

ADVANCED EXECUTIVE COACHING SEMINARS · 2008 ASIA-PACIFIC SERIES

COACHING ACROSS CULTURES

WITH PHILIPPE ROSINSKI AND GEOFFREY ABBOTT, PHD

MELBOURNE 13-15 MARCH 2008
SYDNEY 18-20 MARCH 2008



Paradox International Coaching

ROSINSKI & COMPANY

INTENSIVE 3-DAY SEMINAR FOR PROFESSIONAL COACHES, CONSULTANTS, EXECUTIVES, AND HUMAN RESOURCES/ LEARNING AND DEVELOPMENT PROFESSIONALS, SEEKING SUSTAINABLE SUCCESS WORKING WITH AND WITHIN GLOBALLY-CONNECTED ORGANISATIONS

OVERVIEW

Following highly successful seminars in Europe, Philippe Rosinski (global coaching pioneer and author) is teaming up with Geoffrey Abbott (international coach, author and master-coach trainer), to deliver the highly acclaimed Coaching Across Cultures seminar in the Asia Pacific region.

Traditional executive coaching and manager-as-coach approaches have assumed a worldview that is not universal and increasingly insufficient to help address the complex challenges in our turbulent, interconnected and global environment. By integrating the crucial cultural dimension into coaching, Philippe Rosinski has developed a more holistic, creative and powerful coaching approach for leaders, organisational professionals and coaches. His pioneering book *Coaching Across Cultures* has received worldwide acclaim and has been notably chosen by Harvard Business School as its Featured Book Recommendation for business leaders.

The three-day interactive seminar gives participants a unique opportunity to learn in-depth about Coaching Across Cultures and its new tools (including the online Cultural Orientations Framework, Global Coaching Process and Global Scorecard). The seminar blends theory with practice including assessments, role-plays, and case studies, together with self and peer coaching.

KEY BENEFITS

- Learn how coaching across cultures releases higher potential in individuals enabling greater and sustainable success by making the most of alternative cultural perspectives;
- Acquire skills that allow you to extend beyond cultural norms, values, and beliefs when working with colleagues or coaching clients;
- Discover creative solutions that leverage cultural differences to address complex and multidimensional challenges;
- Gain higher levels of self-awareness and personal fulfilment while enhancing your positive impact on others;
- Maximise opportunities from diversity and achieve superior results for your organisation;
- Gain skills critical in recruitment, retention and talent development;
- Become part of an emerging and leading network of global coaches and coaching professionals;
- Increase your knowledge and understanding of issues specific to the Asia-Pacific region.

CONCEPT

Executive coaching today still tends to be reduced to its two traditional perspectives: psychological and managerial. These are certainly fundamental but usually insufficient to unleash the coachee's potential.

In our complex, multicultural and turbulent environment, it is essential to learn how to embrace diversity, bridge cultural gaps, learn from cultural differences for more creativity, allowing you to live meaningfully, act responsibly, overcome divisions and strive for internal and external unity.

Coaching that integrates multiple perspectives is a powerful vehicle for enabling sustainable and global success for self and others. The seminar will focus on the cultural perspective, in the context of a broader vision that integrates multiple perspectives: physical, managerial, psychological, political, cultural and spiritual.

The objective of this three-day seminar is to help professional coaches, executives, managers, HR and Learning and Development professionals from all kinds of organisations, to systematically integrate the cultural dimension into coaching and into intercultural work.

The focus is on insights at multiple levels: individual, team, and organisational as well as societal development. The seminar will equip you to facilitate high performance, human fulfilment, meaningful and sustainable success.

CORPORATE SEMINARS

This seminar is available on an in-company basis tailored to your company's specific needs. Email for further information.

“AN UNFORGETTABLE SEMINAR”

“STRONG THEORETICAL AS WELL AS PRACTICAL EXPERIENCE”

**“I APPRECIATED THE SUPPORTIVE AND WARM LEARNING ENVIRONMENT,
MEETING AND CONNECTING WITH GREAT PEOPLE OF THE WORLD.”**

APPLICATIONS AND ENROLMENT

BOOK EARLY

Each seminar is limited to a maximum of 21 participants.

