



Course Content

1. **Course title:** A Contextual Collaborative Practices informed by different psychological paradigms
2. **Course Dates:** 17 – 21 October 2016
3. **Delivery mode of the course:** Class contact sessions
4. **Number of contact days:** 5
5. **NQF Level:** Estimated level 7-8 (part of recognition for a level of learning on route to honours level degrees and professional practitioners which would be 9-10)
6. **Assessment Type:** Class Assignments and Coaching Assessment
7. **Course Fee:** R9500

8. **Brief Description of course:**

The course facilitates and inspires participants to capitalise on their own life and work experiences and relationships in developing a local coaching model. In this development the course participant is sensitised to the life world of the coachee while collaborating on the coach-coachee relationship and outcomes. It fosters a responsible and accountable eclectic approach wherein the experience of the coach is accounted for but sensitivity to the coachee's reality and meaning-making structures are maintained.

In responsibly developing one's own model it is necessary to learn about various psychological theories. In the process it covers ideas of other popular approaches from NLP coaching to ontological coaching.

The course furthermore aims to be very practical and includes matters of setting up practice, core competencies, ethics, contracts, branding and technology.

9. **Course Content**

The course facilitates and inspires participants to capitalise on their own life and work experiences and relationships in developing a local coaching model. In this development the course participant is sensitised to the life world of the coachee while collaborating on the coach-coachee relationship and outcomes.

It offers a methodology as an example of contextual collaborative coaching in the process of participants



CONTINUING EDUCATION
UNIVERSITY OF PRETORIA

www.ce.up.ac.za

Contact us: Tel: 012 434 2500 Fax: 012 434 2505 E-mail: info@ce.up.ac.za
For customised courses: E-mail quote@ce.up.ac.za for quotations on in-house training.

developing their own models.

It exposes the participant to relevant theories in psychology that the participant needs in developing, responsibly, their own model. Towards this end it brings into conversation the ideas from a great many popular approaches in coaching, from NLP coaching to Positive Psychology Coaching and more.

It furthermore reflects on the differences between various professional helping modalities such as facilitation compared to coaching and counselling – and does this by emphasising various epistemologies.

It aims to be very practical regarding concerns of setting up professional practice, personal branding, contracts, using technology, competencies, ethics and more.

The course sees participants engage a number of topics related to theories of change, transformation, personality, and environment.

It is part of the gist of the course to cross boundaries and bring to conversation spirituality, values, ethics and similar topics to prominent discourses in society and organisations.

Paradigms/ Broad Psychological Perspectives/ Methodology	Methodologies/ Epistemology/ Approaches	Other (Principles/Topics)
Behaviouristic approach Cognitive approach Psychodynamic approach Humanistic approaches	Integral Coaching NLP Coaching Ontological Coaching Positive Psychology Coaching Gestalt Coaching Social Constructionist and Narrative Coaching Neuroscience and Coaching	Professional practice Skilled Helping: Ethics Contracts Essential Competencies Technology Coaching Questions Practicing Coaching Setting up professional practice Coaching Bodies Building your knowledge of various instruments Motivational Interviewing Other Topics Theories of personality and environment Theories of motivation Theories of change Descriptions of Coaching and positive deconstruction of professional practice Various descriptions of coaching (in relation to other professions – Facilitation, Counseling, Mentorship, Process Consulting, Spiritual Directing and so on)
Development of own coaching model: contextual-constructivist approach (Recap/Introduction to previous models)		



CONTINUING EDUCATION
UNIVERSITY OF PRETORIA

www.ce.up.ac.za

Contact us: Tel: 012 434 2500 Fax: 012 434 2505 E-mail: info@ce.up.ac.za
For customised courses: E-mail quote@ce.up.ac.za for quotations on in-house training.

10. Added Value / Course Benefits

- The *Collaborative-Contextual (constructivist) approach to coaching* forms part of, and is thus fully aligned with, the *Advanced Course in Personal and Corporate Coaching*.
- In the advanced course it forms the fourth module which can be upscaled to enrol for either a two-/ three module course. Or, it can be cost effectively upscaled to enrolment for the mentioned Advanced Course Should participants wish to continue their learning they can do so cost effectively within a period of years – provided there are no major revisions in the course material and structure.
- Seeing that the course is tightly integrated into the advanced course, once the advanced course is completed it opens up opportunities to further studies on a Masters Degree level (with certain terms and conditions that apply).
- The course offers an opportunity to contribute to the participants coaching log for purposes of registering as a coach.
- Advice and guidance on the process of getting certified at the various coaching governing bodies.
- Certification from University of Pretoria, continued education, a leading university and registered with the Higher Education Counsel of South Africa.
- Intentional smaller groups for the purpose of advanced learning opportunity. (A different date will have to be scheduled for participants above a certain number as also influenced by available venues)
- **In relation to the professional practice section of the course, participants will receive a significant subsidy if they want to set up a professional website and brand.**
- Other relevant benefits include course material, snacks, coffee/tea, lunch.

