هفته کوچینگ ایرانیان

EAMA GROUP

Cultural, Systemic and Contextual Awareness

Basir Negahdar

EAMA GROUP

ABOUT ME

Hello!

BASIR NEGAHDAR

EAMA GROUP
Board of Director

CONTACT

Tel: +989122024952

basir.negahdar@gmail.com

EDUCATIONS

Agriculturl Eng

Business Administrative

EXPERIENCS

EAMA

BUN

ELECTROKAVIR

DOE : WORLDBANK/UNDP/JAICA

GOODDYEAR

BRANDS

EAMA GROUP

PROLEADER

CMC CANDIDATE

PROLEADER : EXECUTIVE COACHING

ICF/FCA : PCC

IMI, PMPIRAN, INSEAD, ...

SKILLS

- Exeutive Coaching
- Organizational Design
- Team BUILDING
- Diagnosis and Change
- Business Analysis

INTERESTS

MUSIC, FILM, BOOK

PEOPLE DYNAMICS

EXPLORE

TRAVEL , NATURE

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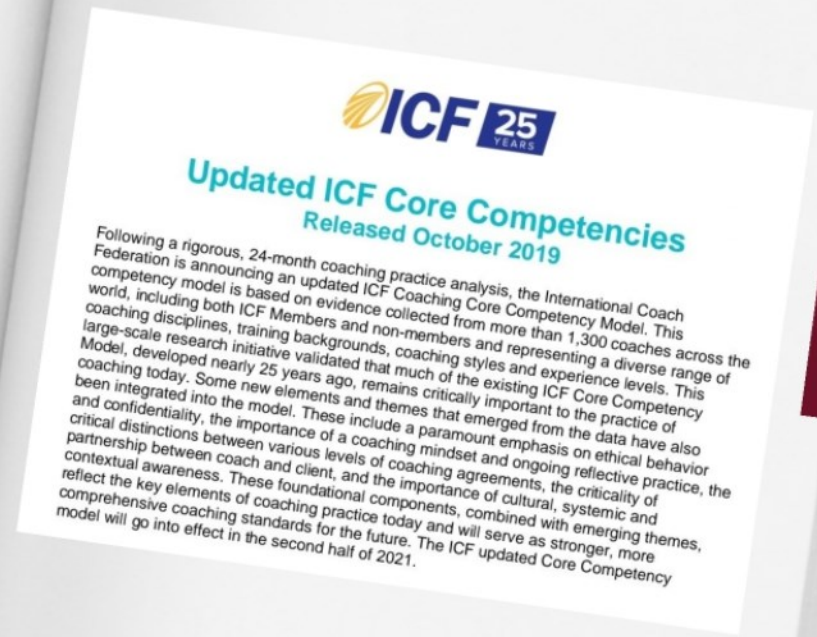
CORE COMPETECIES

These include a paramount emphasis on ethical behavior and confidentiality, the importance of a coaching mindset and ongoing reflective practice, the critical distinctions between various levels of coaching agreements, the criticality of partnership between coach and client, and the importance of cultural, systemic and contextual awareness.



ICF 25 YEARS

Updated ICF Core Competencies

Released October 2019

Following a rigorous, 24-month coaching practice analysis, the International Coach Federation is announcing an updated ICF Coaching Core Competency Model. This competency model is based on evidence collected from more than 1,300 coaches across the world, including both ICF Members and non-members and representing a diverse range of coaching disciplines, training backgrounds, coaching styles and experience levels. This large-scale research initiative validated that much of the existing ICF Core Competency Model, developed nearly 25 years ago, remains critically important to the practice of coaching today. Some new elements and themes that emerged from the data have also been integrated into the model. These include a paramount emphasis on ethical behavior and confidentiality, the importance of a coaching mindset and ongoing reflective practice, the critical distinctions between various levels of coaching agreements, the criticality of partnership between coach and client, and the importance of cultural, systemic and contextual awareness. These foundational components, combined with emerging themes, reflect the key elements of coaching practice today and will serve as stronger, more comprehensive coaching standards for the future. The ICF updated Core Competency model will go into effect in the second half of 2021.

MORE

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AWARENESS

AWARENESS VS COBCIUOSNESS

PHYSIOLOGICAL AND PSYCHOLOGICAL CONSCIOUSNESS

PHYSIOLOGICAL AND PSYCHOLOGICAL AWARENESS

BRAIN

AND
AL

BRAIN

Functional Areas of the Cerebral Cortex

1 Visual Area:
- Sight
- Image recognition
- Image perception

2 Association Area
- Short-term memory
- Equilibrium
- Emotion

3 Motor Function Area
- Initiation of voluntary muscles

4 Broca's Area
- Muscles of speech

5 Auditory Area
- Hearing

6 Emotional Area
- Pain
- Hunger
- "Fight or flight" response

7 Sensory Association Area

8 Olfactory Area
- Smelling

9 Sensory Area
- Sensation from muscles and skin

10 Somatosensory Association Area
- Evaluation of weight, texture, temperature, etc. for object recognition

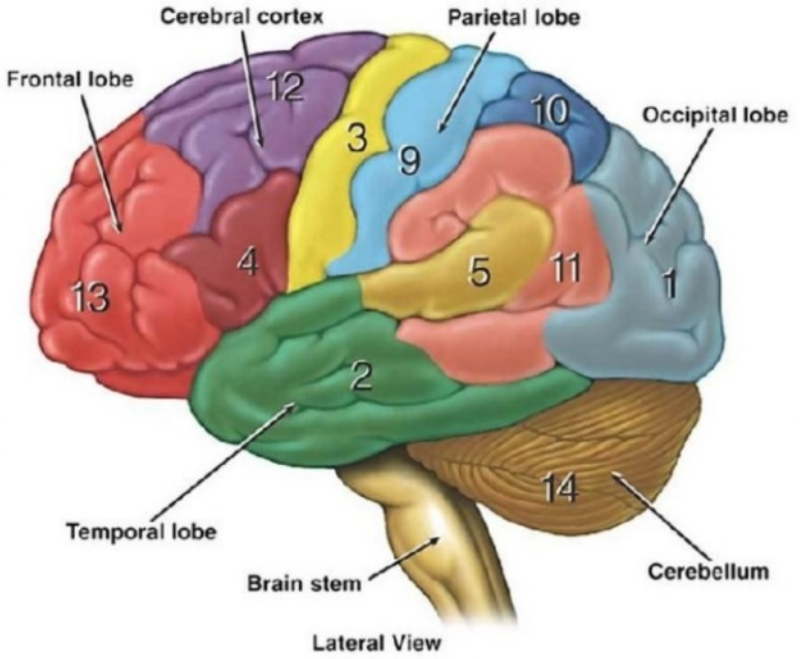
11 Wernicke's Area
- Written and spoken language comprehension

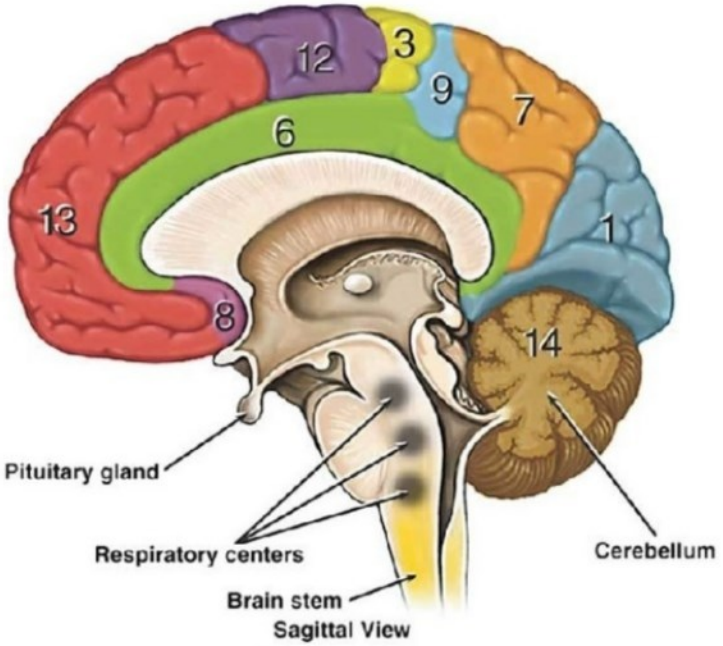
12 Motor Function Area
- Eye movement and orientation