To reserve a place, send your application via email to geoffa@geoffreyabbott.com, including:

1. **Contact details and billing address;**
2. **Professional background;**
3. **Preferred seminar location (i.e. Sydney or Melbourne);**
4. **Agreement to the terms and conditions outlined below.**

Formal enrolment will proceed in September 2007.

Pre-course readings and preparatory work will be sent early in 2008.

THE SEMINAR SHOWS YOU HOW TO DEVELOP A NEW BREED OF LEADERSHIP THAT WILL BENEFIT CUSTOMERS, EMPLOYEES, SHAREHOLDERS AND SOCIETY AT LARGE.

FEES

**Early bird rate (before 31 October 2007):
AU\$3,300.00 (10% GST included)**

**Standard rate:
AU\$3,800.00 (10% GST included)**

TERMS AND CONDITIONS

1. Fees and payment terms: to take advantage of the early bird offer we must have received your payment by 31 October 2007. Standard fees are due by 15 February 2008. Full payment is necessary to confirm your enrolment.
2. The fees include the three-day seminar, course materials, lunches, coffee breaks and the group dinner on Day 1. Travel, accommodation, and other meals and drinks are the responsibility of the participant and are therefore not included in the fees.
3. Payment to be made by bank deposit.
4. Cancellation policy: No refunds are possible after 10 March 2008. A 50% refund is given for cancellations received between 15 February and 10 March. 100% refunds are provided for cancellations before 15 February, excluding a charge for materials already dispatched and an administration fee of AU\$50.00.
5. Rosinski & Company and Paradox International Coaching reserve the right to cancel the seminar if there are insufficient bookings. A full refund of the fees will be given in this instance. No other compensation will be due.
6. The number of participants for each seminar is limited to 21. Participation is conditional to the fact that the limit number has not been reached.
7. The seminar is aimed at coaches, seasoned leaders as coaches, Human Resources/Learning and Development professionals and consultants familiar with coaching fundamentals.

Hotel reservation: Both seminars are held in popular locations at popular times of the year. We invite you to book your hotel as early as possible directly with the hotel of your choice. Preferential rates are available in the hotels listed below.

“ THIS HAS BEEN AN EXCEPTIONAL SEMINAR. I AM VERY GLAD THAT I ATTENDED... THE CULTURAL ORIENTATIONS FRAMEWORK IS A BRILLIANT MODEL. THE COURSE WAS BEAUTIFULLY DESIGNED AND DELIVERED.”

LOCATIONS

SYDNEY

Seminar Venue:

Macquarie Graduate School of Management
CBD Campus, Macquarie University House
Level 6, 51-57 Pitt Street
Sydney NSW Australia 2000

Preferred Hotel:

The Menzies Sydney
ACCOR Hotels
14 Carrington Street
Sydney NSW Australia 2000
Ph. +61 2 9299 1000
www.sydneymenzieshotels.com.au

When making a reservation, mention that you are attending the Coaching Across Cultures seminar.

The Macquarie Graduate School of Management and the Menzies Sydney are conveniently located in the Sydney Central Business District close to Circular Quay (a hub for ferries, trains and buses), the Sydney Opera House, the Royal Botanic Gardens, the historic Rocks district and Sydney Harbour Bridge. Excellent restaurants and bars are close by and Pitt Street Mall is only a few minutes walk.

MELBOURNE

Seminar Venue:

Melbourne Business School
200 Leicester Street
Carlton VIC Australia 3053

Preferred Hotel:

Rydges on Swanston Melbourne
701 Swanston Street
Carlton VIC Australia 3053
Ph. +61 2 9261 4929
www.rydges.com

Mention that you are attending the conference at the Melbourne Business School when making the reservation.

