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Unternehmensentwicklung
Führungskräfte Coaching
Psychotherapie

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Invitation to the Presentation:

Executive Coaching - Based on Person-Centered Systems Theory

Individual coaching for private individuals can take place in the protected framework of a dyadic setting. What separates executive coaching from all other forms of individual coaching is the fact that an organization with its sub-units and its organizational environment is involved in the coaching process.

The essential factor in person-centered executive coaching is a sustainable, empathic relationship. Psychotherapeutic expertise can be helpful in executive coaching, but it is never enough. In order to be able to carry out executive coaching, the coach needs specialist knowledge of leadership and organization, methodological competence for an initial analysis and ongoing process analysis, as well as a theoretical model that can map the complexity of leadership and organizational issues.

The presentation will show that person-centered systems theory, with its elaboration of process levels, provides a theoretical model for executive coaching. The distinction between four process levels proves its worth in such coaching: The personal, the interpersonal, the organizational and the socio-cultural process level.

Executive coaches need experience in dealing with different organizations. They need to be just as open and appreciative of organizational issues as they are of people. They should have no fear of contact with people in positions of power. They must not avoid tensions and conflicts, as these are important material for understanding the organization and the people who work in it. A central point in executive coaching is the willingness to leave the comfort zone of the dyadic setting, to engage in complex interactions with an organization and to be touched by them. The analysis of one's own counter-transference helps to understand the organization's concerns and the coachee's counseling needs more precisely.

In a practical example, an initial analysis is shown, as it is at the beginning of every coaching process: It is about the case of a manager who comes to an initial coaching session with signs of being overwhelmed and exhausted. It is shown how the influencing factors from the various process levels can be differentiated in an interactive dialogue.

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