



ATENEO DE MANILA UNIVERSITY
GRADUATE SCHOOL OF BUSINESS
CENTER FOR CONTINUING EDUCATION



CANADIAN CENTRE
FOR BRIEF COACHING

Leadership and Management **ONLINE PROGRAM**

COACHING FOR RESILIENCE: CURATING HOPE IN CRISIS

November 16, 2021 - March 31, 2022

Synchronous sessions via Zoom

Asynchronous sessions via access to Canvas LMS



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ABOUT AGSB-CCE

The Ateneo Graduate School of Business - Center for Continuing Education (AGSB-CCE) was established to complement the existing Ateneo-BAP Institute of Banking, a consortium between the Ateneo de Manila University and the Bankers Association of the Philippines. It was initially known as the Basic Leadership Program (BLP) until the name was changed to Continuing Professional Education (CPE) and then finally, to Center for Continuing Education (CCE).

Under AGBS, CCE takes an active role in addressing specific industry concerns that require immediate, purposeful, and focused response. As an industry resource and partner, CCE offers continuing professional development programs that are workplace-based with immediate take-away value. Methodologies are based on business simulation, practical exercises and applications, case analyses, and focused discussions. Courses are designed, developed and delivered by industry practitioners who are noted experts in their respective fields. Together, AGBS and CCE support the Ateneo mission to promote excellence, integrity and service.