Minutes from Melbourne's CBD, Melbourne Business School and the Rydges on Swanston are an easy walk to the vibrant cafes and restaurants of the famous Lygon Street, as well as the sights and tastes of the Queen Victoria Markets. There is easy access to Carlton Gardens, Royal Exhibition Building, Melbourne Museum, IMAX theatre, Melbourne Zoo, National Gallery of Victoria, Victorian Arts Centre, Flemington Racecourse, Southgate Shopping Centre, Crown Casino, MCG and Telstra Dome.

DINNER ON DAY 1...

provided on a **Captain Cook Harbour Cruise**. Sit back and enjoy the delights of this magnificent harbour and a three course meal.

DINNER ON DAY 1...

provided on board the **world's first colonial tramcar restaurant**. Wine and dine as the lights and sights of cosmopolitan Melbourne slide by.

SPONSORS



Graduates, members and students of the above organizations receive a 5% discount on the published course fee.

TESTIMONIALS

Fifteen seasoned professionals from several European countries, the United States, Turkey and Israel participated in the first Coaching Across Cultures seminar which took place on 28-30 November 2006 in Brussels, Belgium. Here are some of their testimonials:

"Lightness in bringing in a massive content ... You touched people's brains, hearts, lives in fact"

"An unforgettable seminar thanks to your magic presence, incomparable know-how and co-trainers in the same brilliant energy!"

"I appreciated the wonderful and diverse people who attended, the excellent team who delivered a precious enlightening, structured seminar in a human and joyful fashion"

"Strong theoretical as well as practical experience ... The Cultural Orientations Framework is a very useful model ... Sharing of cultural artifacts was wonderful ... Spirit of generosity and sharing of the group ... Video of coaching sessions was excellent"

"I appreciated the supportive and warm learning environment created by the trainers (and the group), meeting and connecting with great people of the world, valuable feedback and perspectives, the opportunity to bring the concept of being a global coach alive, something new and relevant in coaching and a great folder of information (articles etc.)"

ABOUT THE PRESENTERS



Philippe Rosinski is a world expert in executive coaching, team coaching and global leadership development. He is the author of *Coaching Across Cultures* and his pioneering work in bringing the crucial intercultural dimension into the practice of coaching has won him worldwide acclaim. He is principal of Rosinski & Company,

a global consulting firm that helps leaders, teams and organisations unleash their human potential. Previously, he was the Director of Custom Programs at the Center for Creative Leadership Europe. Philippe Rosinski currently serves as an International Advisor for the Worldwide Association of Business Coaches. He is the first European to have been designated Master Certified Coach by the International Coach Federation. Philippe spent six years in the engineering field as a software engineer in Silicon Valley, California, and as a project manager in Brussels. He received an Electrical and Mechanical Engineering degree from the Ecole Polytechnique in Brussels. He holds a Master of Science degree in Electrical Engineering from Stanford University and the Cepac post-graduate business degree from the Solvay Business School in Brussels. Philippe lives near Brussels with his family.

To find out more about Rosinski & Company
sprl: visit www.philrosinski.com.

To find out more about the book *Coaching Across Cultures*: visit www.CoachingAcrossCultures.com.



Geoffrey Abbott, PhD, is an executive coach, author, conference presenter, lecturer and coach-trainer, specialising in global coaching. He is an Associate with the Institute of Executive Coaching, Australia, and Faculty Team Leader of the Behavioral Coaching Institute. Geoff delivers advanced coaching training courses in Europe, the Americas and

Australasia. Geoff's academic background is mainly in organizational psychology. He has a PhD in Business from the Australian National University. His thesis examined how executive coaching can facilitate the acculturation of expatriate managers, based on fieldwork in Central America. Geoff has written book chapters and journal articles on a range of issues relevant to coaching. He is an active member of the ICF. Geoff was an executive with the Special Broadcasting Service (Australia), a national multi-cultural radio and television broadcaster. Geoff is based in Sydney and travels widely. He is currently co-editing the Routledge Companion to International Business Coaching.