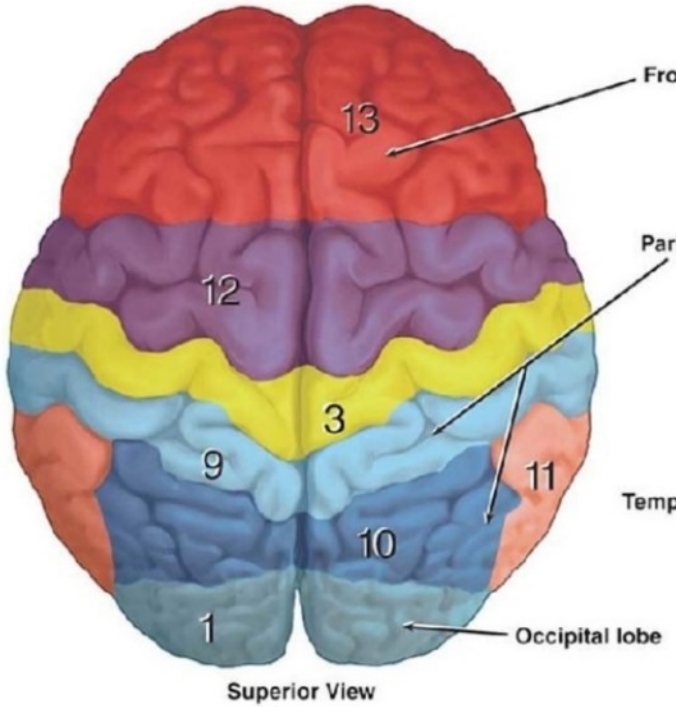
13 Higher Mental Functions
- Concentration
- Planning
- Judgment
- Emotional expression
- Creativity
- Inhibition

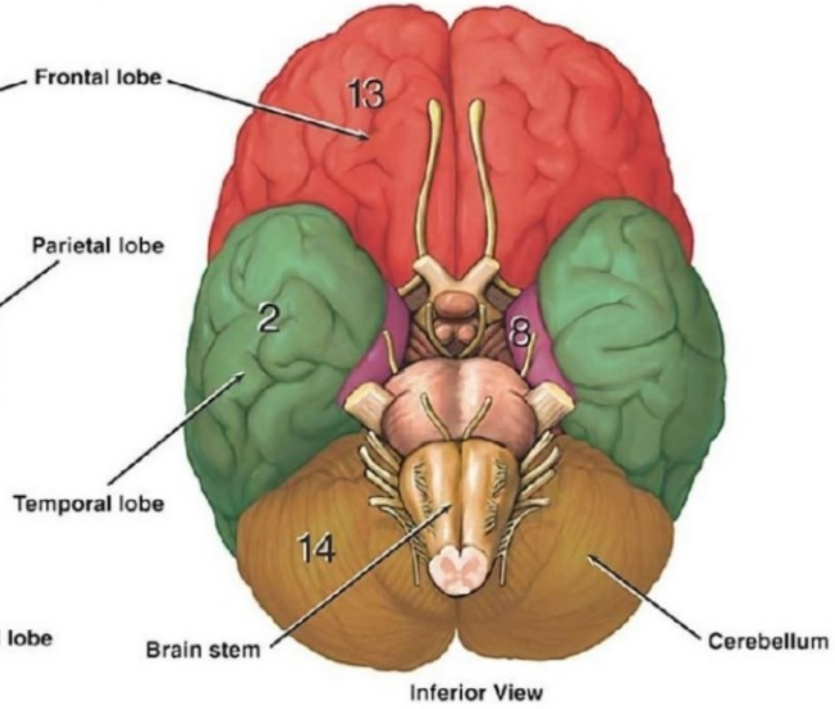
Functional Areas of the Cerebellum

14 Motor Functions
- Coordination of movement
- Balance and equilibrium
- Posture









AND
AL
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PHYSIOLOGICAL AND PSYCHOLOGICAL AWARENESS

CONSCIOUSNESS

PHYSIOLOGICAL CONSCIOUSNESS

PSYCOLOGICAL CONSCIOUSNESS

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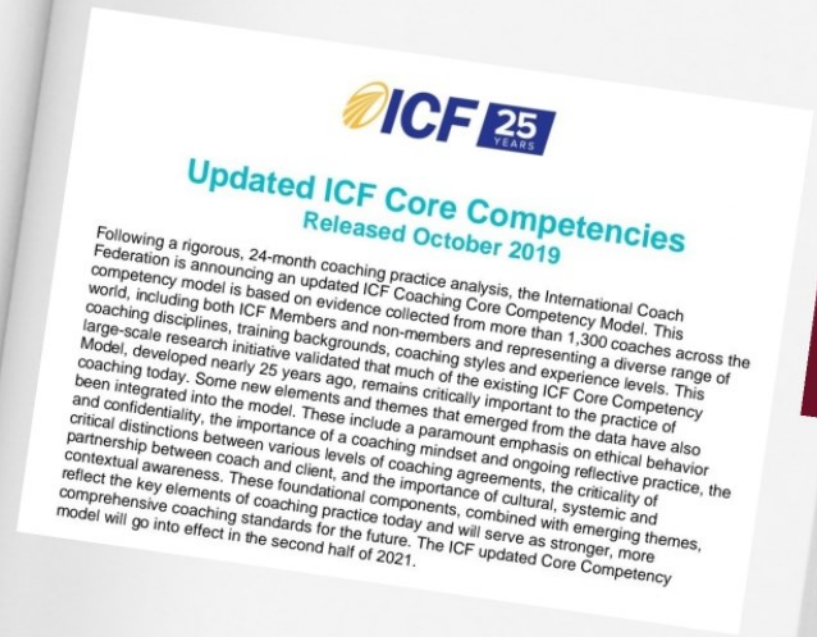

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COACHING IN ORGANIZATIONS

LEADERSHIP & EXECUTIVE
BUSINESS
SKILLS

COACHING IN ORGANIZATIONS

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COACHING IN ORGANIZATIONS

LEADERSHIP & EXECUTIVE
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ITEM 2

Culture

Culture is at the heart of every organisation.

HOFESTEDE
National Culture Dimensions
6D Organizational Culture

BERGQUIS
The Six Institutional Cultures

The Nature and Purpose of Organizational Culture: Meaning, Leadership and Expertise

- Professional
- Managerial
- Alternative
- Advocacy
- Virtual
- Tangible

Culture and Leadership
The Containment of Anxiety

1. Demonstration of wisdom and credibility on the part of the coach
2. Coach can provide services (or recommend services) that yield measurable results the leader improves her performance in a specific way
3. Client "feels better", feels more aligned with some greater purpose or higher level of consciousness or feels that he has access to some higher (spiritual) source of energy or inspiration
4. Leader feels "heard" and "appreciated he believes he has been influential in the area(s) of greatest concern to him
   Coach is likely to help her client identify specific ways in which (and times and places where) he can be more influential.
5. Coach is often in the business of challenging his client with new sources of expertise
   Coach is also trying to be supportive of his client, providing her with some sense of coherence in a world that is filled with complexity, unpredictability and turbulence.
6. Leaders want to be able to meet with their coach face-to-face; they seek out a time and space that is safe
   He mostly wants to find a place where he can "be himself", "talk to someone who holds no agenda other than being there for him," or "simply be listened to by someone who cares about my personal welfare

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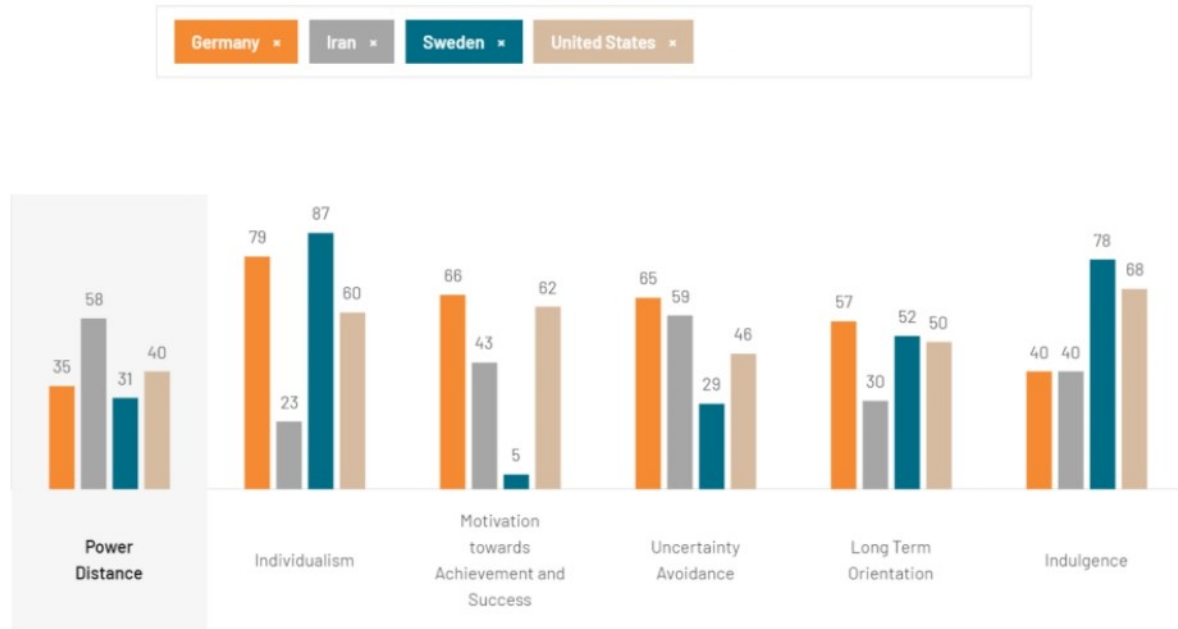
6D Organizational Culture



