

NEXT-LEVEL COACHING

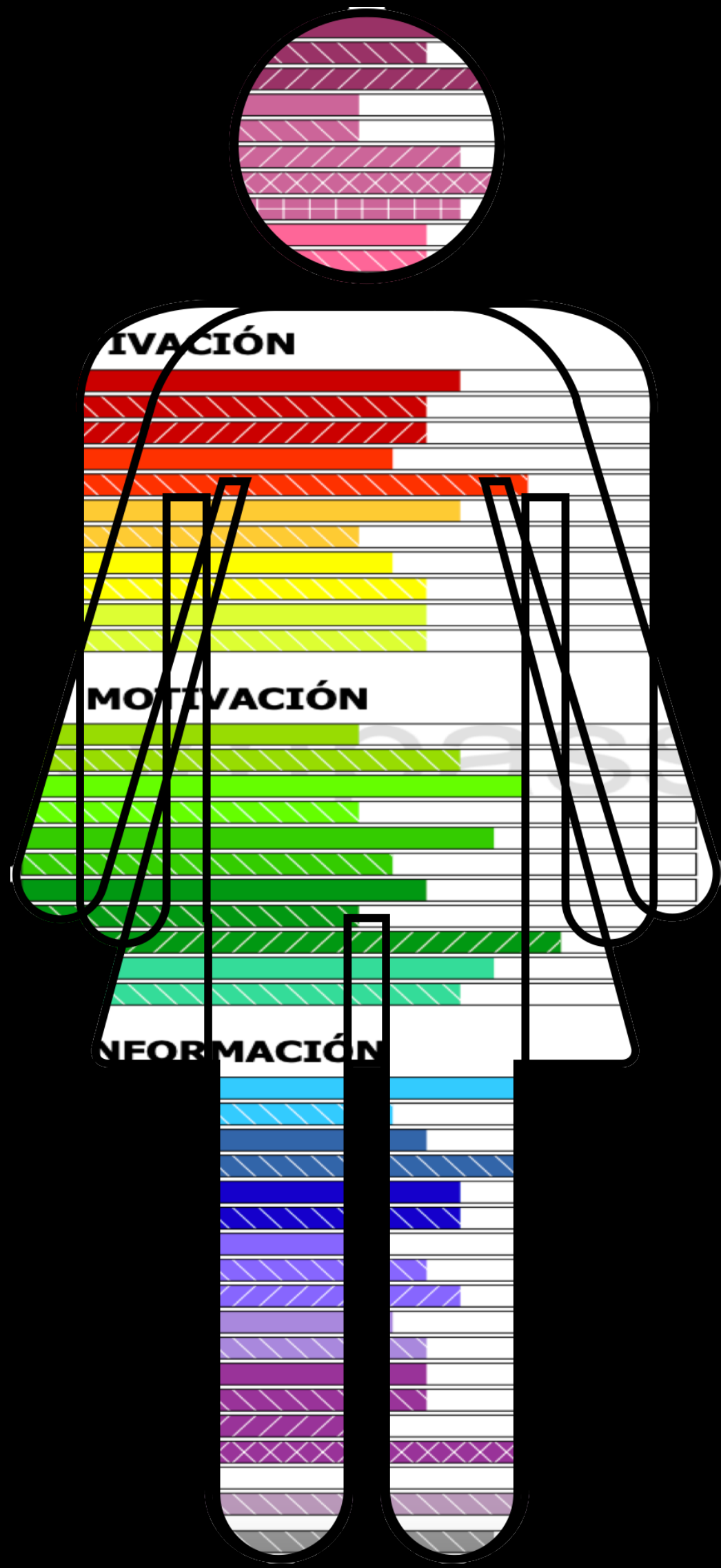


The Way of the Intercepting Mind

The Institute for Adult Development 2023



A NEW FOUNDATION FOR COACHING



Coaching as a practise has exploded in use over the last two decades. It is big business due to its potential to change people and organisations. There are a variety of approaches, as well as a variety of applications. Business coaching at a high level remains a genre out of reach of the majority of coaches as it also requires an element of business expertise in context.

