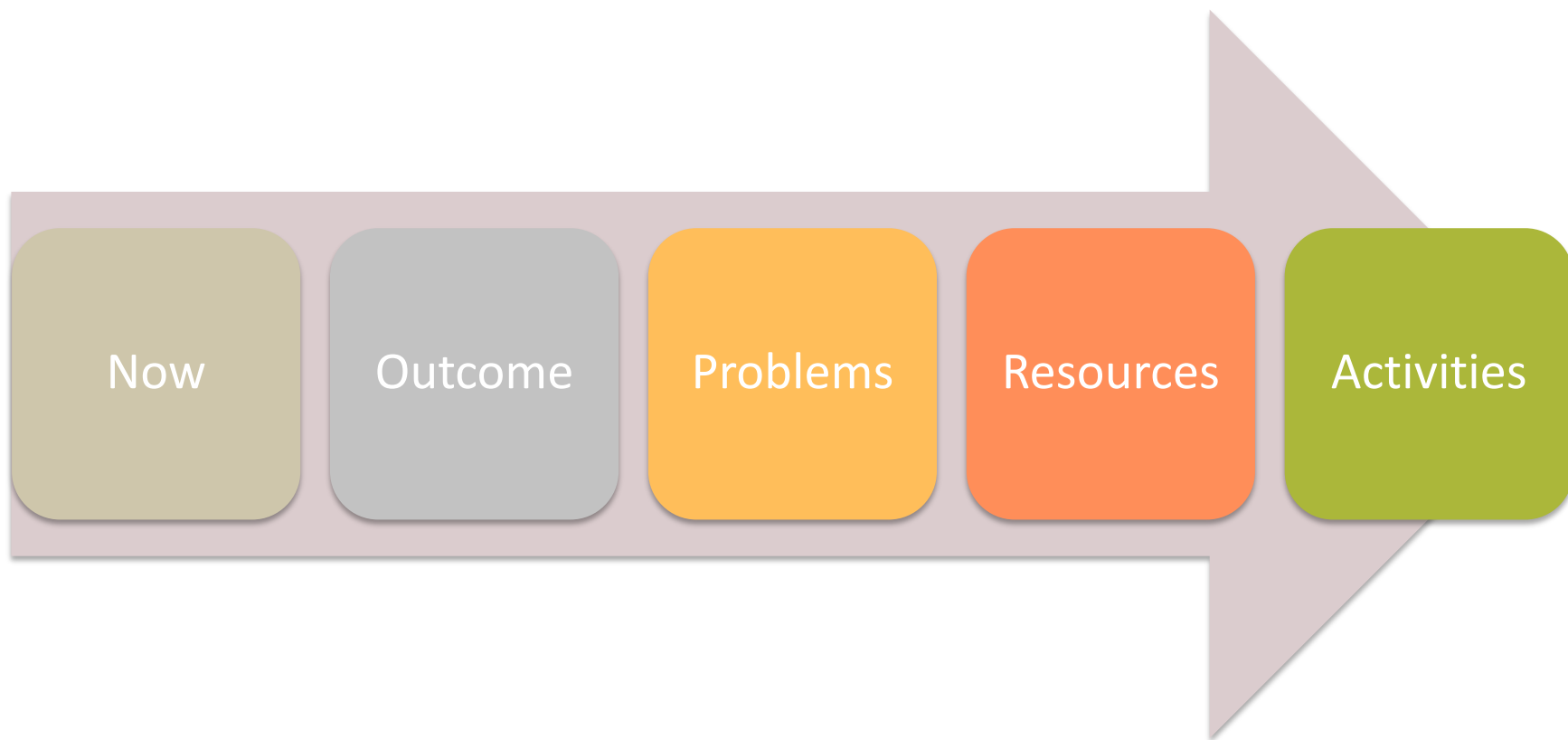
What possible obstacles do you see?

How can your strengths (as person or group)
help you to overcome your obstacles?

How can you make AI and coaching a part
of your everyday work?

When do you take the first step?

NOPRA



Good to know..

- Observe bodylanguage and voice (your own)
- If your client wants advice?
- Trust your intuition!
- You don't have to find the answer the first meeting
- Observe avoidant answers





Active listening

Focus on your client

Nod, encourage, "hmm"

Bodylanguage

Frågor

Öppna

Specifika

Reflect

Summarize

Dare to be silent

Appreciative Inquiry

– it's all about the questions

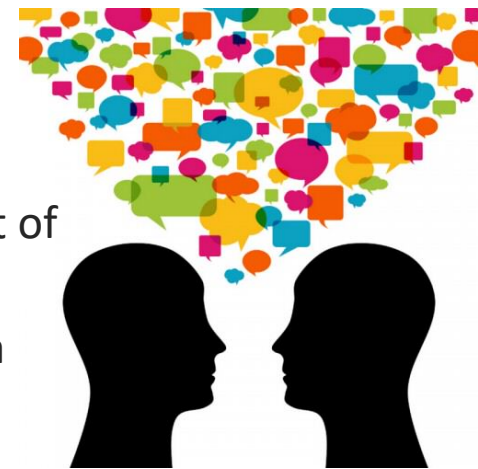
Powerful questions:

- ▶ Generates curiosity and invites creativity
- ▶ Focuses inquiry and stimulates reflective conversation
- ▶ Touches a deeper meaning and stays with participants
- ▶ Travels well, spreading around the organization



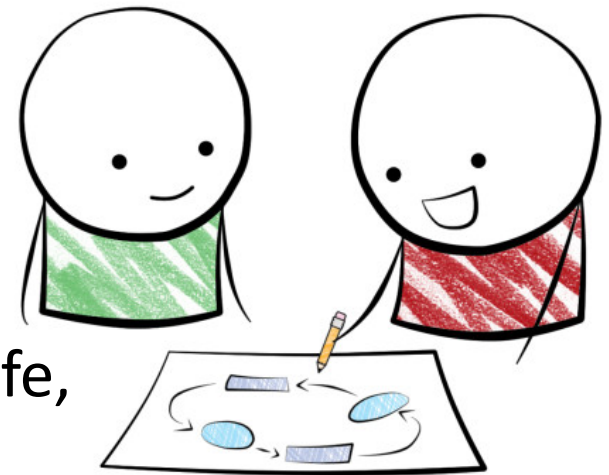
Questions – more examples

- What specific strengths did you see?
- What value did you identify?
- What was unique or stood out the most?
- What was a high-point learning moment for you?
- What made it possible?
- If you could transform the Ideas/solutions/models in any way you wish, what would it look like?
- What possibilities lie ahead for us?
- Describe your three main wishes for the future?
- Which ideas do you have for making the key elements more a part of your everyday work experience?
- What first steps do we need to take to make these ideas/dreams a reality?



Coachtraining

- One-to-one coaching
- Use the NOPRA-method
- Active listening
- Powerful questioning
- 10 min coaching s + 5 min reflection
- Take an exempel from your everyday life, something you want to change
- Use the structure in NOPRA
- Practice active listening and powerful questions



Reflection

- What was it like to be a coach?
- What was it like to be a client?





Thank you for today!

Next workshop 6th october