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Success

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The Six Institutional Cultures

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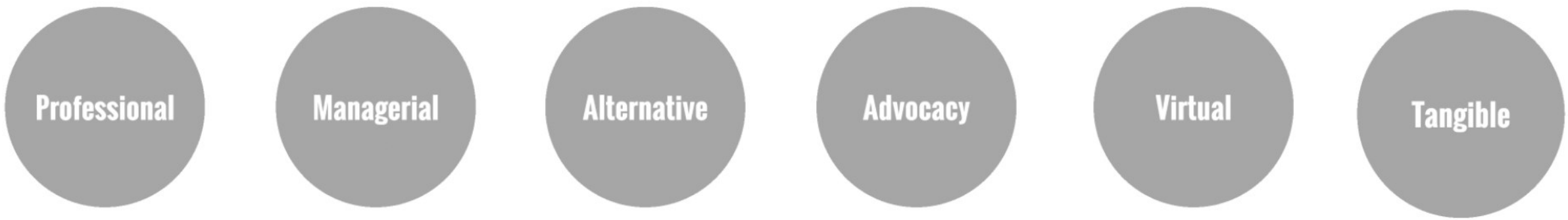

Professional Culture

“Show me where you come from.”
“Show me his badge!”

MANAGERIAL CULTURE

“Show me what you’ve done.”
“If you can’t measure it, then how do I know that you are telling me the ‘truth’?

Alternative Culture

“Show me something that is new, that is challenging to the existing ‘gospel”, that shakes things up!”

Alternative paradigms often come from “out-of-the-way” places

Advocacy Culture

“Who has been invited to the table?
“Who invited you to be our expert?”
“Show me to invitation list.”
“How did you decide should be involved in this study?”
“Has this idea/recommendation been tested out in many different settings?”

Virtual Culture

“What do you have to say that is new and interesting?”
“What have you done for me lately?”
“You must show me what you have right now and tell me in a few words why I should believe you and take action based on what you have just submitted to me.”

Tangible Culture

“It is good to see you again. How are you and what do you have to tell me?”

Culture and Leadership

The Containment of Anxiety

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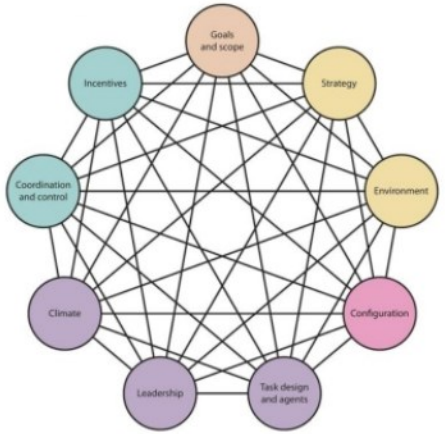
LEADERSHIP & EXECUTIVE
BUSINESS
SKILLS

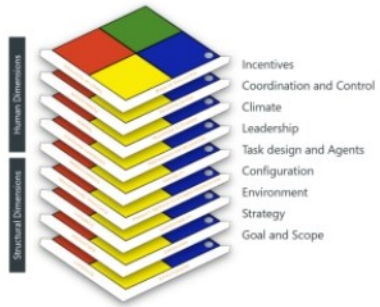
ITEM
3

SYSTEM

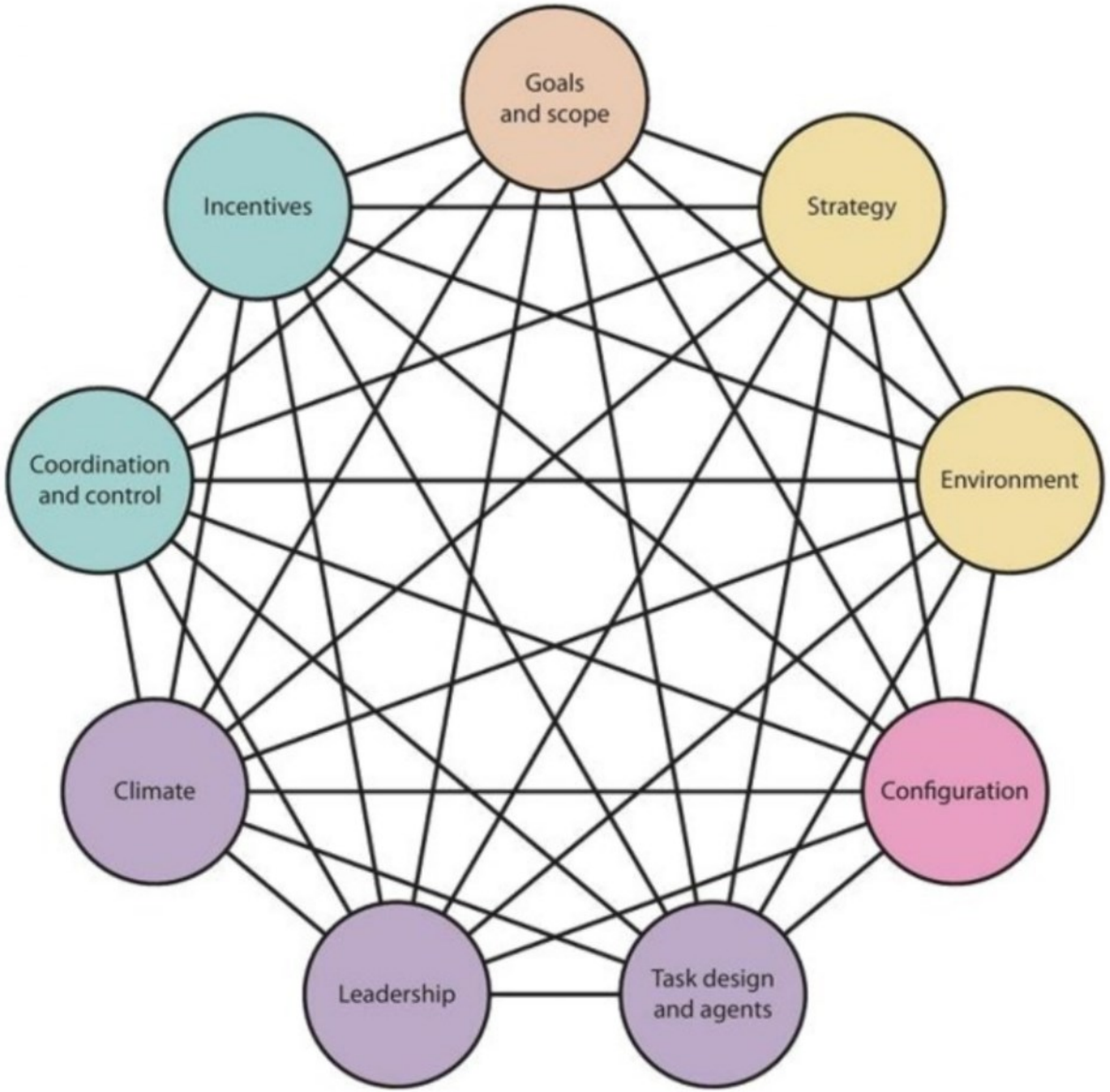
DESIGN
ARCHETYPE
SYSTEM THINKING

It might change how you see what you see.





ARCHTYPES



Human Dimensions

Structural Dimensions

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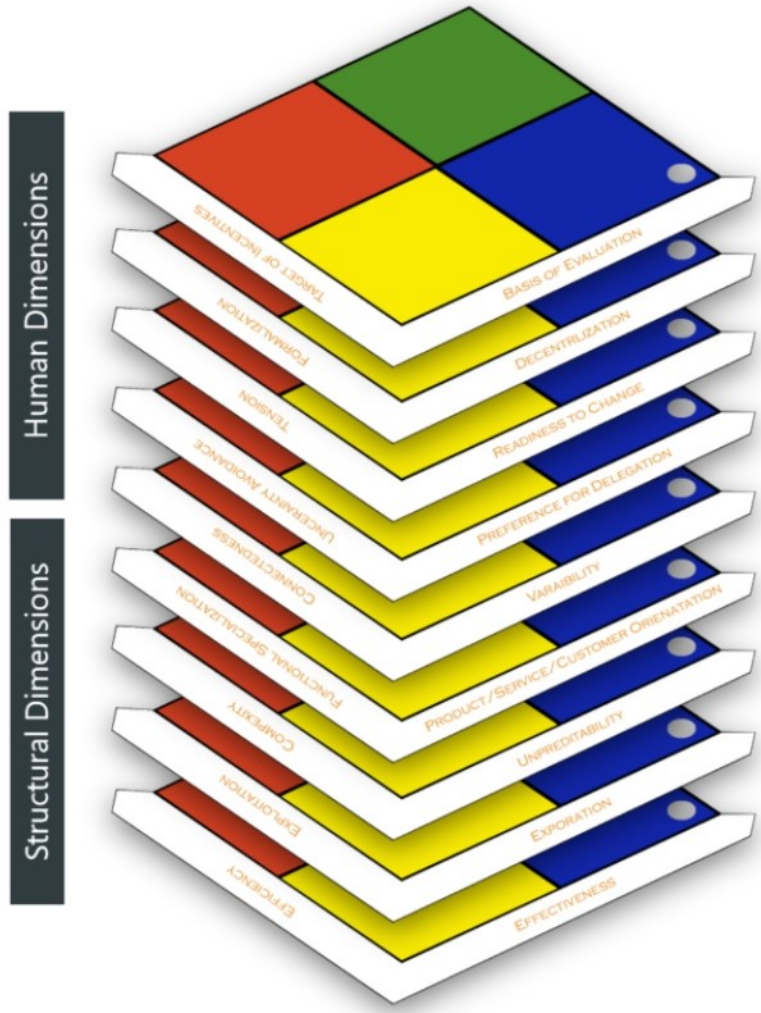
Human Dimensions