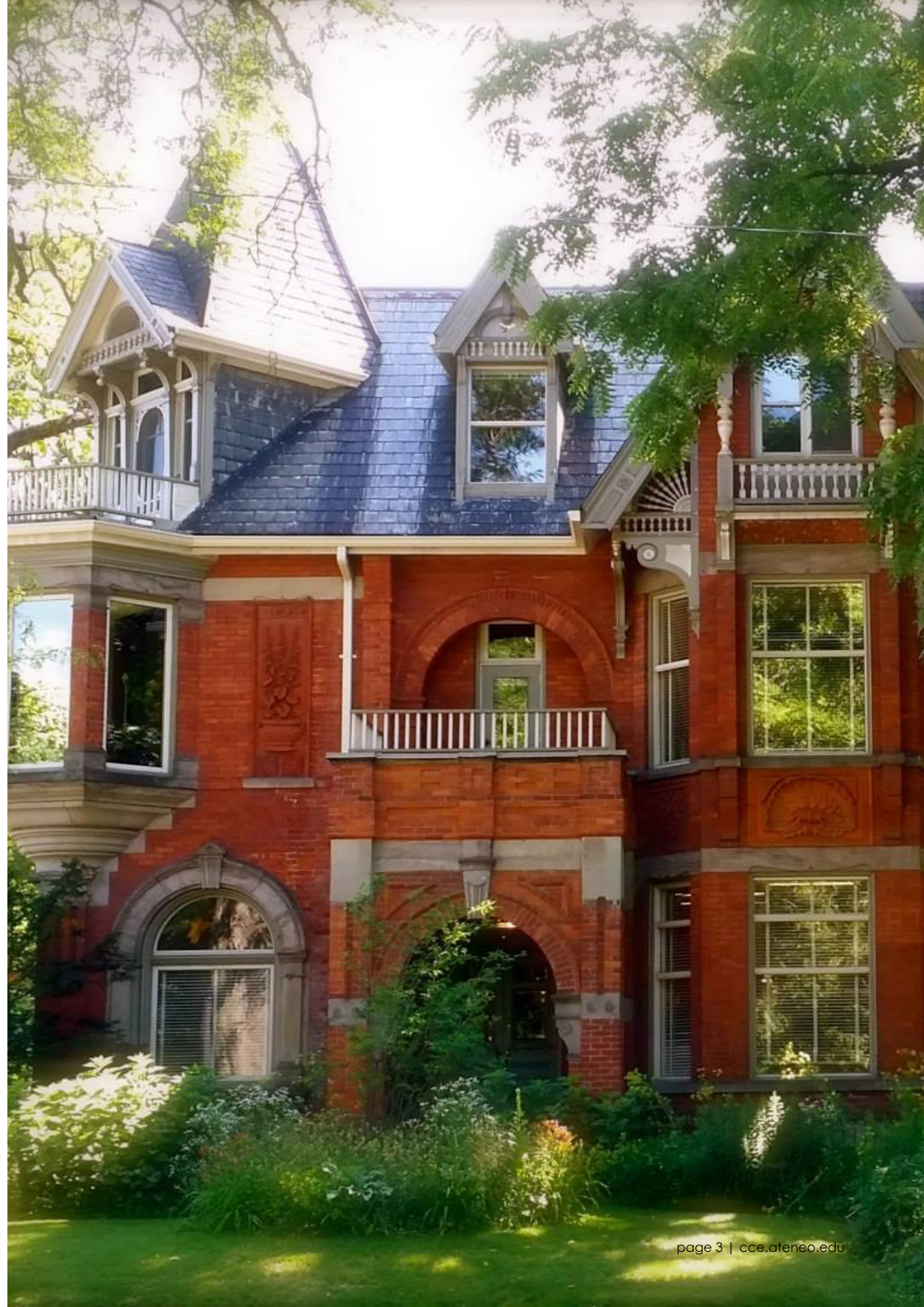


ABOUT CCBC

The Canadian Centre for Brief Coaching, a global leader in dialogic education for teams and leaders in the 21st century. Their learning content and teaching methodology are strictly evidence-based and learner-centred so that each person learns what they need to learn in the way most conducive to their learning.

The CCBC specialize in Solution-Focused dialogues at work. The CCBC apply this particular lens to each and every part of our practice areas - executive education, organizational effectiveness, and team coaching. The process focuses on co-creating the preferred future and discovering existing power sources to move people toward what they truly value as an individual, a team, and an organization.

It is the process that transforms the traditional problem solving approach into a highly generative designing process that engages hidden possibilities and potentials.



WHO SHOULD ATTEND?

This series is a timely learning experience for:

- HR, OD and Training Practitioners with or without coaching experience
- Newly trained or experienced Internal or External Coaches
- Supervisors, Middle Managers, Executives who use coaching in their leadership work
- Freelance Consultants who work as External Coaches and Consultants

Participants need at least 2-3 years of management or leadership experience in any industry or field. Individual Contributors who function as Internal Consultants responsible for coordinating across departments, training, or coaching others in the organization, managing projects, and the like will also benefit from these workshops.

COACHING FOR RESILIENCE: CURATING HOPE IN CRISIS

Using language as the generative channel of co-constructive solution building, Brief Coach Training applies adult learning methodology synchronously and asynchronously and encourages participants to start applying the learning in the classroom and continue to grow the coaching skills on their own in their respective settings in-between sessions. The Coaching for Resilience Series is a collection of four modules of six-hour coach training workshops with a minimum of two hours additional application hours for each module to allow further application at participants' respective settings.

Although each module is independent and complete on its own, the series will build upon each module and development of skill will grow from each module to the next to complete a repertoire of coaching skills practiced during the workshops and applicable back to their personal lives and their workplaces. To help participants see their skill-building progress, each module will have a pre- and post-assessment that is focused not only on insights gained but on their personal appreciation of their coaching skills as they develop.

The series aims to assist new and experienced internal or external coaches, leaders, managers on how to coach their individual or organizational clients on how to harness their resilience in this time of stress, isolation, and insecurity. How can we promote wellness in our workplaces? How can we help people reinvent themselves and transition if necessary? As leaders, coaches, and consultants, how can we muster the collective strengths of the people we serve to mobilize their capacity for resilience?

PROGRAM OUTLINE

- I. MODULE 1: BRIEF COACHING: THE LANGUAGE OF COACHING POSITIVELY**
- II. MODULE 2: CURATING HOPE IN CRISIS: COACHING FOR WELLNESS AT WORK**
- III. MODULE 3: CAREER REINVENTION: COACHING FOR EFFECTIVE TRANSITION**
- IV. MODULE 4: STRENGTH-BASED CONSULTING SKILLS AND LEARNING DESIGN**

BRIEF COACHING: THE LANGUAGE OF COACHING POSITIVELY

This coaching workshop examines the psychology of Brief Coaching and the language of coaching positively. The theories and techniques in Solution-Focused model as applied to conversations at home and in the workplace. This module presents the foundations of contemporary coaching practice with empirical evidence. Participants will analyze the conceptual framework of Solution-Focused practice with the micro-skills of coaching language.