11. Learning Outcomes

- Participants will get adequate training on developing their local contextual coaching model.
- They will gain a thorough understanding of psychological and other relevant ideas so as to responsibly build their own coaching model.
- Have gained a thorough understanding of the topic of how people and organisations change, and on motivation.
- Be inspired to set up a professional brand and start communicating their value proposition.

12. Who should enrol?

Decision makers, Managers and Team leaders, Coaches, Facilitators, Mentors, Mediators, Consultants, Trainers, Organisational Development and Human Resources Practitioners, Transformation and Change Management Practitioners, Cultural and Diversity Practitioners.



CONTINUING EDUCATION
UNIVERSITY OF PRETORIA

www.ce.up.ac.za

Contact us: Tel: 012 434 2500 Fax: 012 434 2505 E-mail: info@ce.up.ac.za
For customised courses: E-mail quote@ce.up.ac.za for quotations on in-house training.

13. Entrance requirements

Any one of the following and in order of what is most successful:

- Existing Practitioners in any of the professional/skilled helping modalities such as facilitation, consulting, counselling, mentorship.
- Existing leadership positions
- 3-5 years work experience on at least management level
- Preferably undergraduate degree (or a case could be made in other instances)
- Other relevant continuing education short courses

14. Extended Course Options

The following four modules are part of a series that collectively forms the *Advanced Course in Personal and Corporate Coaching*. All the modules while presented independently are fully strategically aligned with one another

- Narrative Coaching – Level 1 (1 methodology) [22 – 26 February 2016]
- Advanced Narrative Practice (1-3 Methodologies) [02 – 06 May 2016]
- Advanced GROW model and Quintessential Genres (1-3 Methodologies) [01 – 05 August 2016]
- Contextual-Collaborative Coaching (1 Methodology) [17 – 21 October 2016]
- Key Assignment/Research Module [Non-contact driven]

Saving anything from R1,000 to R6,000 by combining courses/modules:

- Any one module/course costs R9,500
- Two modules R18,000 (*Save R1,000*)
- Three modules R25,500 (*Save R,3000*)
- Four modules (is the advanced course) (*Save R6,000*)

Please note that the Research Module is effectively free but can only be taken in conjunction with enrolling with at least 3 of the 4 modules. However, if certain terms and conditions are met the Research Module can be taken separately so as to fulfil criteria for enrolling for a masters degree.

15. Course Leader Details:

Name: Dr Elmo Pienaar

Tel: Please visit website for ways to get in touch, relevant information and more at www.elmopienaar.com

Considering to rather enrol for the *Advanced Course in Personal and Corporate Coaching* of which this course is a component visit:

www.elmopienaar.com/advanced-coaching-course/

Short introduction:

- For the past number of years, as a research fellow at the University of Pretoria, Dr. Pienaar took focus on the theme of Narrative and Spiritual Coaching in Organisational Development, comparing coaching to other practices such as consulting and facilitation. Prior to this he has been involved in profit and non-profit driven organisations and founded or developed several business.
- He is doing an Executive MBA programme in aid of having established a postgraduate research community exploring the area between Organisations and matters such as workplace spirituality. He is the course leader for the Advanced Course in Personal and Corporate Coaching presented by



CONTINUING EDUCATION
UNIVERSITY OF PRETORIA

www.ce.up.ac.za

Contact us: Tel: 012 434 2500 Fax: 012 434 2505 E-mail: info@ce.up.ac.za
For customised courses: E-mail quote@ce.up.ac.za for quotations on in-house training.

'Continuing Education at University of Pretoria' and aspects of said course also offered by way of individual modules.

- His PhD explored the interaction between narrative ideas and the arts, covering personal to organisational settings.
- Apart from research endeavours, in practice he is a meaning architect, organisational consultant and mission-designer. He is a leading consultant at Telling Outcomes that works particularly with narrative practice. He brings together the theoretical rocket science and practice of skilled helping through which raises the standard of leadership, management and professional services such as coaching, mentorship, facilitation, consulting and counselling.
- He invites novelty, creativity and artistic thinking and application, will not let go of collaboration and empowerment, and gets into trouble by unknowingly deconstructing modernistic silos and challenging taken for granted beliefs and practices.



CONTINUING EDUCATION
UNIVERSITY OF PRETORIA

www.ce.up.ac.za

Contact us: Tel: 012 434 2500 Fax: 012 434 2505 E-mail: info@ce.up.ac.za
For customised courses: E-mail quote@ce.up.ac.za for quotations on in-house training.