Structural Dimensions



Incentives

Coordination and Control

Climate

Leadership

Task design and Agents

Configuration

Environment

Strategy

Goal and Scope

262,144

PR LEADER

(1) Efficiency
(2) Defender
(3) Varied
(4) Functional
(5) Complicated
(6) Manager
(7) Internal process
(8) Machine
(9) Skill pay

(1) Efficiency & effectiveness
(2) Analyzer
(3) Turbulent
(4) Matrix
(5) Knotty
(6) Producer
(7) Rational goal
(8) Mosaic or clan
(9) Profit-sharing or gain-sharing

(1) No dominant goal
(2) Reactor
(3) Calm
(4) Simple
(5) Orderly
(6) Maestro
(7) Group
(8) Family
(9) Personal pay

(1) Effectiveness
(2) Prospector
(3) Locally stormy
(4) Divisional
(5) Fragmented
(6) Leader
(7) Developmental
(8) Market
(9) Bonus-based

(1) Goals & scope
(2) Strategy
(3) Environment
(4) Configuration
(5) Task design
(6) Leadership
(7) Climate
(8) Coordination & control
(9) Incentives

ITEM
3

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ARCHETYPE
SYSTEM THINKING

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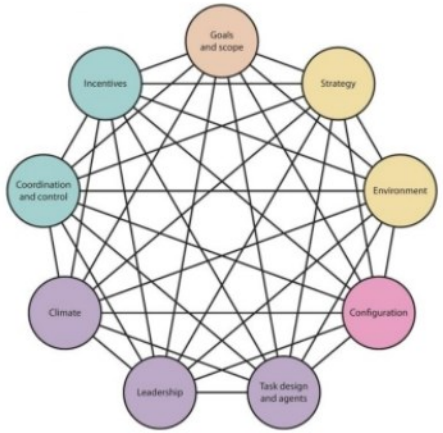
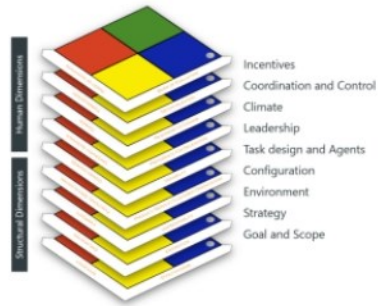
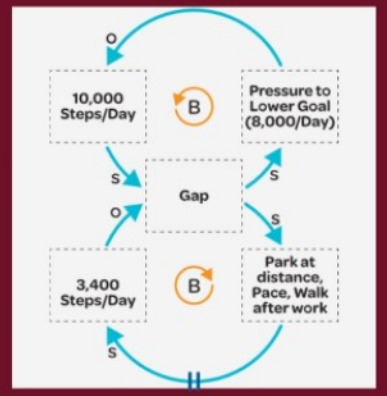
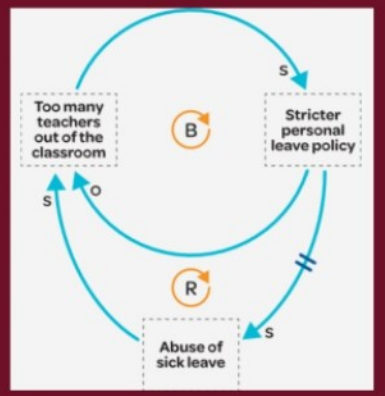