Organisations that offer weekend courses where one can 'qualify' as a Life Coach and begin practising under the false impression that they can be effective in helping a client deconstruct their lives with sufficient know-how to be of assistance in their reconstruction are part of the problem. Can we really "learn" this from a few choice procedures whilst sipping coffee with like-minded socialised thinkers?

Therein lies the issue!

To coach is to influence change in another's thinking and behaving. With the best will in the world, you cannot remove yourself from the coaching process in order to have a 'clean' interaction. Your very presence in the room is enough to influence the client. The problem lies not just in the organisations that pump out meaningless courses for the masses, but the way they teach coaching as a discipline.

1st Generation

Adapted from sports coaching
All about achieving goals
Focuses on solving specific, concrete problems
Focuses on External results
GROW model, NLP, psychodynamic coaching and CBT

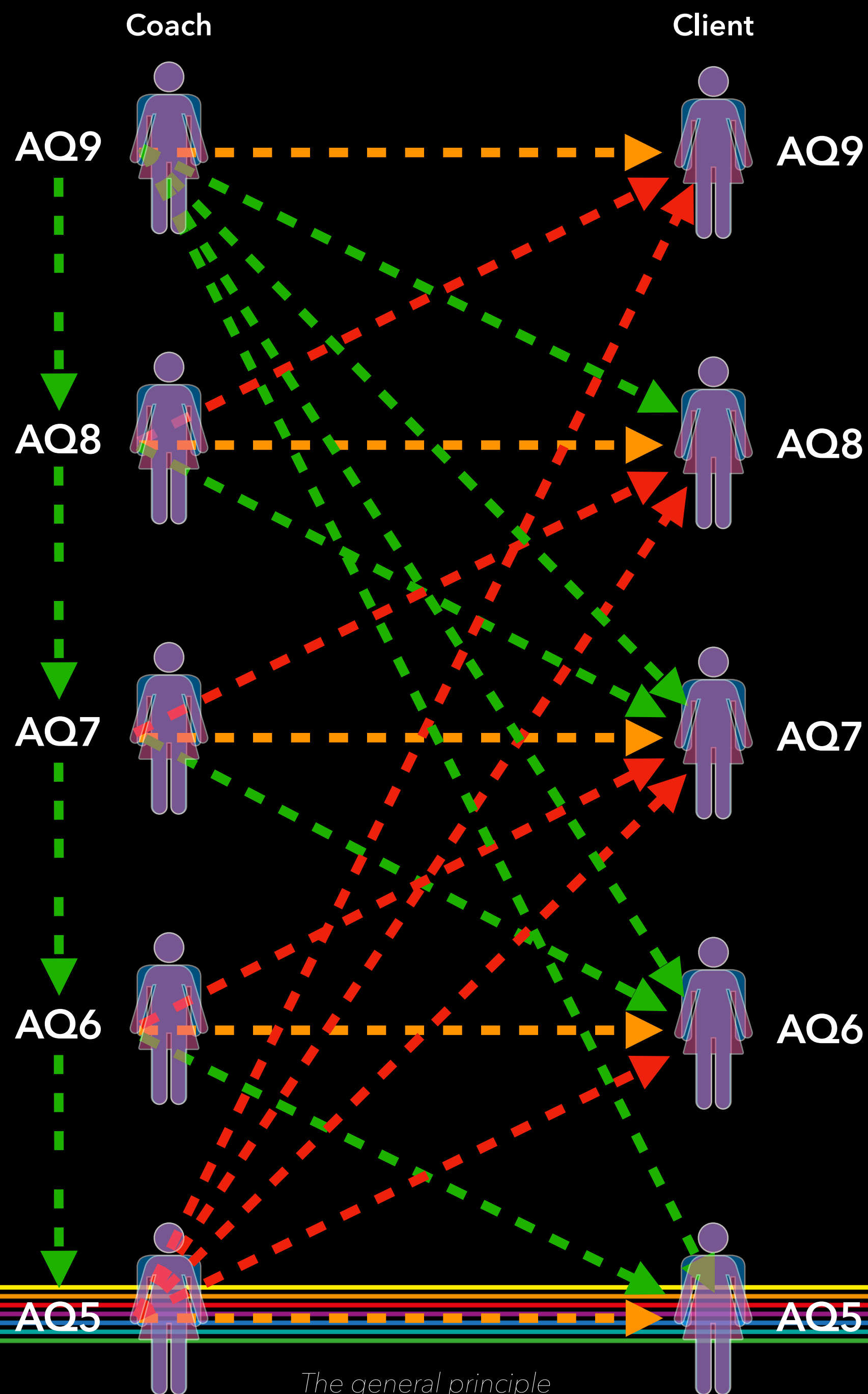
2nd Generation

Focuses on creating and shaping possible new futures (CI dependant)
Emphasis on existing resources and the strength of the client
Includes systemic and solution-focused coaching (level dependant)
Appreciative inquiry coaching
Positive psychology coaching

3rd Generation

Coaching with a reflective perspective (level dependant)
Dialogue based (level dependant)
Focuses on values
Giving space for the unfolding of narratives
And meaning-making (level dependant)
Includes experiential and transformational learning

Traditional coaching offers processes and coping mechanisms and are based in some form of therapeutic endeavour. This is not NLC, and this is not The Institute for Adult Development's approach.



From a NLC perspective, it is not something that can be 'taught'. Coaching is way of understanding oneself before others, and with this insight, helping others to see and heal their own hypocrisy. From this perspective, there has been a link made between NLC and 3rd Generation Coaching. However, we can explore the differences more here. NLC takes the limitations of 3rd Generation Coaching and expands on its capabilities. We do this in our MCO workshops at the IAD. In these workshops you will discover the client's hidden patterns. Interaction and influence are obvious to the MCO. Thus, coaching is, at the lower end of the scale, Procedural and remedial. At the higher end, Dynamic and Developmental. It is the higher end that NLC aims its ideas.

In order to achieve greater flexibility in our thinking, to be able to notice the issues with our behaviour and make the appropriate changes, we need a greater degree of awareness of our own unconscious Cognitive Intentions in the moment. How we construct our thinking is a more complex approach to coaching than any system currently used in the field.

