

Coaching circle for addressing a case

Nr	Time	Process
0	2 min	Select the case give and the time keeper.
1	15 min	<p>Description of the intention by the case giver</p> <p><i>Take a moment to reflect on your issue, problem, conflict or project. Then clarify the following questions for yourself and share the case with the circle:</i>Situación/problema/posibilidad/proyecto actual: ¿Qué desafío clave o pregunta quieres abordar?</p> <ul style="list-style-type: none"> • Key actors: How might other actors see this situation? • Your intention, your goal: What do you want to achieve? What future would you like to create? • Your challenge, your learning threshold: What do you need to let go of? What do you need to learn? • Support: Where do you need input or support? <p><i>Coaches listen deeply and can ask clarifying questions. Don't give advice!</i></p>
2	3 min	<p>Silence (close your eyes)</p> <ul style="list-style-type: none"> • Listen to your heart: connect your heart with what you are listening to. What images and feelings now arise from within you? • Listen to what resonates: What images, metaphors, feelings and gestures emerge that capture the essence of what you have heard? What questions arise in your head?
3	10 min	<p>Looking in the mirror through every coach: images (open mind), feelings (open heart), gestures (open will)</p> <ul style="list-style-type: none"> • Each coach shares the feelings, images, metaphors and gestures that came up in the silence or while listening to the case story. • Once the case contributor has listened to all the coaches, he/she reflects and gives feedback on what he/she has heard.
4	20 min	<p>Generative dialogue: conversation to create solution approaches</p> <ul style="list-style-type: none"> • Everyone reflects on the observations and statements made by the case contributor and moves towards a generative dialogue on how these observations can offer new insights into the case contributor's situation and journey. Coaches may ask questions to deepen understanding. • The case contributor reflects on images and emotions that the issue provokes in him/her. • Go with the flow of the dialogue. Build on the ideas of others. Remain at the service of the case contributor without pressure to solve or repair their challenge.
5	5 min	<p>Closing comments</p> <ul style="list-style-type: none"> • From the coaches: <ul style="list-style-type: none"> - What is the topic itself what it is about? (diagnosis) - What solution or action do I propose? • From the case contributor: How do I see my situation now and how do I move forward? <ul style="list-style-type: none"> - What new insights / answers do these contributions bring me? - How can I implement/combine these ideas? <p>Gratitude and acknowledgement: An expression of genuine appreciation to each other.</p>
6	3 min	Individual writing in my diary to capture learning points.