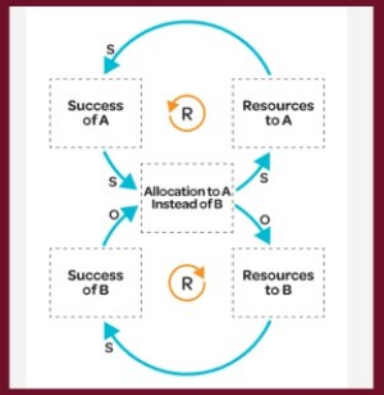


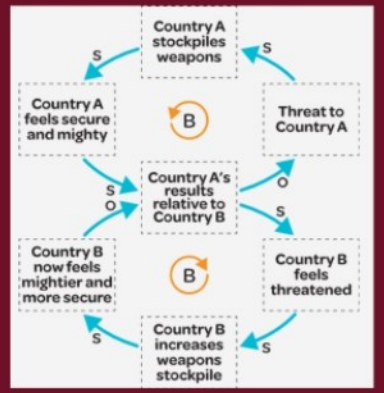
ARCHTYPES

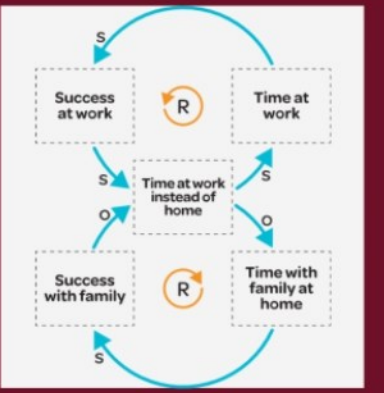
SYSTEMIC ARCHTYPES

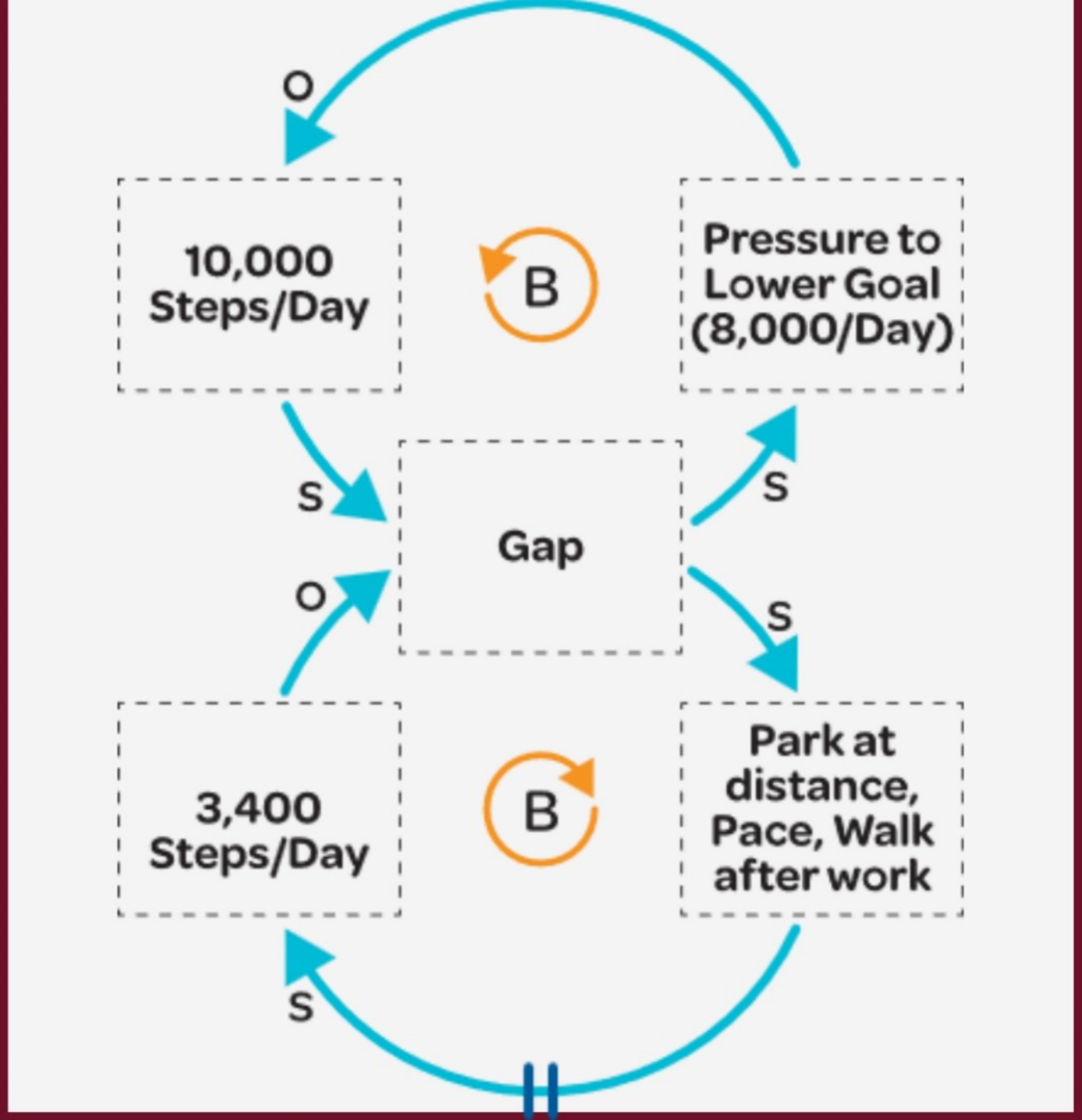


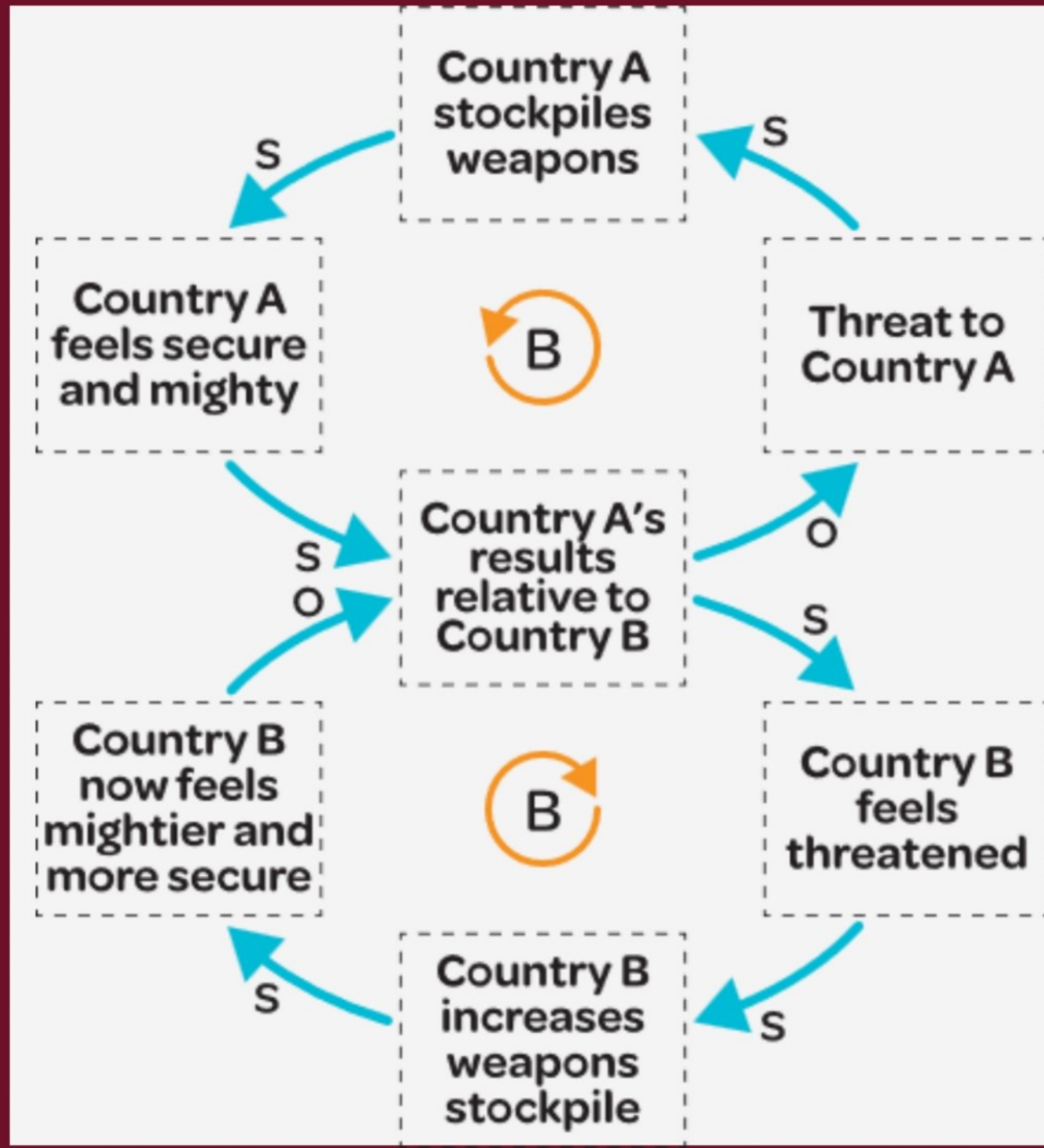


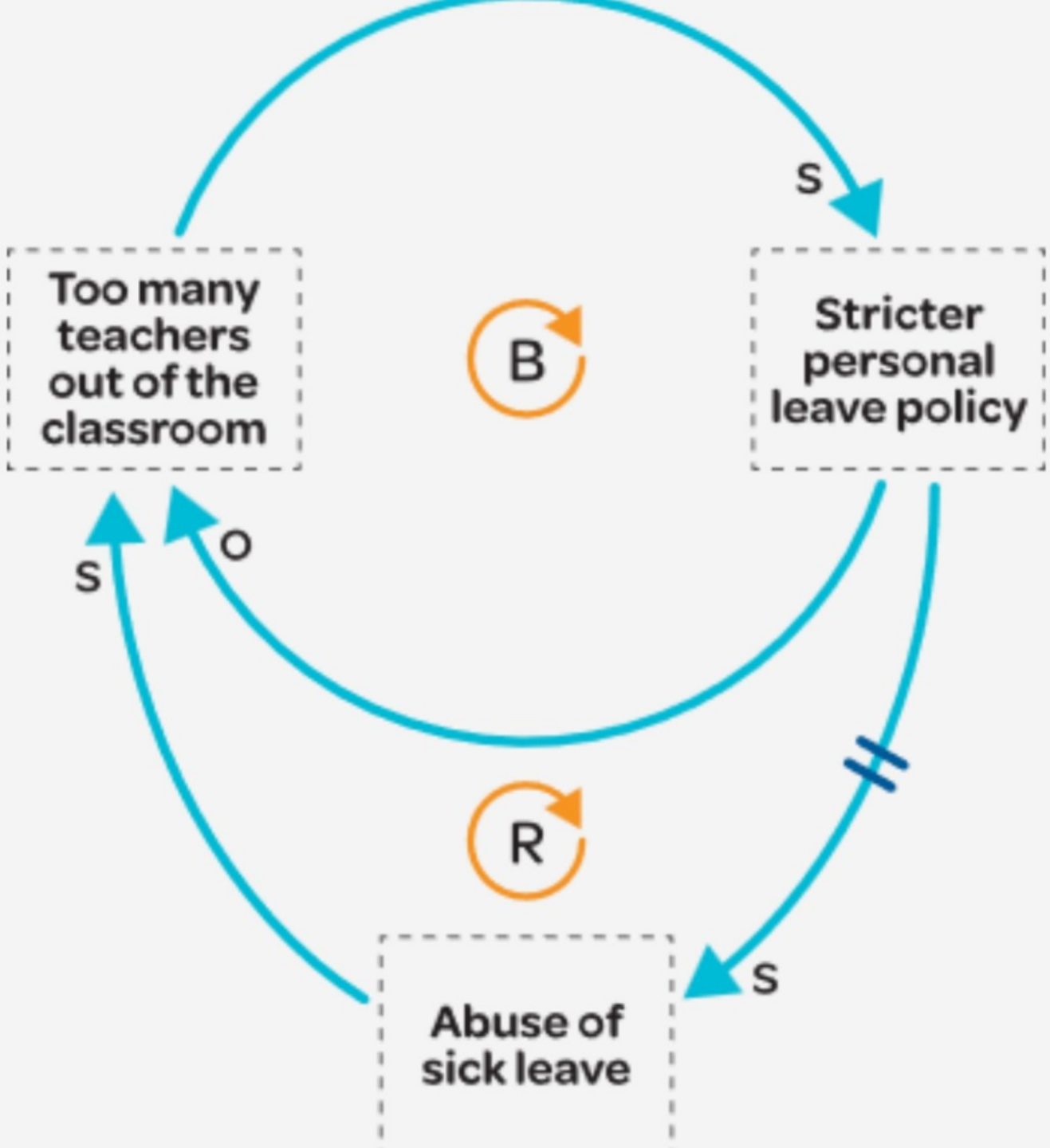


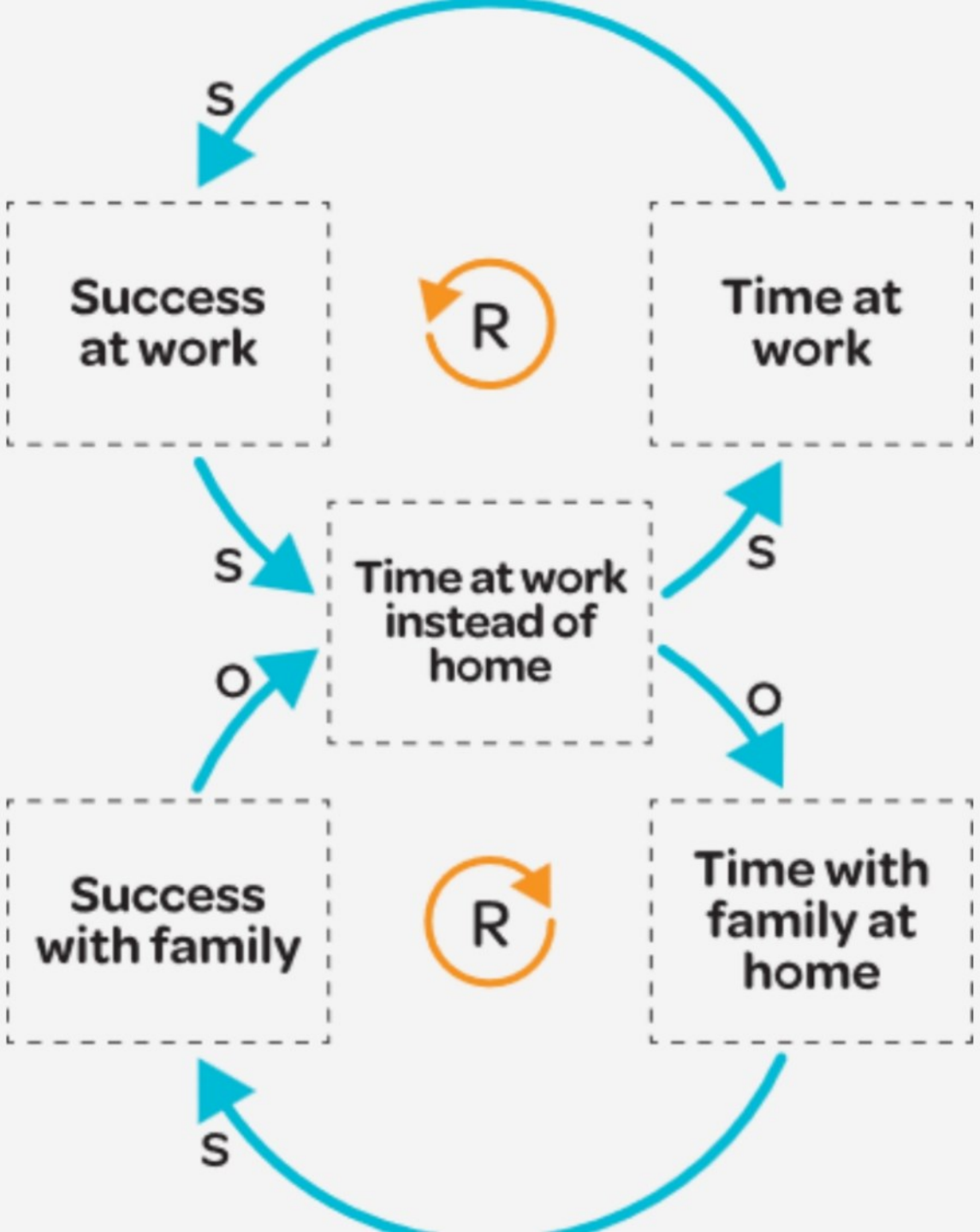




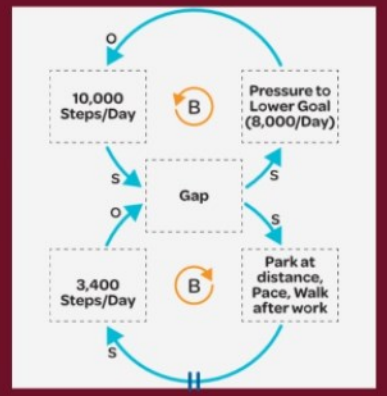

O
10,000
Steps/Day
B
Pressure to
Lower Goal
(8,000/Day)
S
Gap
S
O
S
3,400
Steps/Day
B
Park at
distance,
Pace, Walk
after work
S

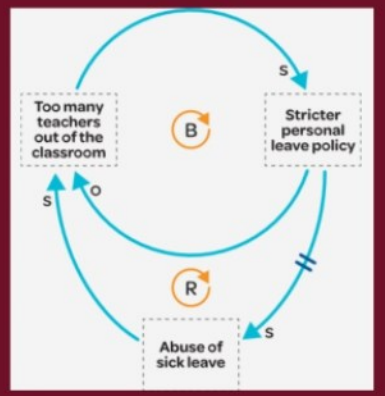

Country A stockpiles weapons
S
S
Country A feels secure and mighty
B
Threat to Country A
S
O
Country A's results relative to Country B