Once we recognise how we construct our own thinking, and have our limitations pointed out by an MCO, only then can we realistically begin to understand the limiting Thinking Styles of our clients.





This approach is how NLC differentiates itself from disciplines such as NLP Coaching or 'positive psychology coaching' where the focus is typically on an individual's strengths or weakness, predominantly from an emotional awareness perspective and focused on a client's goals. NLC suggests that adult development defines both eligibility to be a coach and the appropriate client group for the coach. Using the Awareness Quotient™ scale as a measure of self-awareness in the moment, a coach at the lower end of the scale cannot see the balance in the Thinking Style of the client at the higher end of the scale and thus cannot coach them. This is not a slur on the coach. Rather, it is a reflection of the level of self-awareness of both the coach and the client and the inherent mismatch in their Thinking Styles that might lead to a damaging relationship for the client. In our opinion, this is a more ethical approach to coaching as it ensures the client gets the coach most capable of matching their thinking, not simply the coach who follows a well-trodden process, such as the GROW model.

Thus, the IAD focus is on the development of the coach, not the client!

G
Goal

R
Reality

O
Options

W
Way

Conventional coach training offers techniques and coping strategies to use with or on the client. NLC offers instead to grow the coach/client over time, as defined and measured by their Dynamic Intelligence and the Awareness Quotient™ tool. It is about how we listen, and for what we are listening. Aligned to this is the use of questions that elicit the necessary information from the client in order to grow their self-awareness. We need to listen for our client's construction of self! This is the most important difference for NLC. According to the research of Dr Darren Stevens, our awareness is limited by our incapacity to recognise our Thinking Style, and the combination of Cognitive Intentions that comprise this style. NLC offers a developmental path that uncovers these heuristics in order to grow our awareness of self by deliberately and consciously listening for information that is inferred but not stated; information that is presupposed or excluded; the client's implied meaning; their level of development and their relationship with their self-awareness.

This is not a “mind read” in conventional coaching parlance, but achieved by noticing which Cognitive Intentions are prevalent in a client's Thinking Style and then disrupting their thinking by offering them a bespoke disequilibrium.

The Institute for Adult Development uses NLC as the foundation and benchmark for its coaching efficacy, elevating it above the conventional wisdom of traditional coaching ideas!

