



# FOUNDATIONS OF COACHING PART II: CONTINUING THE JOURNEY

## COURSE OVERVIEW:

Following on from Foundations of Coaching Part I, 'Continuing the Journey' will focus on refining and extending skills learned in Part I and provide authentic opportunities for deeper application. In 'Continuing the Journey', participants will learn a new map, the Problem-Resolving Map. While the Planning Map supports a future focus and the Reflecting Map helps the coachee analyze and make sense of the past, the Problem-Resolving Map is about the present and is used when a coachee is struggling with a 'wicked' problem that initially seems unsolvable.

While our initial tendency might lead us to try and solve the problem for the coachee, in this course, coaches will learn to use the five States of Mind to help the coachee in finding their own resourcefulness to resolve the issue themselves. Surprisingly, this resolution will not necessarily come from "doing", but from re-thinking or cognitively reframing an issue in a different light.

Participants should have completed Part I of the course before taking Part 2.

## COURSE INSTRUCTORS

### Ochan Kusuma Powell

Ochan Kusuma Powell is an international educator and consultant to schools around the world. She presents in the areas of coaching, special education, inclusion and collaboration. She is a founding member of the Design Team for the Next Frontier Inclusion, a not-for-profit organization that supports international schools in becoming increasingly inclusive at a systems level. Ochan has taught across all levels of school and is co-author of several books: on personalizing instruction, developing inclusive schools, organizational intelligence, emotional intelligence and teacher self-supervision.

### Stephen Dare

In his 11th year as Head of School at Hong Kong Academy, Stephen believes that everyone in an organisation has the capacity to contribute to the co-construction of learning experiences that both elevate thinking and promote action in support of broader educational initiatives. He is the treasurer of the ACAMIS Board and is on the Next Frontier: Inclusion Design Team. Stephen is an Agency Trainer for the Thinking Collaborative and has embedded the work of Cognitive Coaching and Adaptive Schools into the professional learning culture of HKA.

### Jennifer Swinehart

Jennifer is the research, development, and communications director at Hong Kong Academy. As an advocate for nurturing diverse and inclusive communities, Jennifer believes that all learners should be empowered to pursue their passions as inquirers, collaborators and innovators. In addition to working within her own school community, Jennifer is a trainer at the Principals' Training Center, is in the process of becoming an Adaptive Schools Agency Trainer and regularly presents at educational conferences in the Asia-Pacific region.

## LEARNING OUTCOMES

As a result of this course, participants will:

CONCEPTUAL LEARNING	COMPETENCY LEARNING	CHARACTER LEARNING
(know/understand that)	(be able to)	(feel)
<ul style="list-style-type: none"> <li>The five States of Mind can be used as a lens to make meaning of human experiences and leveraged to support a coachee's review of an issue or problem.</li> <li>Problem-resolving is about enabling the cognitive reframing of a human experience or issue in order to enhance the coachee's sense of resourcefulness or capacity.</li> </ul>	<ul style="list-style-type: none"> <li>Execute the Problem-Resolving Map</li> <li>Distinguish between and apply the three levels of paraphrases required in the P-R Map</li> <li>Ask meditative questions to enhance greater resourcefulness in the States of Mind</li> <li>Offer opportunities for cognitive shift through the use of questions, paraphrases &amp; nonverbal gestures</li> <li>Recognize the nonverbal signs of cognitive shift</li> <li>Fluently navigate an Outcome Structure for third party goals</li> </ul>	<ul style="list-style-type: none"> <li>Attuned to listening and observing for States of Mind in a coachee</li> <li>Confident in navigating the P-R Map</li> <li>Capable in serving others through coaching</li> </ul>

This course is for those who are interested in extending their practice in coaching and serving others at more complex levels than experienced in Part I of the class. The table below offers an outline of topics and concepts that will be taught in the program:

### Course Outline

**REVIEW & RE-VISIT**  
Meta-coaching Reflecting into Planning

**PROBLEM-RESOLVING (P-R) FUNDAMENTALS**  
Understand the 2 parts of the P-R Map and their purposes  
Identify and frame goal statements with precision  
Understand and execute the Outcome Structure for a third party goal

**ESSENTIAL SKILLS FOR THE P-R MAP**  
Use of 3 levels of paraphrasing  
Frame meditative questions to elevate coachee resourcefulness in the five SOM Listen and observe for the coachee's States of Mind

**NAVIGATING SUPPORT FUNCTIONS & MAPS**  
Listen and observe for the type of map required as well as the support function needed

### ESSENTIAL QUESTIONS:

1. What is cognitive shift and cognitive reframing, and how do they apply to Problem Resolving?
2. How do coaches navigate the four support functions and the three coaching maps?

The course will be taught synchronously and asynchronously over four weeks, with readings and practice assigned outside of class time. Participants will meet as a cohort twice a week for 90 minutes each time, and are expected to come prepared. You will need to commit to the course in its entirety, and should plan to spend an average of six additional hours per week outside of class time.

The course dates / times are as follows:

- Thursday, November 4th from 4:30pm – 6:00pm
- Saturday, November 6th from 9:00am – 10:30am
- Thursday, November 11th from 4:30pm – 6:00pm
- Saturday, November 13th from 9:00am – 10:30am
- Thursday, November 18th from 4:30pm – 6:00pm
- Saturday, November 20th from 9:00am – 10:30am
- Thursday, December 2nd from 4:30pm – 6:00pm
- Saturday, December 4th from 9:00am – 10:30am

**Cost:** USD \$500 per person for eight sessions



You can sign up for this course by [clicking on this link](#) or by scanning the below QR code.

**Availability is limited.**