O
S
Country B now feels mightier and more secure
B
Country B feels threatened
S
S
Country B increases weapons stockpile

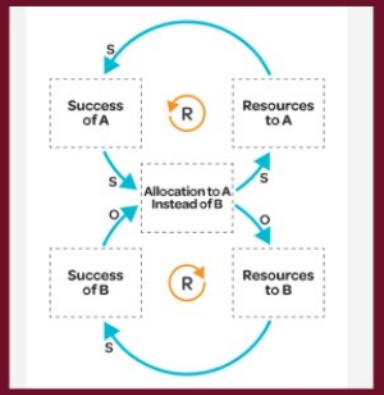

S
Too many teachers out of the classroom
B
Stricter personal leave policy
O
S
R
S
Abuse of sick leave

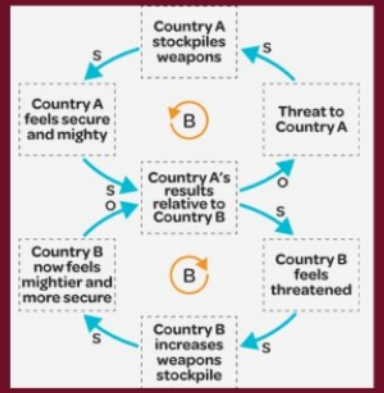

S
Success at work
R
Time at work
S
Time at work instead of home
S
O
O
Success with family
R
Time with family at home
S

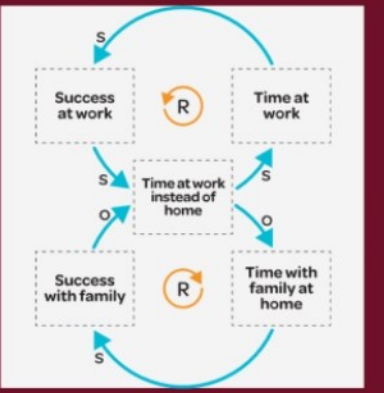
SYSTEMIC ARCHTYPES









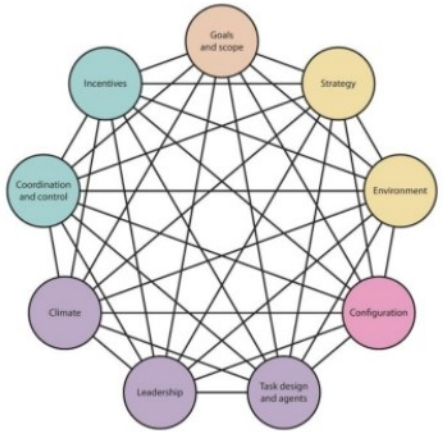


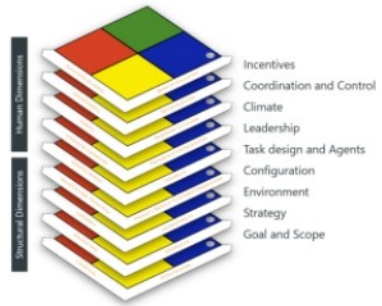
ITEM
3

SYSTEM

DESIGN
ARCHETYPE
SYSTEM THINKING

It might change how you see what you see.

