

## Basic training as an internal (project) coach

Target, solution and resource oriented process support of projects and change processes

### **Internal (Project) Coach:**

In this short training you will learn the basics of systemic individual coaching and team coaching, the integral management and leadership approach as well as tools to strengthen personal competence.

### **Situation**

Project managers and team leaders usually have the best training. The human factor is unfortunately often too short in standard training.

- As a manager, do you want to make your team / project managers fit?
- Or are you a project manager or team leader in the area of corporate development and you want to acquire know-how as a coach to effectively accompany individuals or teams?
- You want to recognize and resolve possible obstacles and blockages at an early stage?
- You want to empower employees in their abilities so that they can contribute optimally?
- Do you want to make collaboration in a team goal-oriented and solution-oriented?

Then our Basic Training Internal (Project) Coach is just right for you!

### **Objectives of the Basic Training Internal (Project) Coach**

- As a project coach, you ensure that even "difficult" projects can be successfully realized
- you learn techniques to clarify problems, to develop goals together, to make resources aware and to create transparency regarding the to do's
- you help individuals and teams solve conflicts
- you know how to create a good working atmosphere in the team and are provided with tools that provide more motivation
- You strengthen your personal competence so that you experience yourself confident and competent at all times



### **As Internal (Project) Coach**

*You ensure a good interaction  
of all participants.  
Each member can participate  
in a specific contribution  
with his special needs.*

## **Contents of the Basic Training - Internal (Project) Coach**

### **Module 1 - Integral Thinking / Introduction to the Integral Approach (2.5 days)**

- Introduction: What is integral and what is the added value?
- The navigation instrument AQAL - the latest perspectives and tools of our time
- Development levels: Recognize different values / needs and perspectives of employees
- What qualities / levels does a healthy and successful company need?
- What makes team collaboration difficult and effective?
- How are the different value systems / levels reflected in different cultures?
- The Quadrant Model: Everything in view, discovering strengths and potentials
- What "specialization and expertise" can do in a complex world - and in an enterprise
- Determine the position of your own organisation on the basis of the levels, development potential of the organization / team

### **Module 2 - Individual Coaching Basics (2.5 days)**

- My self-conception as an internal coach: interaction and differentiation to other roles (external coach, consultant ...)
- Basic assumptions and basic systemic understanding
- Rapport build-up: building trust even in difficult situations through pacing and leading strategies
- Order clarification: from problem to goal / solution experience with the S.C.O.R.E model
- dissolve blockages at the coachee
- Dealing with so-called visitors, complainer and co-advisors
- No change without emotion: the hotplate model

### **Module 3 - Personal competences and toolbox (2.5 days)**

- Potential activation: activate our multi-faceted - even subconscious - resource treasures by means of quadrant / line diagnosis and logical levels
- Problem-solving methods: deepening systemic questioning techniques, miracle question, mentoring technique
- Conflict resolution methods: the 123 model and reframing
- Recognizing and removing too strong drivers

### **Module 4 - Team coaching basics (2.5 days)**

- Capture difficult situations in the project team by visualizing team dynamics (symbol constellations)
- How to deal with resistances: Identifying possible causes and systemic connections as well as determining levers for change - application of the quadrant and plane model
- Develop problem solving in groups (WDS strategy)
- Team development tools to increase motivation and promote effective and efficient collaboration (T.I.P. process)

### **Case supervision and completion (2 days)**

## Your investment

Basic training Internal (project) coach - 12-day complete package: 4,200 € + VAT,  
Self-payers pay only 2.990 € + VAT.

You can also book the 1st module separately to convince yourself of our offer.

For a separate booking, your investment is:

- Module 1: 990 € \* + VAT for companies; Self-payers pay only 675 € \* + VAT.
- Modules 2, 3, 4 and supervisions: € 3,500 + VAT for companies, self-payers pay only € 2,700 + VAT.

\* Hotel and travel costs are not included in the price

## Your trainer and coach



### Alexandra Bruckschen

Training, Coaching, Projectmanagement

- **Seit über 10 Jahren als Projektmanagerin tätig** – Fokus auf IT, Organisationsentwicklung und Digitalisierung
- **8 Jahre Erfahrung als Trainerin, Coach und Beraterin**
- **Zertifizierte Projektmanager (Prince2), Business Coach**, NLP-Practitioner -Master, Business-Mediatorin, ITIL Foundation, Wissensmanagerin, MBA International Management
- **Schwerpunkte:** Projektmanagement, Führungskräfte trainings / -Coachings, Projektcoaching, Teamcoaching, Digitalisierungsberatung

**Was mich persönlich auszeichnet:** positive Energie, jederzeit neugierig auf Menschen, Wissen und Organisationen, klare und gleichzeitig empathische Kommunikation neuer Perspektiven

If you are interested in a further discussion and the next dates in Cologne, please contact us:  
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