



thoughtsmiths

**ADAPTIVE LEADERS.
EFFECTIVE ORGANISATIONS.**

WHAT WE DO

COACH TRAINING

MORE →

ORGANISATION DEVELOPMENT

MORE →

COACHING

MORE →

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COACHING

TODAY'S CRITICAL LEADERSHIP SKILL

Old-school management styles of 'direct and control' are no longer appropriate in guiding people, teams and organisations through the constant change and complex challenges that are ubiquitous in today's workplace.

In contrast, Leader-coaches engage with their people in ways that enable flexible, intelligent responses to shifting opportunities and challenges. Leader-coaches are catalysts that generate a thinking culture in organisations.

Our programmes are intensive, highly experiential, transformative learning experiences.

Thoughtsmiths Coach Training School is accredited by the International Coach Federation (ICF) and is a COMENSA registered training provider.

ABOUT THE PROGRAMMES

These ICF accredited coach training programmes equip leaders, managers and coach practitioners to have powerful workplace conversations that activate the intelligence of individuals and teams for optimal organisational effectiveness.

WHO SHOULD ATTEND?

- All leaders in your organisation
- People in people-development and influencing roles (Eg. HR, consulting and sales)
- Aspiring coach practitioners

WHAT WILL PARTICIPANTS GAIN?

- An ICF approved coaching qualification sufficient to open your own coaching practice.
- A neuroscience-based, evidence-based approach to coaching.
- Practical coaching skills that can be implemented immediately.
- Thoughtsmiths' proven and widely applicable STAKES™ coaching process
- Emotion regulation techniques

- Skills to coach individuals as well as groups and teams.

AND

Coaching skills to optimise everyday workplace engagements such as:

- Performance reviews
- One-on-one conversations
- 'Difficult' conversations
- Feedback discussions
- Goal setting
- '6 Minute' thinking conversation
- Strategic discussions
- Team meetings

01.

Thoughtsmiths Phase One Coach Training

This programme is for leaders at any level in an organisation wanting to become proficient in coaching skills as part of their leadership arsenal. It is also for anyone wishing to become a coach practitioner.

Course Format

This 3 month programme includes:

- 3 days intensive skills training (face-to-face)
- 8 weekly virtual classroom sessions of 90 mins
- live assessment of competence

02.

Thoughtsmiths Phase Two Coach Training

This programme is for coaches who have already completed Thoughtsmiths Phase One Training and who are wishing to deepen their coaching skill and become eligible to apply for ICF ACC.

Course Format

- 2 day skills-deepening training (face-to-face)

03.

Ten Hour Mentor Coaching Programme

Essential for coaches wishing to apply for or renew their ICF credentials. Build your coaching confidence, embed ICF competencies, receive constructive one-on-one feedback and be supported through the ICF credentialing process.

Course Format

- 5 group virtual classroom sessions (making up 7 hours total)
- 3 one-on-one sessions with an experienced coach mentor of 60 mins

04.

Customisable in-house coaching skills training

This programme is custom created for organisations, designed to meet specific organisational needs, and is run in-house. It draws strongly on the Thoughtsmiths ICF approved Phase One Coach Training Programme.

Course Format

- Versatile and flexible in response to your needs, in-house coach training may be offered in a variety of formats, levels of skill development, and over varying timeframes.

ENROL NOW

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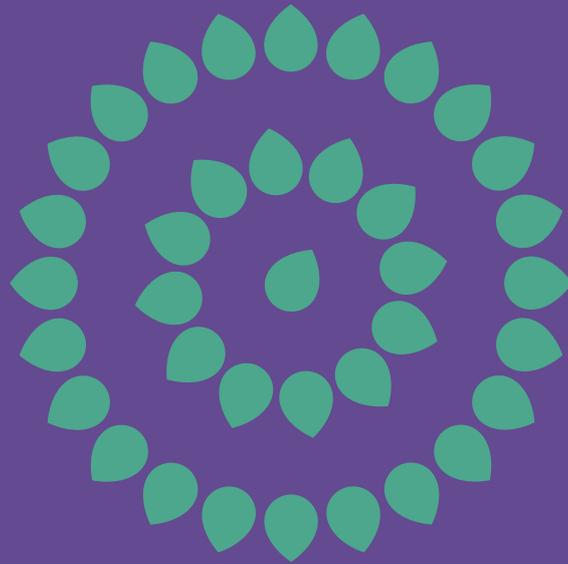
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thoughtsmiths

ORGANISATION
DEVELOPMENT



OPTIMISE
YOUR
ORGANISATION

**Organisations sit on
goldmines of intelligence
but often don't know
how to leverage it.**

We partner with organisations to identify needs, and provide tailored processes that unlock new, more effective ways of thinking, working and engaging. We support organisations to leverage the intelligence that lies within individuals, teams and the organisation as a whole.