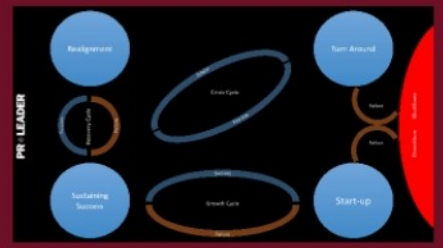


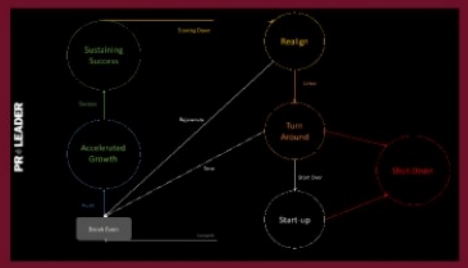


ARCHTYPES

COACHING IN ORGANIZATIONS

LEADERSHIP & EXECUTIVE
BUSINESS
SKILLS



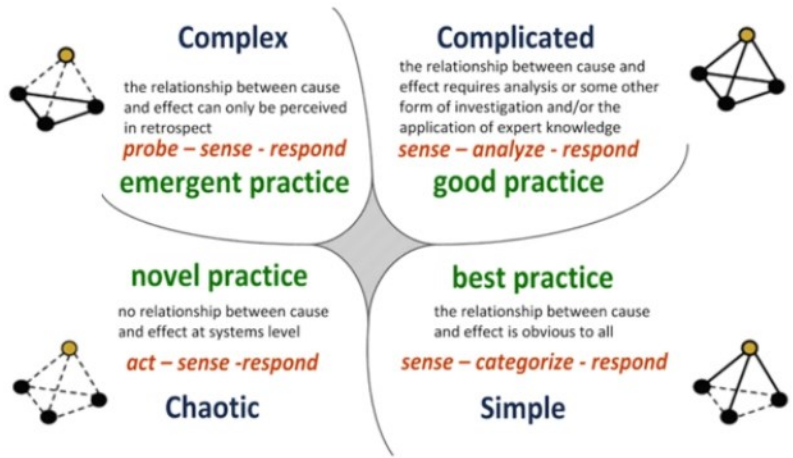


CONTEXT
IN CLIENT SYSTEMS

ITEM 4

Puzzles, Problems and Mysteries

The Hidden Language Behind What We Say and How We Say It
Coaching is All About Context
Context is Crucial For Problem Solving



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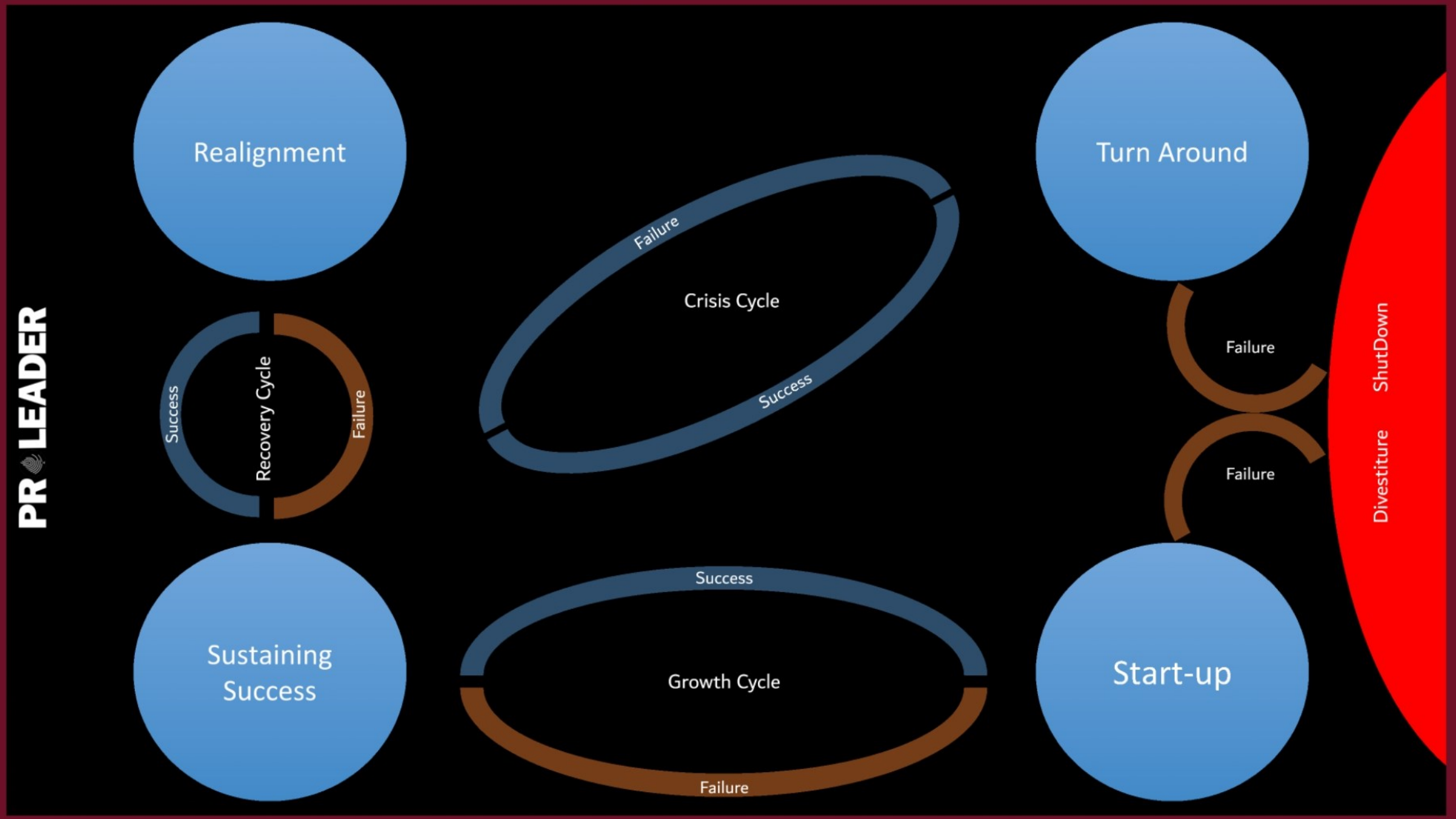
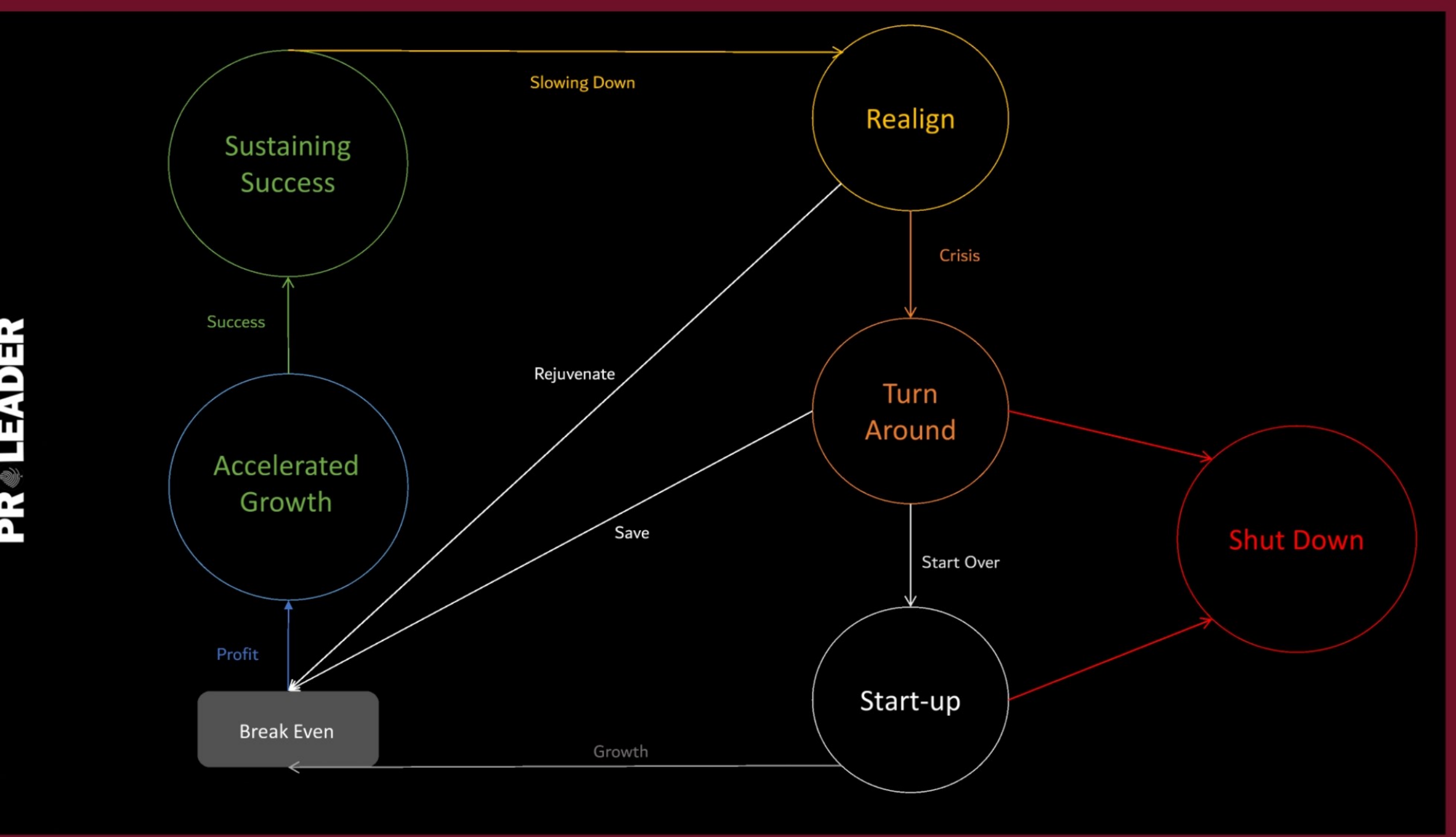
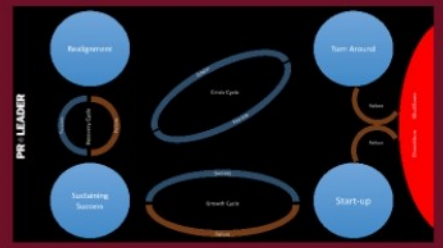
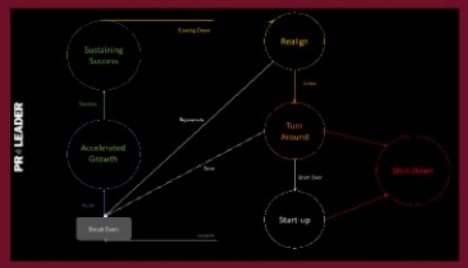