Dina Zavrski-Makaric is a coach, mentor and consultant in the areas of global leadership and intercultural transitions. She brings with her a unique balance of experience and formal qualifications. Dina worked her way up through organisational levels in Croatia and Australia, collaborating closely with senior executives, providing assistance, advice and skills in the areas

of Change Management, Corporate Communications and Human Resources. Dina has an excellent insight into the importance of leveraging diversity to maximise opportunities and achieve organisational goals. She works with people from a variety of countries including Australia, UK, US, Europe and Asia. Dina holds a postgraduate degree in counselling, and has trained with some of the coaching experts from Australia, the US, the UK and Europe. She is a member of the Association for Coaching (UK) and a member of the Australian Human Resources Institute. Committed to the global community, particularly people on the move, Dina hosts monthly events in Sydney for newcomers to Australia.

SEMINAR CONTENT

DAY 1

INTEGRATING THE CROSS-CULTURAL DIMENSION INTO COACHING & LEADERSHIP

THEORETICAL FOUNDATIONS

- Global coaching as a powerful emerging profession and discipline: coaching across cultures, coaching from multiple perspectives, evidence based coaching.
- Global coaching as a leadership style that brings results.
- Global coaching as a pragmatic humanism.
- Empathetic communication – The Platinum Rule.
- Global coaching as an opportunity and necessity in today's world.
- Deciphering cultural differences that matter in coaching.
- The Cultural Orientations Framework (COF).
- Discovering new growth opportunities outside one's cultural comfort zone and through the synthesis of differences.

ACTIVITIES

- Explore your cultures and how they affect your leadership or coaching through an inductive activity.
- Reconnect to the wisdom in your cultures and discover lessons from other cultures to address complex challenges.
- Debrief of the Cultural Orientations Framework (COF) online questionnaire: individual and aggregate results. Assets and developmental opportunities are discussed both for individual and group progress.

DAY 2

COACHING ONE-ON-ONE IN CROSS-CULTURAL TEAMS AND ACROSS ORGANISATIONS

THEORETICAL FOUNDATIONS

- Understand a cross-cultural development model that will help you work effectively across cultures.
- Become aware of your own cross-cultural orientations, learn to identify others' orientations and effectively bridge cultural gaps.
- Learn how to leverage differences and to achieve unity in diversity.
- Global team development.
- Global organisational development through mergers, acquisitions and alliances

ACTIVITIES

- Plot cultural profiles to determine key cultural gaps.
- Role-play challenging scenarios. A chance to practice, be videotaped, and exchange developmental feedback.
- Experiential activities: an opportunity to highlight our inevitable cultural biases and show ways to go beyond present cultural limitations.
- Case study (a cross-cultural merger): participants work individually and collectively to come to problem solving consensus.
- Video taping of this discussion will clarify cultural differences at play and offer an opportunity to give and receive feedback.

DAY 3

ENGAGING IN YOUR OWN HIGH-PERFORMANCE AND HIGH-FULFILLMENT JOURNEY

THEORETICAL FOUNDATIONS

- The Global Coaching Process to practically engage in global coaching: develop familiarity with a three-step process to facilitate a high-performance and high-fulfilment journey with individuals and teams.
- The Global Scorecard: learn to set objectives that promote business success while encouraging you to take care of yourself, nurture relationships, and serve society at large.
- Art and global coaching: illustrating the COF through the arts.
- Coaching from multiple perspectives: spiritual, cultural, political, psychological, managerial, physical.
- Möbius strip model.

ACTIVITIES

- Group presentations: articulate lessons on coaching from alternative cultural perspectives.
- Case study (a complex case of individual coaching): participants discuss their approach and a model of coaching from multiple perspectives is shared to unleash new growth opportunities.
- Participants engage in a self-assessment and become familiar with a goal setting process that enables global success.
- Peer-coaching: help each other articulate developmental objectives and action plans. Integrating insights and feedback gained during the seminar into the process.
- Finally, a time for celebration, sharing, and connecting to help each other and build new collaborations on the journey ahead.

FOR FURTHER INFORMATION ABOUT **THE SEMINAR**, EMAIL GEOFFA@GEOFFREYABBOTT.COM.

PHONE **GEOFFREY ABBOTT** ON **0414 207 434**
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DINA ZAVRSKI-MAKARIC ON **0421 333 914**
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