THE FOUR PILLARS OF CDT

I

INTENTION

The aim of NLC is to raise self-awareness to the point that the client recognises their unconscious Intention behind their thinking, their level of awareness of this intention, the choices this awareness raises, and their capacity to respond in the moment as a result of this choice. You will learn this in the very first workshop. We use specific interventions to offer the client the capacity to choose their thinking in the moment from a position of awareness. This is the Four Pillar approach to self-awareness: Intention, Awareness, Choice and Response™.

A

AWARENESS

From a coaching perspective, a coach who is capable of choosing between opposing Cognitive Intentions is more capable of coaching someone who lacks this awareness and thus capable of assisting their cognitive growth. The individual only capable of External thinking cannot offer a client an Internal perspective.

C

CHOICE

This obviously limits their capabilities as a coach. And it is the measure of this awareness that is key in NLC.

Coaches at lower levels of Dynamic Intelligence will avoid programmes that measure them and offer feedback on their development. Judging themselves and being judged by others will be emotional and potentially critical. More Dynamically Intelligent coaches tend to seek out ways to measure themselves in order to further their development and efficacy. They are more able to receive information objectively, which is a function of their Dynamic Intelligence.

R

RESPONSE

You will learn how to do this as well as apply it in our workshops.

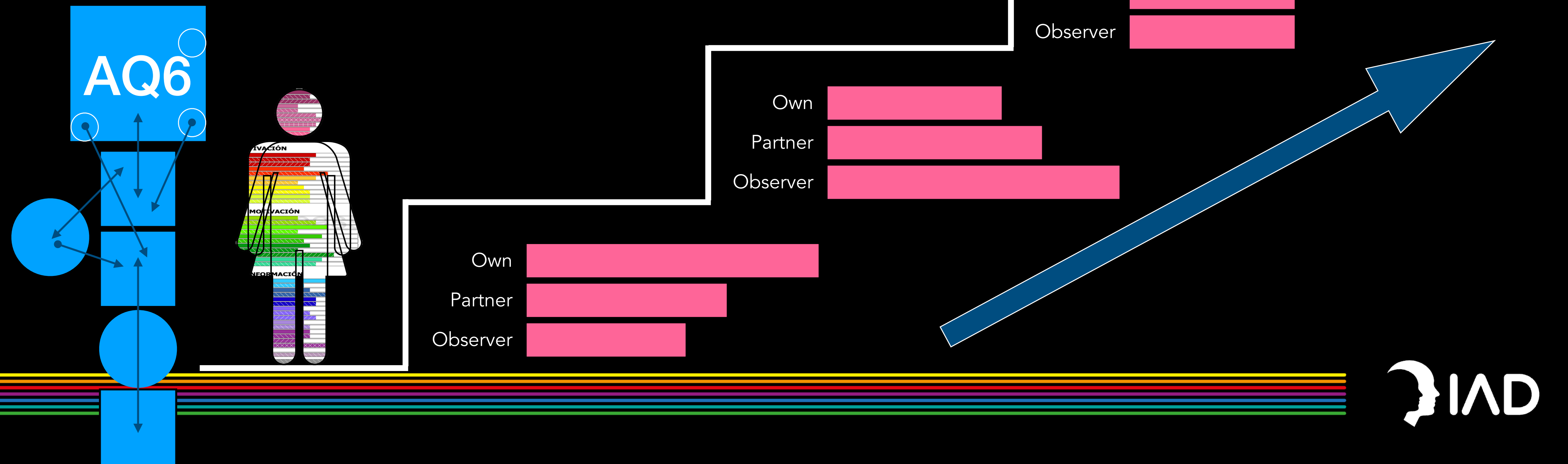
This is how we do it at the IAD

NLC is the latest psychological theory for adult development. It shows us HOW to grow our thinking *specifically*. No other system offers this!

From the Identity Compass profile, we know WHAT needs to change in order to grow your level of personal and external awareness.

Your NLC journey with the IAD will begin once you know you have further to go.

And the best part is: it's measurable, which means we are the only organisation capable of mapping your vertical development!



THANK YOU

Contact us today for a no-obligation chat about your individual and team development needs.

THANK YOU!

www.AdultDevelopment.Institute