There are five core dimensions essential to develop in order to leverage the human intelligence in your organisation.



01.

Mature leadership - while there are many leadership models, genuine leadership happens every time a leader’s personal mastery meets the challenge of the moment. Leadership development and leadership coaching unlock the unique strengths of the leader, at all levels of the organisation.

02.

Clarity and connection to purpose and strategy - a task-orientated, list-ticking approach to work short-changes the potential that people have to work in intelligent, responsive ways. A purpose-driven approach to work that holds the big picture while engaged in the trenches ignites the potential to generate new thinking, identify new opportunities or risks, and see the impact and value of one’s work in a team and organisational context.

03.

Resilient thinking culture - Actual organisational culture is often invisible and far from the idealised version found on company profiles. By putting culture under the spotlight, the organisation can consciously adapt and amplify practices, attitudes and approaches that lead to a resilient, thinking, engaged team or organisational culture.

04.

Learning through feedback and accountability - Organisations that prioritise fast ‘on the floor’ learning are able to adapt more quickly and respond more smartly. Practices that enable feedback, constructive transparency and accountability lead to healthy levels of trust in teams, the accelerated growth of individuals, and more effective organisations.

05.

Cohesive teams - teams who are self-aware, curious and open about their internal dynamics and who are committed to improving their cohesiveness are powerful and highly effective as they collectively tackle the challenges they face. The intelligence of the collective ‘team brain’ in synchrony is far more powerful than any individual star in isolation. The days of the lone ranger are long gone. Cohesive teams are the potent drivers of change.

We support the development of the five dimensions of organisational human intelligence at these key levels.

Organisation

We offer processes that enhance organisational effectiveness by growing a responsive, mature, thinking culture.

- Leadership at Every Level
- Purpose and Strategy
- Working with Change
- Managing Performance
- Mindfulness at Work
- Working with diversity
- Coaching skills training

Team

We support teams towards greater synergy and effectiveness through clarity of purpose, strategy and awareness of team dynamics.

- Team dynamics using the Enneagram
- Team purpose
- Team coaching
- The Mindful Team
- Inter-team engagement
- Conflict resolution

Individual

We support the growth of leaders and emerging leaders through structured, supportive processes, grounded in neuroscience

- Executive coaching
- Leadership coaching
- Transition and career coaching
- Mindfulness coaching

Understand

In discussion with our clients we aim to understand the specific challenges and opportunities the organisation is facing.

Co-create

In response to identified needs, we draw on a wealth of experience to co-create with our clients, processes uniquely tailored to meet these needs.

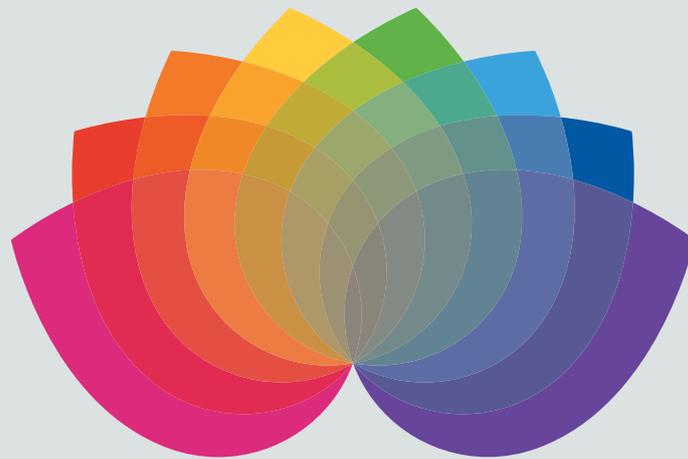
Optimise

Knowing that organisations are complex systems, we reflect with our clients on the impacts of processes to amplify what is working and dampen what is not.



thoughtsmiths

COACHING



THINKING
CONVERSATIONS
THAT SPARK INSIGHT
& INSPIRE PURPOSEFUL CHANGE

WHAT IS COACHING? “Partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.” - **ICF (International Coach Federation)**

WE OFFER: Executive coaching, Leadership coaching, Career coaching, Transition coaching and Mindfulness coaching. We coach individuals and teams. We also offer organisation-wide coaching interventions.