OBJECTIVES

By the end of this course, professionals will have demonstrated the ability to apply Brief Coaching techniques by leading all phases of a simulated coaching session with a practice-Client.

LEARNING OUTCOMES

To achieve the critical performance described above, professionals will have demonstrated the ability to:

- Describe the Solution-Focused theory and

the components of a Brief Coaching framework including contract, preferred future, instances, and progress;

- Establish a contract with practice-Clients as per their desired outcomes and Brief-Coaching framework;
- Apply positive listening, intentional responding, effective questioning techniques and feedback techniques to explore and elaborate practice-Client's preferred future;
- Differentiate solution-building process from problem-solving modalities in a coaching context; and
- Articulate how mindset and assumptions deliberately inform the language used in a coaching dialogue.

OUTLINE

I. Solution Focused Approach to Conversations

- A. Five Key Components of Better Conversations
- B. Interactive Scenario Based Studies

II. Listening like a Coach

- A. Dialogic Orientation Quadrant
- B. Theory of Hope Activation

III. Responding like a Coach

- A. Assumptions and Opportunities
- B. How Words Create Worlds

CURATING HOPE IN CRISIS: COACHING FOR WELLNESS AT WORK

This module explores positive and realistic interventions for individuals and organizations to create sustainable change and wellness. How can we manage change and support our people in the process of implementing the necessary changes? In this dynamic workshop, you will learn how to increase personal resilience, leading to meaningful work for people and solution-building strategies that promote holistic perspectives focused on wellness in managing change in the workplace.

OUTLINE

I. Understanding Resilience

- A. Definitions and Defining
- B. Three Myths of Resilience
- C. Conditions and Capacities

II. Personal Resilience

- A. Self-Assessment
- B. Stories and Applications

III. Resilient Leadership

- A. Relational Resilience
- B. Triggers and Personal Strategies

OBJECTIVES

This module is intended to help the leaders understand how their resilience shows up in the moments that matter the most at work and even at home. The online workshop will introduce practical evidence from communication science that supports situational resilience and relational resilience. This interactive learning experience will touch on the burning topics of how to transition through rapid changes and build new and healthy habits that will impact self and others.

Some of the key positive differences you are hoping to see as you participate in this workshop:

- Understand the relevance of resiliency during the current pandemic and its relationship to the V.U.C.A environment;
- Understand the research-based evidence and importance of resiliency as well as the traits of a resilient leader;
- Learn at least one resiliency framework and model that addresses both personal and leadership resiliency;
- Deepen a sense of one's own resiliency and awareness of triggers that negatively impact one's mental fitness and agility;
- Exploration of several types of resilience interventions including cognitive strategies; coping strategies to stay healthy and mentally strong; along with quick tactics to immediately boost resilience; and
- Learn exercises that help leaders support resiliency within their staff and teams

CAREER REINVENTION: COACHING FOR EFFECTIVE TRANSITION

The ability to adapt in challenging times, like this one we are in now, call for the ability to reinvent and reimagine our future in a way that leverages strengths. A crisis can be a life-changing event that provokes clarity and value-driven choices in our careers. Coaching for transition uses the solution-focused approach to rethinking career options and remaking careers from a position of power instead of weakness. HR leaders, middle managers, internal coaches can use this strength-based approach to helping people transition and reinvent themselves to manage change when it happens.

OBJECTIVES

By the end of this module, participants are expected to be able to facilitate strength-based career change and coach others in transition using solution-focused-approach.

Participants are expected to be able to help others to:

- Apply brief coaching in clarifying what is

important and find career alignment with preferred future in a V.U.C.A. environment;

- Leveraging resilience in strength-based career transition coaching and facilitating the generative process in defining career future; and
- Explore some resilience interventions including coping strategies in managing career changes in disruptive times like the pandemic and in a V.U.C.A. environment

OUTLINE

I. Brief Coaching in career transition

- A. Description of a VUCA environment in the context of the pandemic
- B. Why brief coaching is important in a time of crisis
- C. Effects of the pandemic to peoples' careers

II. Finding resilience in career transition

- A. Strength-based career transition
- B. Generative process in defining career future
- C. Reimagine the future, reinvent careers

III. Coping strategies in career transition

- A. Dealing with adverse reactions and unhelpful emotions
- B. Coping with the disruption
- C. Building capacity for change

STRENGTH-BASED CONSULTING SKILLS AND LEARNING DESIGN

This highly practical module for consultants, trainers, and managers explores theories and practices of strength-based approaches to workplace learning design. The organization's capacity to respond to challenges and adversities depends on its ability to leverage individual and group strengths as human resilience is ingrained in relationships and social support. This module incorporates the holistic view of involving cognitive, emotional, and social elements in adult learning into solution-focused application.

