

## Growth through Development

### Individual and Intensive Coaching Qualification

#### Personal Change Management-Coach (PCM) - In English

#### Individual and Intensive Coaching Qualification

With our Coaching Qualification in **Personal Change Management (PCM)**, we qualify you in a completely individual manner. Your developmental status will be assessed before you start and you will experience Coaching from the very beginning. In the course of the Qualification, you will receive a large number of opportunities for real life exercises and intensive feedback on your own professional and personal approach to Coaching.

**Personal Change Management (PCM)** is a neuropsychologically founded and proven Coaching Program with which **personal change** can be initiated and implemented very quickly and effectively. We tackle aspects associated with insecurities and uncertainties head-on, as these block contextual judgment and maturity. By means of a thorough stabilization process, we ensure sustainability.

During the Qualification as **Personal Change Management-Coach**, you will acquire a tried and tested coaching strategy that leads your customers (Coachees) and/or colleagues securely to personal change and you and they will acquire a regenerative manner of dealing with pressure of all sorts. Our program is focused on the individual abilities and skills of the participants and is structured such that you will competently master every coaching phase upon completion. The Qualification is organized as follows:

**Personal Change Management-Coach (PCM) Qualification**

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|--------------------------------|--|
| <b>Begins:</b>                 | <b>Fri. - Sat., Oct. 10th and 11th, 2008</b><br>Fri. (10am - 5pm) and Sat. (9am - 12pm)  |
| <b>Time:</b>                   | After the initial meeting, the Qualifier will offer six workshops at 5-7 hours each every 2 to 6 weeks. Additional offers will be meetings for individual coaching, 20 appointments for group supervision (minimum 5 hours per month over a period of altogether 24 months - concrete dates are participants decision), as well as time for learning by doing. |
| <b>Location:</b>               | Berlin<br>(Arrangements in other cities and countries are made for local groups and businesses.)   |
| <b>Qualifiers:</b>             | Carl E. Gross, Dipl.-Psychologist, Coach and Supervisor (BDP),<br>Thomas Kottmann, Business Economist BTE  |
| <b>Target group:</b>           | The Qualification is geared at consultants, trainers, Coaches, HR developers, and executives as well as at people seeking to commence or to enhance their professional competence as a Coach and to optimize their personal and professional developmental maturity.   |
| <b>Number of Participants</b>  | Intensive Qualification in small groups of 4 to 6 participants.  |
| <b>Scope of Qualification:</b> | The Qualification encompasses 200 hours (minimum of 30 hours of individual Coaching, 40 hours of Qualification in workshops, 30 hours of activities and exercises in study groups as well as 100 hours of supervision and evaluation with a Qualifier).  |
| <b>Duration:</b>               | The Qualification as a "Personal Change Management-Coach" encompasses 5 modules over the course of 24 months; live application begins after twelve weeks.  |
| <b>Theoretical References:</b> | The Qualification is based on several theoretical references: a systemic consulting approach complemented by developmental psychology and adult maturity levels, Neo-Constructivism, Client-Centered, Rational-Emotive and cognitive theories as well as stable results of current neurobiological brain research and their tried and tested applications.     |

**Personal Change Management-Coach (PCM) Qualification**

**Methods:**

Essential parts of this Qualification are the individual status assessment, the assessment of existing development potential, as well as intensive, individual advancement via individual Coaching to broaden the personal maturity level and to support the development of a mature Coaching personality (Coach Profile).

Other modules will qualify the participants in the theory and practice of "**Personal Change Management**" (PCM). This will incorporate Coaching demonstrations, practical exercises, role-play, Buddy-Coaching, presentations and discussions. The participants will learn the model, its effects and its applications not only from a Coach's perspective but also from the perspectives of client and observer.

The Qualification is completed with group supervision, which includes a new and proven learning format.

**Fee:**

The costs for the Qualification come to a total of 22,500.00 Euro plus VAT per participant.