OUR APPROACH

Thoughtsmiths employs an evidence-based approach to coaching, drawing on the principles of contemporary neuroscience.

From a neuroscientific perspective, entrenched habits and patterns are hard-wired into an individual's neural architecture. While we cannot destroy 'old wiring', we can create 'new wiring' that maps to different, more skilful ways of engaging. These can ultimately lead to more creative thought processes and more masterful leadership approaches.

Research shows that the growth and thickening of new neurological wiring is dependent on attention and action. This informs the structure of our preferred coaching methodology, which includes periods of focused attention (in session), followed up with meaningful action, directed by the individual (between sessions).

The duration of the process offers the opportunity to create and thicken new neural pathways to the point where the behaviours they map become the default patterns.

We work with the brain in a very particular way, to stimulate creative and innovative thinking that can enhance leadership skill and working relationships so that people can thrive in their work.

OUR COACHING OFFERINGS

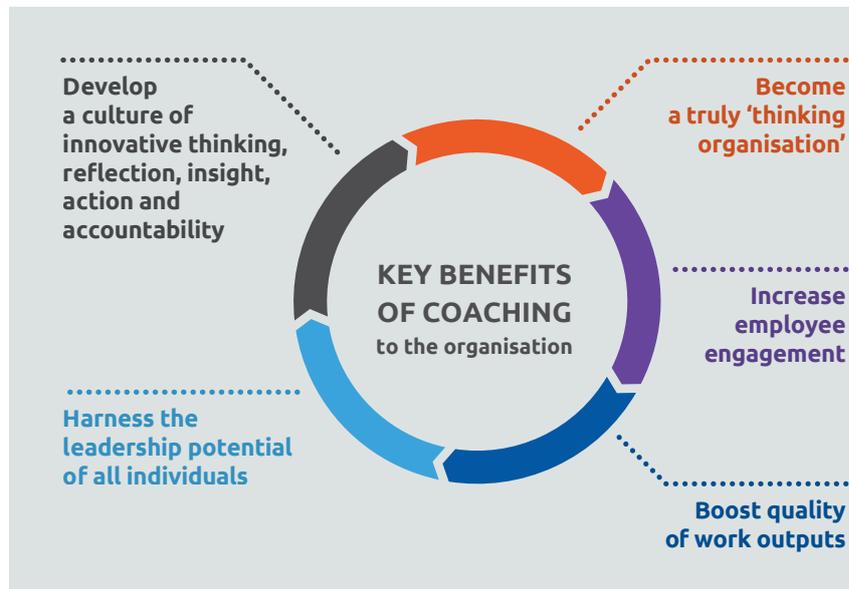
Executive Coaching - Supports high level people to approach the complexity of their work with clarity and ingenuity, and ultimately deliver on their organisational mandate.

Leadership Coaching - Supports leaders and emerging leaders to interrogate and develop a strong sense of their own leadership competencies, and then build the skills, courage and inspiration to involve others in bringing about focused, beneficial change.

Career Coaching - Supports employees to consider their own careers in new ways, in order to take responsibility for their own career development.

Transition Coaching - Supports employees through the unease of transitions so that they can continue to contribute in a meaningful way as they move from one phase to the next.

Mindfulness Coaching - Supports employees to engage with their work, their colleagues and their lives in a conscious way, that supports flexible thinking, creativity, compassion and resilience in a highly demanding workplace.



OUR PROCESS



Coaching is a thinking partnership supporting clients as they create and embed new neural architecture for greater workplace and leadership mastery.

Our Gold Standard for any coaching process is a series of 12 one-on-one, 90 min sessions.

The parameters and scope of the sessions can be adjusted to meet the needs of the individual or organisation. We work virtually with global and local clients, and in person where proximity allows.

OUR TEAM

Thoughtsmiths has a highly qualified core team of coaches, who work on large scale coaching projects. Thoughtsmiths coaches are credentialed with the ICF (International Coach Federation) and are committed to the best practice based on the standards and ethics it espouses.

