

COACHING CIRCLE (approximately 60 - 75minutes)

(1) Case giver: Share your personal aspiration and leadership challenge that is current, concrete, important; in which you are a key player, and gaining more insight now could make a big difference moving forward. Include your personal learning threshold (what you need to let go of and learn). You should be able to present the case in 15 minutes.

(2) Supporters: Listen deeply—do not try to “fix” the problem, but listen deeply to the case giver while also attending to the images, metaphors, feelings and gestures that the story evokes in you.

(3) Time keeper: Manage the time.

(4) Process guide: Read the questions and suggestions before each new segment.

Step	Time	Activity
1	2min	Select case giver, process guide and time keeper
2	15min	Intention statement by case giver <i>Take a moment to reflect on your sense of calling. Then clarify these questions:</i> <ul style="list-style-type: none">• Current situation: What key challenge or question are you up against?• Stakeholders: How might others view this situation?• Intention: What future are you trying to create?• Learning threshold: What do you need to let-go of – and what do you need to learn?• Help: Where do you need input or help? <i>Supporters listen deeply and may ask clarifying questions (don't give advice!)</i>
3	3min	Stillness <ul style="list-style-type: none">• Listen to your heart: Connect with your heart to what you're hearing.• Listen to what resonates: What images, metaphors, feelings and gestures come up for you that capture the essence of what you heard?
4	10min	Mirroring: Images (Open Mind), Feelings (Open Heart), Gestures (Open Will) <ul style="list-style-type: none">• Each supporter shares the images/metaphors, feelings and gestures that in the silence or while listening to the case story.• Having listened to all supporters, the case giver reflects back on what she
5	20min	Generative dialogue <ul style="list-style-type: none">• All reflect on remarks by the case giver and move into a generative dialogue on how these observations can offer new perspectives on the case giver's situation and journey.• Go with the flow of the dialogue. Build on each other's ideas. Stay in service of the case giver without pressure to fix or resolve his/her challenge.
6	8min	Closing remarks <ul style="list-style-type: none">• By supporters• By case giver: How do I now see my situation and way forward?• Thanks & acknowledgment: An expression of genuine appreciation to each other.
7	2min	Individual journaling to capture the learning points