



Human Centred Coaching

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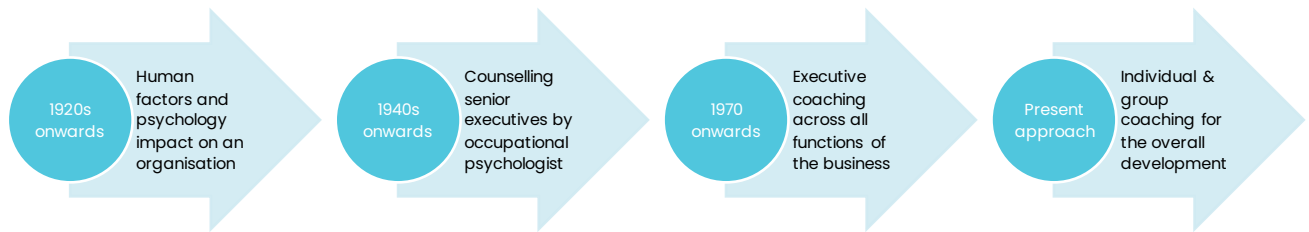
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Has coaching lost its way?

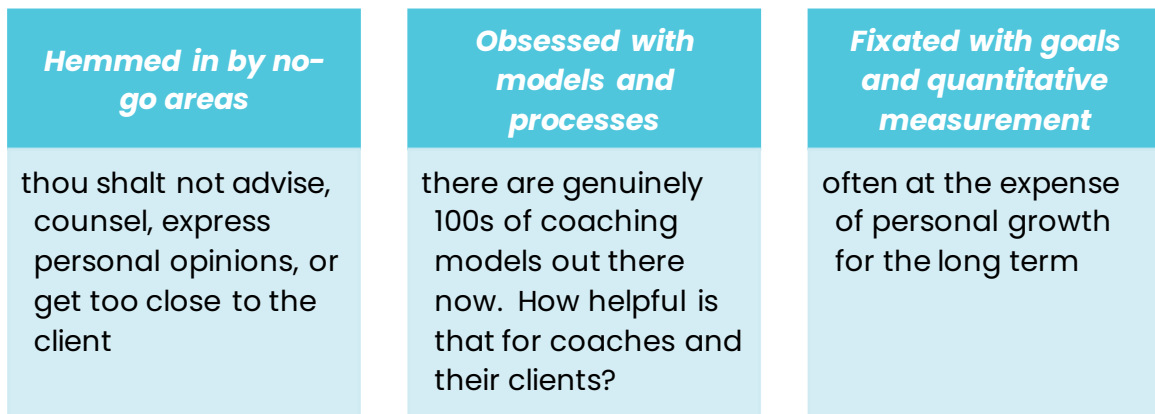
Coaching as a recognised discipline is around 100 years old and has never been more prominent as a solution for organisational challenges around culture and performance.



At Passe-Partout we believe this exponential growth (with a global market in excess of \$20billion) has come at a cost. And the main casualty along the way has been clarity about the fundamental purpose of coaching.

We coach people to achieve positive change

It ought to be as simple as that. But the reality for many coaches and organisational networks, is that the practice of coaching has become:



Time for human-centred coaching

If the transactional and technical approach to coaching is good enough, we won't need human coaches for very much longer.

Coaching bots and apps are already helping people with:

- Prioritisation
- Problem-solving and decision-making
- Reducing stress levels
- ...even developing a growth mindset.

If you've never tried asking Chat GPT to coach you on a thorny issue, give it a go – you may be surprised.

But as robots are not yet equipped to comprehend the totality of human experience. It takes an empathetic, adaptable and highly skilled individual to work simultaneously with a client in the overlapping domains of emotion, belief, thought, relationships and practice.

This, in our view, is the value of human-centred coaching.



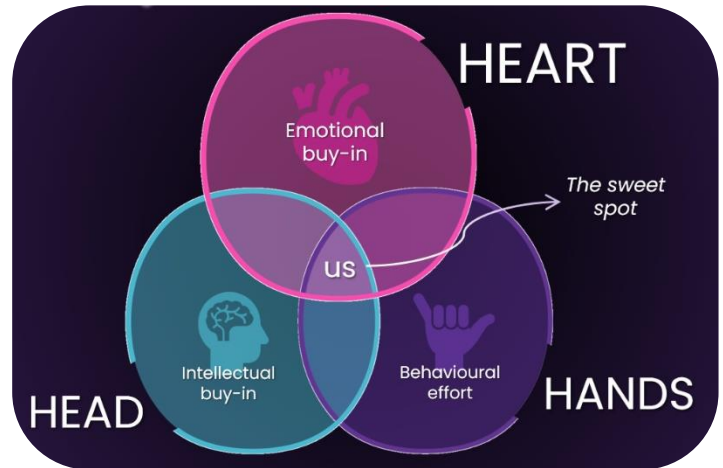
The liberation of coaching

The human-centred approach frees coaches to do what they do best:

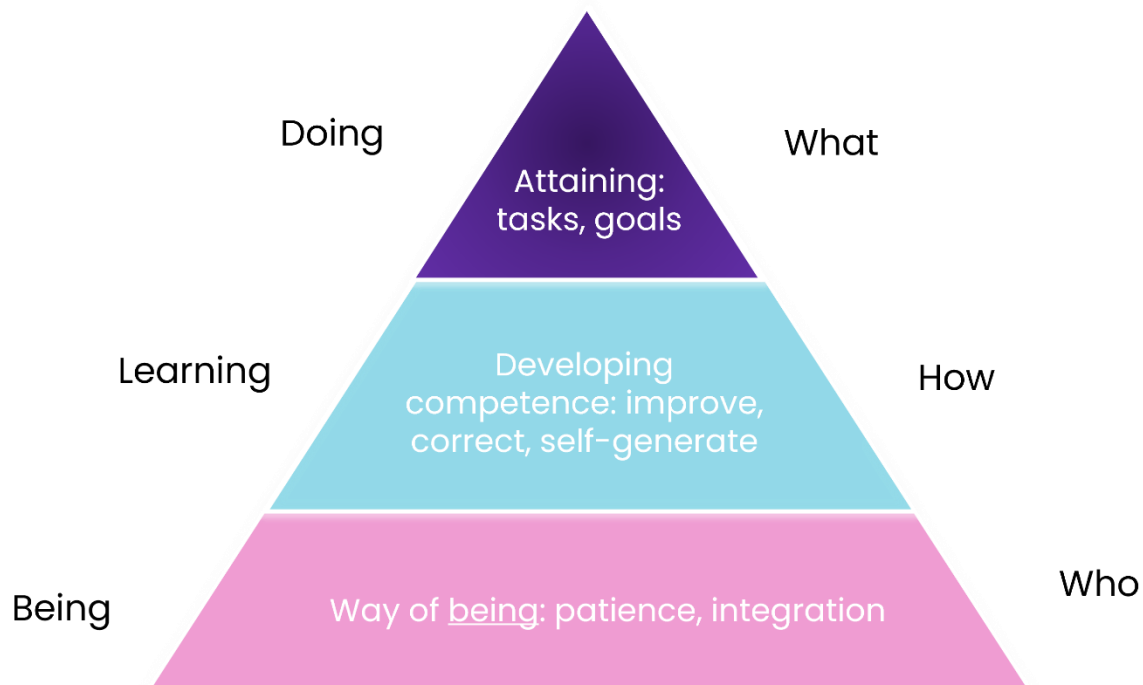
Head – supporting clients to achieve focus and unlock creativity

Heart – empathising and working with emotion and relational dynamics

Hands – encouraging effective experimentation and practice



It enables coaches to get beyond the limits imposed by goal-oriented models, and to support their clients at a deeper level – with who they are, how they act, and what they believe.



What does it take to coach like this?

The core qualities for effective human-centred coaching are:

Authenticity – heightened self-awareness, enabling the coach to act with genuine purpose and allowing true self-expression

Empathy – enabling the coach to build and demonstrate a holistic understanding of the client in their world; and to engage compassionately where there are underlying strains and traumas

Adaptability – with the confidence, judgement and technical range to be able to flex and meet the unique needs of clients with diverse characteristics.

The human centred coach has a deep appreciation that they themselves are a work in progress...

- ...and that effective practice is a result of their own willingness to:
 - Show humility
 - Embrace continuous learning
 - Experiment and extend their range
 - Engage with meaningful supervision



Our human-centred coaching development programme

The programme is built around six two-hour learning pods – giving time and space for connection with like-minded coaches, practical learning and experimentation.

1. Moving to a human-centred approach

- Introductory session setting out the rationale, philosophy and value of whole person coaching

2. Working on ourselves

- Drawing on a range of sources and resources to assemble an authentic representation of who we are, how we come across, and what we have to offer as a coach



3. Intake: building a holistic understanding of our clients

- Practice with developing and sharing narrative interpretations of our coaches as we find them, and as they wish to be

4. Coaching for positive transformation

- Extending the range of practices and possibilities the coach is able to offer to their clients

5. Managing the rhythm and energy of a coaching relationship

- How effective coaches maintain positive momentum, and help their clients to deal with interference, disruption and relapse.

6. Human impact: people, organisations, communities

- The ripple effect of human-centred coaching, and how we can maximise it.



Wrapped around this learning journey is a blend of:

- Virtual learning – with 24/7 access to a rich array of content and resources on our Promote learning platform.
- Personal assessment – to develop rounded self-awareness
- Reflective practice – including practices for development; targeted interactions with peer coaches and clients; and journalling.

Passe-Partout helps clients with all aspects of coaching practice and culture

Developing coaching practice

Professional coaching practice – CMI level 5 qualification
Everyday Coaching – flexible coaching for managers
Coaching for All – interactive programme for all employees

Embedding coaching culture

Coaching supervision – CMI level 6 qualification
Embedding coaching culture – CMI level 7 qualification
Action Learning facilitation – flexible programme for new facilitators





**Passe
Partout**

**We help you on
your journey**

To find out more about
us visit
www.passe-partout.com