Mastering a Strategic Consulting Role with a Coaching Approach

Duration: 4 days
Audience: Pour tous

Who is this training for?

Advisors, consultants and change actors, in organization or in external practice, who wish to strengthen their support posture, increase their strategic influence, develop a more systemic and impactful approach.

Training objectives

- Adopt a coaching posture in your consulting interventions.
- Mobilize the key skills of coaching in a strategic context.
- Develop a systemic reading of organizational issues.
- Adapt your interventions to individual and collective dynamics.
- Strengthen your relational and communication intelligence.
- Co-create lasting relationships of trust.
- Increase your impact with leaders and teams.

Summary

In an ever-changing environment, the ability to strategically support organizations has become essential. As Terina Allen (Forbes) points out, strategic thinking is at the heart of a successful advisory role. The integration of the coach posture allows you to go further: it promotes a fairer influence, a better understanding of the issues and sustainable support for decision-makers and teams. Developing these two dimensions – strategic and relational – positions you as a key partner in the transformation of organizations.

Course outline

Session 1 - The foundations of the coach posture.

- Understand the principles of coaching.

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- Situate the coach posture in the advisory role.
- Explore the Compass of Change.
- Develop the coach's state of mind.
- Create a relationship of trust and partnership.
- Strengthen active listening and powerful questioning.

Session 2 - Structure your support.

- Appropriate a coaching sequence.
- Clarify objectives and establish an effective agreement.
- Explore the real issues behind the request.
- Master rigorous and mobilizing communication.
- Provide feedback that generates learning.

Intersessional - Practice.

- Experimentation in a real context.
- Practical work on the B12 platform.
- 1 individual coaching session (60 minutes).

Session 3 - Developing a Systems Approach.

- Adopt a systemic reading of the organization.
- Understand the dynamics of the consultant-client system.
- Use interaction as a lever for transformation.
- Navigate the paradoxes of the advisory role and the coach posture.
- Adapt your interventions to the contexts and actors.

Session 4 - Integrate and anchor your posture.

- Take stock of what has been learned.
- Build your common thread of intervention.
- Consolidate the transfer in your practice.

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- Define your distinctive posture as an advisor.
- Celebrate the career and the achievements.

Approach and methodology

Our approach is resolutely experiential and action-oriented. It promotes learning by doing, reflection and transfer in a real context. Participants will evolve in a collaborative and stimulating environment, allowing them to: Experiment with concrete and directly applicable tools, Develop their skills from real situations, Consolidate their achievements in a logic of continuous development, Measure the impact of their learning in their practice. The Afi U. An immersive and concrete approach combining: Practical activities rooted in reality (preparatory work, readings, workshops, role-plays), Technological support promoting the transfer of learning (B12 platform to support the transfer of learning, Microsoft collaborative environment), Community learning (multidisciplinary cohorts, co-development, Cercle Afi U).

Recommendations

- Be open to transforming one's professional posture by integrating the coaching approach into one's interventions.
- Actively participate in exchanges and exercises in order to develop interpersonal and strategic skills.
- Apply the tools learned in your professional context to strengthen the impact of the advisory role.
- Be involved in reflection activities in order to develop strategic thinking and adaptability.
- Consider this training as a lever to evolve towards a role as a strategic partner in your organization.
- Experience in coaching, management or consulting is an asset to maximize learning.

Accreditations

The activity is recognized by the CHRP.

Pre-approval number: 5970.

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