OBJECTIVES

In this module, you will experience new and exciting ways of being effective as a facilitator of learning. You will find yourself in a learning space that is congruently Solution-Focused. You will learn how to allow your clients to find their own fitting answers and that they know just as well as you do.

Learners will be able to:

- Implement foundational knowledge

and practice of adult education and transformative learning in their coaching conversations;

- Learn how to deal with clients' uncommon questions and expectations;
- Work effectively with metaphors and other client-generated content by honouring clients as experts in their own coaching process; and
- Set clear developmental goals with clients with detailed action plans and signs of progress for accountability.

OUTLINE

I. Brief Introduction to Heutagogy

- A. Principles and Practices in Learner-Centred Learning
- B. Why, What, then more What

II. Facilitating Positive Changes

- A. Stories and Metaphors of Purpose and Progress
- B. Naming the Dream, Taming the Fear™
- C. Before and After

III. Evaluation

- A. Putting Value Back in the Evaluation
- B. Begin with the End in Mind, End with the Beginning in Mind

CCBC FACULTY



HAESUN MOON
PHD. MCC(C). CSFC.

Haesun has extensive experience in leadership coaching, team coaching and organizational development in the public sector. She currently serves as Executive Director at the CCBC and OISE/University of Toronto in Brief Coaching certificate program.

Recent Major Project

Leadership Learning and Development (Corporate Sector) 2020
Team Coaching through Change and Transition (Non-Profit Sector) 2019
Strength-Based Approach to Performance and Engagement (Healthcare) 2019
Improving Employee Engagement / Satisfaction (Public Sector) 2019
Change Conversations in Crucial Moments (Corporate Sector) 2019
Facilitating Collective Growth (Higher Education Sector) 2019

Designations

Ph.D. in Leadership, Higher and Adult Education, University of Toronto
Master Certified Coach (c), International Coach Federation
Faculty Member, Institute of Coaching, Harvard Medical School (2019-2020)
Associate Faculty, TAOS Institute

CCBC FACULTY



PETER DE JONG, PH.D.

Peter is the co-author (with Insoo Kim Berg) of many journal articles and four editions of the book *Interviewing for Solutions*. He is an emeritus professor of sociology and social work and a former adjunct at BFTC. He has been an outpatient therapist, case worker, and led trainings with practitioners working in mental health, child welfare, family services, juvenile corrections, and school settings.

He currently teaches, consults, and conducts microanalysis research on therapy conversations with several colleagues. He is especially interested in using the tools and concepts of microanalysis to enhance the teaching and supervision of Solution-Focused practices.



GINA CAJUCUM

Gina has extensive experience in human resources management (HR) and organizational development (OD). She has been passionately serving to develop emerging leaders and work-life integration, and her current involvement includes coaching emerging women leaders all over the world through the Coaching Fellowship.

A Certified Human Resources Leader (CHRL) in Canada, Gina has completed a Master's Certificate in Organizational Development (MCOB) from the Schulich School of Business at York University. Her dedication to training and coaching is rooted in her studies in Psychology and early career in educating young Indo-Chinese refugees while working with the International Catholic Migration Commission. Her extensive training in solution-focused coaching with the Canadian Centre for Brief Coaching inspired her to bring Brief Coaching to the Philippines, hosted by the Ateneo - Center for Continuing Education.

CCBC FACULTY



PATRIZIA KOHLY

Patrizia specializes in Solution Focused practices in organizational leadership. She is currently coordinating leadership learning and coaching programs with numerous educational institutions and corporate partners to develop and operationalize HR strategy in the areas of leadership development, and women in leadership.

Her professional background is capital markets and project finance professional specializing in Infrastructure , Power and Renewable Energy. With over a decade of experience at one of the leading Canadian banks as a Director (in Investment Banking), she was primarily responsible for structuring, negotiating and bringing large scale Infrastructure and Renewable Energy credits to market.