This includes: Admissions interview, status assessment/checking potentials, individual Coaching, workshop participation, group supervision, colloquium and certification as well as the personal assessments with a vertical and a horizontal personality profile and all seminar materials.

Costs for hotel and board (dinner) are not included.

Individual payment arrangements are possible.

Rebates:

Early bookers until Sep 10, 2008: 15% off (plus VAT)

Several participants from one company: 10% off each (plus VAT)

These offers cannot be used in conjunction with one another.

Discounts for self-paying customers are possible.

It is possible to apply for a scholarship.

## Personal Change Management-Coach (PCM) Qualification

### Content of Qualification:

#### Initial Stage:

##### Individual status assessment of the participant

Before the Qualification as a Coach begins, the participant undergoes a status assessment. This will show opportunities and challenges to succeed in the Qualification process.

An initial in-depth discussion accompanied by a vertical personality profile (Ego-Development-Profile) reflects the current individual developmental level to the qualification requirements of a Coach (PCM). The concrete goal is to support the participant's self-reflection through feedback, further to enhance his/her personal and Coaching goals with self-regulating emotions and to strengthen the contextual triad, moving from a reliable and stable feeling to aligned thinking and actions. This effectively enables the participants to understand and develop their own maturity and action logic.

#### Stage 1:

##### Individual Coaching (30 hours)

- Individual Coaching re. own issues and furthering ego development
- The Coach accompanying personal development or a leader/ manager as a role model, qualifier, and local personnel developer
- Introduction to the vertical personality model of Ego-Development
- Introduction to a horizontal personality model, selectively „Big Five“ personality factors (NEO-FFI) or DISG® personality profile. In the course of the individual Coaching, participants can receive another individual personality profile of the select personality model
- The intersection between Coaching and the personality model as an instrument for the development of Coachees or employees
- Evaluation of prior steps and the creation of an individual action plan focused on furthering the participant's current developmental stage

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### Stage 2:

#### Workshops and Seminars (40 hours)

- Review and evaluation of the first level's individual tasks (individual action plan for further ego development)
- The neuropsychological foundations re. change processes (esp. the progression of feeling, thinking, acting)
- The script to the Coaching process and its enactment
- Experiencing the Coaching process as basis for analysis and mobilization of a Coachee's potentials
- Implementing one's own Coaching employing situational tasks in role play
- Practical exercises in small groups
- Taking on the role of Coach, Coachee, observer
- Feedback on one's capacity for efficiency and effectiveness
- Preparation and presentation of utilizing the PCM model within one's own profession
- Development of a profile for one's own artful application of PCM

### Stage 3:

#### Group Supervision (40 hours, in the first 3 to 6 months)

- Review and evaluation of the second level's tasks
- Deeper reflection of one's Coaching and one's new role, esp. the internal alignment of one's own emotions, thoughts and actions
- Reflecting the influence of the Coach (and the systems influencing him) on his Coachees (and their systems) and vice versa
- Implementation of further Coachings gauged to the stage of ego development
- Feedback discussions with evaluation

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**Stage 4:**

**Written Documentation and Colloquium**

The first part of the Qualification will be rounded off with a colloquium (exam), which consists of a written and a practical section. Hereby the participant will show that he is securely and competently able to transfer "**Personal Change Management**" (PCM) content into practice.

The written documentation and presentation of utilizing the PCM model within one's own profession will be assessed and is a prerequisite for the exam.

Upon passing the first part of the Qualification, graduates will receive a certificate of participation.

**Stage 5:**

**Follow-up Group Supervision**

(minimal 60 hours in the second Qualification stage)

This maturing phase in group and individual supervision completes the 24-month long Qualification. It serves to

- more deeply reflect one's own Coachings as well as one's self-regulating emotions
- open up more to contextual feelings, thoughts and actions as well as their alignment
- refine applied interventions
- further develop personal maturity and remain open to feedback.

After implementation and written documentation of at least three to five current Coachings, participants will receive a graduation certificate as "**Personal Change Management-Coach**". The certificate comes at no extra charge.

**Registration and Information under:**

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