



Session I, July 12-14, 2017

10. Foundations of Intercultural Coaching

Current patterns in organization development suggest a growing demand for coaching across cultures. This workshop is designed specifically to address appropriate intercultural applications for one-on-one coaching engagements. We will examine the foundations of successful coaching programs for developing intercultural leadership skills with clients, including how coaching may or may not fit into their approach. We will explore what works and doesn't work with coaching engagements, discuss competencies that are involved in a coaching relationship, consider the various levels of client capacity with intercultural coaching, and reflect upon your own strengths and challenges when coaching. Part of our work will include developing coaching plans to use with prospective clients.

Designed for: Intercultural trainers, managers, and other professionals who want to add competence in coaching to the methods they have available for assisting clients with intercultural issues. No previous coaching experience is expected.

Workshop Objectives

You will have the opportunity to:

- Apply the intercultural communication perspective to coaching competencies
- Explore what works and doesn't work with coaching engagements
- Explore issues involving coaching in professional settings
- Recognize how coaching can contribute to leadership initiatives
- Identify competencies that are involved in a coaching relationship
- Appreciate various levels of client capacity with intercultural coaching
- Reflect on your own strengths and challenges with coaching
- Develop strategies for incorporating coaching into your work

Learning Activities

- Examining and discussing possible solutions for case studies
- Sharing and learning from success stories and "less successful" coaching stories
- Participating in coaching conversations and receiving constructive feedback
- Designing coaching plans to implement with clients
- Considering personal next steps to be successful with coaching



T. Glen Sebera joined *The Renaissance Consulting Group* in 1997 after living and working in Japan for three years. He started working with his clients one-on-one and discovered that different questions, concerns, and receptivity were present in this kind of setting. Glen has worked with corporate clients from over 40 countries in Asia, Europe, and North America. He has coached at every level within organizations, from executive level to individual contributor, across multiple functions and industries, including Hewlett-Packard, Hitachi, Wells Fargo, Agilent, and Yahoo! In addition to advising other coaches on intercultural issues, Glen leads manager-as-coach training programs for his clients.