Patrizia combines her experience as a Finance Executive with her knowledge and training as a Solution Focused Brief Coach to provide her clients with exceptional leadership coaching and facilitation.



MARY GAUTHIER

Mary Gauthier is the Executive Director of the Greenwood Centre for Teaching and Learning at Greenwood College School in Toronto. The mandate of the Centre is to support and celebrate great teaching, knowing the positive impact this collective teaching has on student learning and well being.

With this in mind, Mary has been dedicated to building inclusive classrooms and school communities based on respecting all members of the school community (administrators, teachers, students and primary caregivers) and helping them articulate and realize their hopes for the future.

Through her coaching and mentorship, Mary continues to provide ways to listen and bring all voices and actions together as they contribute to the positive growth in her school community and communities worldwide.

CCBC FACULTY



KEITA DEMMING, PH.D.

Keita is an Associate Coach and Faculty at the CCBC. He also serves as the Head of Innovation and Development at The Covenant Group (TCG). At TCG, Keita and his team have built an online coaching platform that acts as a virtual coach for advisors and business builders.

When he is not building new products for the emerging future, Keita helps organizations identify and implement plausible innovation opportunities. He transforms companies into places and spaces that are idea-driven and people-centered.

Keita work with various organizations to foster high performing cultures that embrace design, accountability, foresight, strategy, and innovation. You can also visit Keita's podcast, Disruptive Conversations, where he unpacks how people who are working to disrupt a sector or system think.



JESSICA HAWKINS

Jessica's formal education is in Psychology and Conflict Management while she worked at the United Nations. This combined experience informed her sophisticated understanding of key psychological concepts related to HR and effective leadership.

During her tenure at the UN as a consultant, Jessica provided integrated service aimed at building National Staff Capacity. Her collaboration with the Chief of Human Resources and the Chief of the Integrated Mission Training Department directly impacted UN's Comprehensive Strategy that defined the strategic direction, objectives, roles and commitment of the UN Mission in Darfur (UNAMID).

As a facilitator, Jessica is passionate about creating an open and safe learning environment in which learners can critically and confidently examine themselves and build solutions through open exchange, reflection, and support.

ORGANIZATIONS WHO HAVE EXPERIENCED SOLUTION-FOCUSED DIALOGUES FOR THEIR TEAMS, DIVISIONS, AND MORE.



OTHER INTERNATIONAL PARTNERSHIPS (IN 2019)

- ROHEI, Singapore
- Beijing University, China
- IPCAS, China
- Petronas Leadership Institute, Malaysia
- Hangzhou National Centre for Wellbeing, China

WHAT WORKS WELL?

- Recruitment (Target Audience)
- Format of events/training
- Marketing Channels
- Financial Arrangement
- Ongoing support
- Re-engagement
- Sustainable community development

COACHING FOR RESILIENCE: CURATING HOPE IN CRISIS

PROGRAM DETAILS

November 16, 2021 - March 31, 2022

(Tuesdays & Thursdays)

8:00am - 9:30am

Schedule Breakdown:

Module 1: Brief Coaching: The Language of Coaching Positively

November 16, 18, 23, & 25, 2021

Early Eagle Rate valid until November 3, 2021

Module 2: Curating Hope in Crisis: Coaching for Wellness at Work

December 2, 7, 9 & 14, 2021

Early Eagle Rate valid until November 22, 2021

Module 3: Career Reinvention: Coaching for Effective Transition

February 15, 17, 22 & 24, 2022

Early Eagle Rate valid until February 1, 2022

Module 4: Strength-Based Consulting Skills and Learning Design

March 22, 24, 29 & 31, 2022

Early Eagle Rate valid until March 8, 2022

Synchronous sessions via ZOOM

Asynchronous sessions via access to Canvas LMS

PROGRAM FEE

Php 20,000 (Early Eagle Rate Per Module)

Php 22,500 (Regular Rate Per Module)

**Schedules and prices may change without prior notice.*

INCLUSIONS

- Digital copies of the materials can be accessed through Canvas
- Digital Certificate of Attendance

REGISTER NOW!

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SCAN CODE
TO REGISTER



Experience
EXCELLENCE