PR LEADER
Realignment
Recovery Cycle
Success
Failure
Sustaining Success
Failure
Crisis Cycle
Success
Growth Cycle
Success
Failure
Turn Around
Failure
Failure
Start-up
ShutDown
Divestiture


Sustaining Success
Slowing Down
Realign
Success
Crisis
Rejuvenate
Accelerated Growth
Turn Around
Save
Start Over
Shut Down
Profit
Break Even
Start-up
Growth





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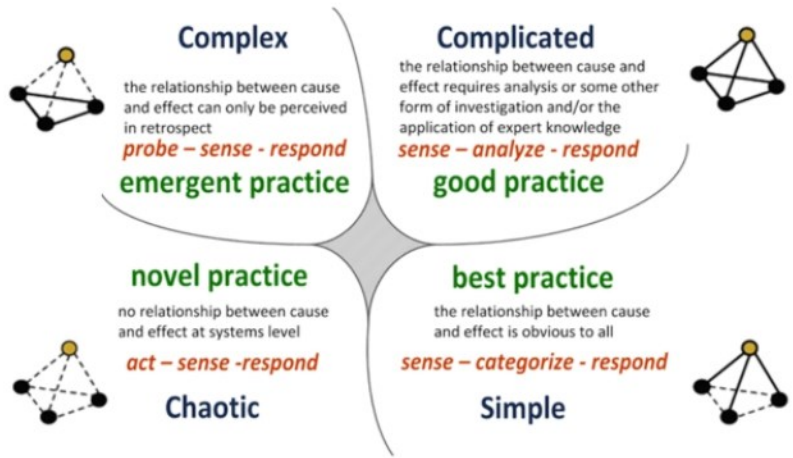

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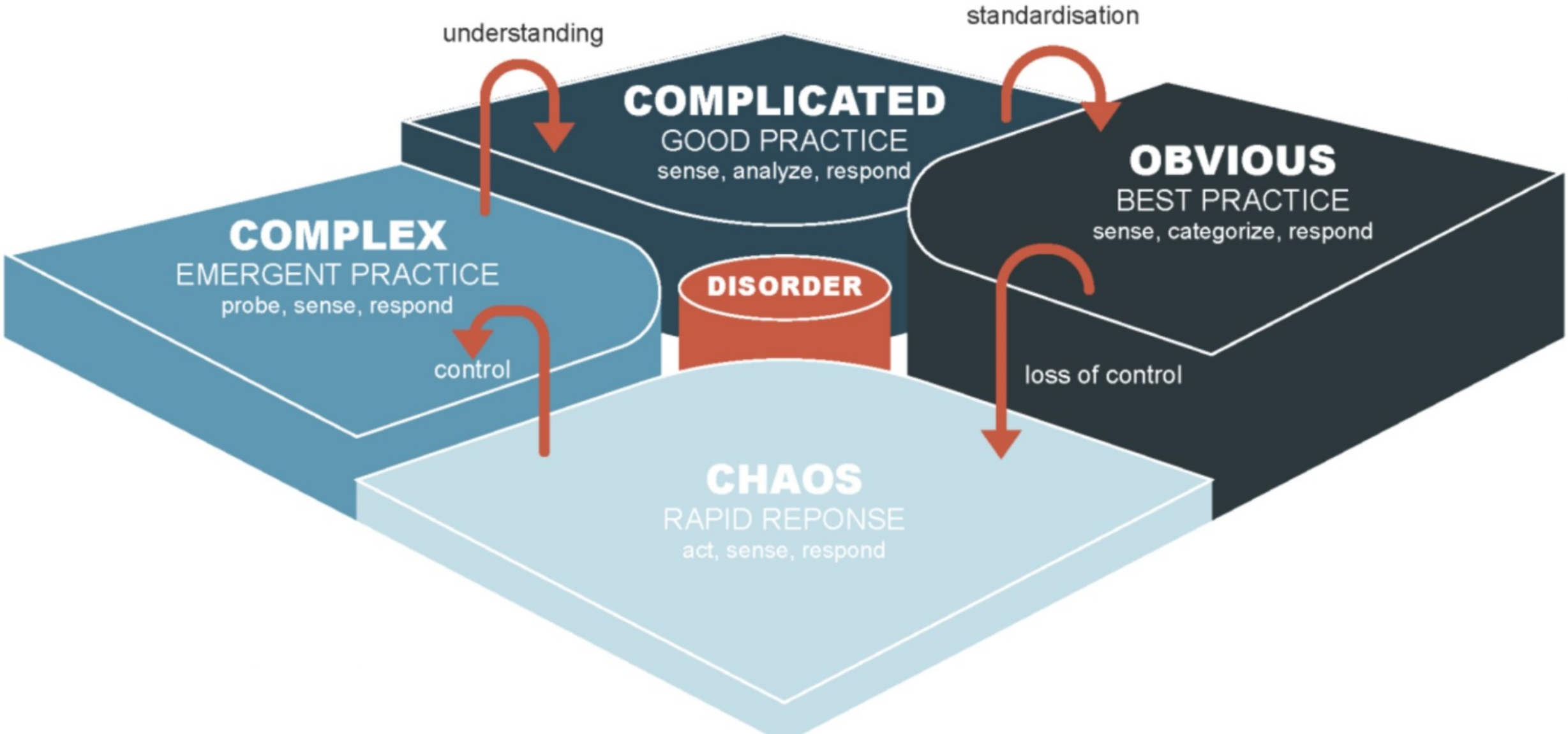
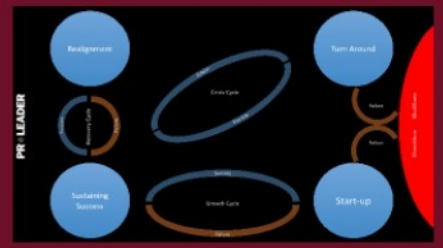
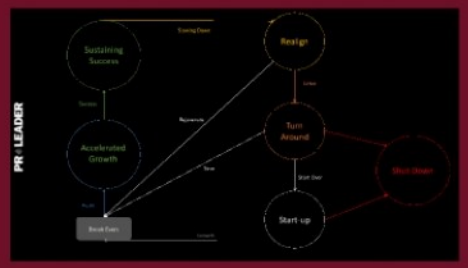
IN CLIENT SYSTEMS

Puzzles, Problems and Mysteries


understanding
standardisation
COMPLICATED
GOOD PRACTICE
sense, analyze, respond
OBVIOUS
BEST PRACTICE
sense, categorize, respond
COMPLEX
EMERGENT PRACTICE
probe, sense, respond
DISORDER
control
loss of control
CHAOS
RAPID REPONSE
act, sense, respond





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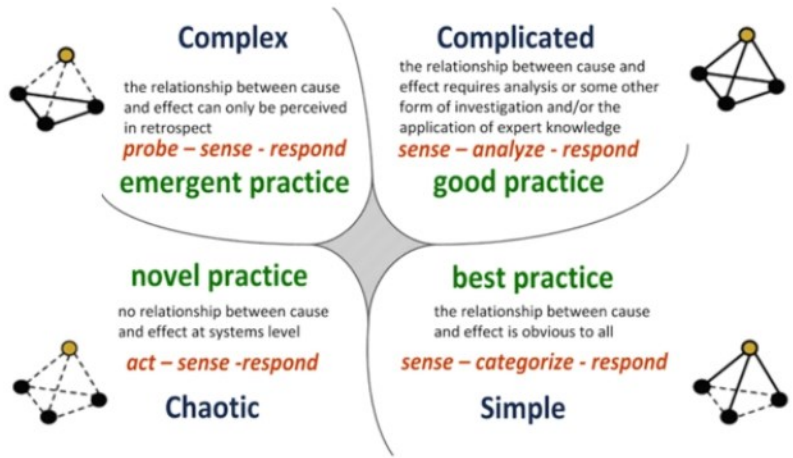

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COACHING IN ORGANIZATIONS

LEADERSHIP & EXECUTIVE
BUSINESS
SKILLS

هفته کوچینگ ایران

EAMA GROUP

Cultural, Systemic and Contextual Awareness

Basir Negahdar