



SCOTLAND

"promoting excellence and ethics in coaching"

## WELCOME TO AC EVENTS!

Hurry to reserve your place at another thought provoking event geared towards your Continuing Professional Development

AC open learning series presents:

### Spiral Dynamics with Karen Welch

Glasgow, Tuesday 13th October 2009

6.00 - 6.30pm Registration with formal networking (facilitated) with tea, coffee and biscuits  
6.30 - 6.40pm Feedback on networking  
6.40 - 6.45pm AC Business  
6.45 - 8.45pm Spiral Dynamics with Karen Welch and Interaction using its concepts  
8.45 - 9.00pm Questions and Close

The Consulting Rooms, The Connal Building, 34 West George Street (George Square) G2 1DA [Map/Directions](#)  
[www.theconsultingrooms.com](http://www.theconsultingrooms.com)

£10 members £20 non-members (prices incl. VAT)

#### Register

[Click here](#) to pay online via AC Scotland webpage.

Payment [queries](#)

To forward this to a friend/colleague and to provide AC mailing list subscription option, go to **end of email**.



**This event is eligible for a CPD Certificate. All places must be booked in advance via the online payment system. Any questions on payments, contact [kerry@associationforcoaching.com](mailto:kerry@associationforcoaching.com)**

#### Spiral Dynamics: seeing system and the dynamics of change

Karen Welch is founding director of Presence Consulting Limited, which promotes Presence Leadership as a way to access untapped potential in senior executives. Introducing presence awareness to individuals releases their spontaneous capabilities to respond to complexity and emerging challenges. Karen is certified in Spiral Dynamics by Chris Cowan co-author of the classic text 'Spiral Dynamics, Mastering Values, Leadership and Change' by Don Beck and Chris Cowan (1996). See below for more on our Speaker.

#### What you will learn:

This is an introduction to Spiral Dynamics, an approach that addresses the differences and complexities of human existence. By providing a system which has been comprehensively researched by Dr C Graves since the 1960s, Spiral Dynamics offers a way to identify and work with competing frames of reference within and between individuals, groups and societies. Spiral Dynamic system features:

- The emergent sequential and developmental worldview stages
- Foundational double helix interaction between life conditions and coping brain/mind capacities
- First and Second tier thinking systems
- Alternating loci of control
- The role of Values

Which features of existence Spiral Dynamics addresses and which it does not.

How to apply this type of thinking for individuals, groups and organisations.

**Attendees will have the opportunity to explore these SD stages through co-coaching immediately following the presentation.**

**Who is the event for?**

1. Individual Coaches from all disciplines, operating privately and within organisations, whether members or non-members of the Association for Coaching.
2. HR practitioners and those responsible for managing and implementing Leadership Development and Coaching programmes within organisations.
3. Coaching service and training providers.
4. Academics working in Leadership Development and Coaching.

We hope you can join us and invite you to pass this information on to others you think would be interested in attending.

### **More about the Speaker**

Karen Welch has 25 years experience initiating organisational transformation through realising untapped potential in leaders. She specializes in facilitating strategies and skills for increasing organisational cohesion, reducing conflict and improving decision-making. She works as a change consultant, leadership coach, master facilitator and trainer with business and government organisations. Her integral approach brings together her background as an Organisational Development Consultant and previously as a senior manager to support Leaders in recognising and accessing their unique presence to manage the ambiguity of senior level roles. Karen's passion and expertise is in helping leaders manage transitions in complex environments.

Karen has worked with local and central governments, health sectors, the media, the oil industry, retail, finance, and not for profit organisations in the UK, Africa, and USA. She holds a degree in English and Sociology (joint honours) and a Postgraduate Diploma in Change Agent Skills and Strategies from Surrey University. She is certified to deliver paradigm assessments in Spiral Dynamics and the Leadership Development Framework. She also works with complementary perspectives such as the Enneagram, Seven Dimensions of Culture, Polarities Mapping, Appreciative and Action Inquiry. She was trained in coaching and action learning set facilitation as a member of the BBD internal coaching service. As a facilitator she applies Gestalt and a broad range of group dynamic approaches.

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### **FURTHER BOOKING INFORMATION**

- All places should be booked in advance. As part of our improvement of processes, we now use online payments and bookings. If you have any problems using this, contact Kerry, the AC's event administrator on [kerry@associationforcoaching.com](mailto:kerry@associationforcoaching.com) or call 07890 220758.
- To pay online - go to payment option for this event on the [AC Scotland Events Webpage - www.associationforcoaching.com/event/event2s.htm](http://www.associationforcoaching.com/event/event2s.htm) .
- If you have an AC voucher to redeem at an AC event, please email [kerry@associationforcoaching.com](mailto:kerry@associationforcoaching.com) to reserve your place and then send the voucher to AC Finance Office making clear what event this is for. Address: AC Finance office, Milbanke, 3 Mill Road, Deal, Kent CT14 9AB who will confirm receipt with Kerry and the Event Team.

### **AC REFUND POLICY**

In the unlikely circumstance that this event is cancelled or postponed, a full refund will be given to those whose payment was received in advance. NB. Online payments will be refunded via AC centrally not the local AC event team. We will also refund you if for any reason you can't attend, so long as we have a minimum of one week's notice. We don't normally give refunds for non-attendance at events, unless there are exceptional circumstances such as illness or extreme weather conditions.

We hope to see you there!

### **Glasgow Events Association for Coaching, Scotland**

The AC Glasgow Events Team is made up of the following volunteer Coaches - Joyce Bunton and Janis Martinez.

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To join the overall AC mailing list on global AC developments and UK wide events go to <http://www.associationforcoaching.com/home/list.htm>

Interested in becoming a member? [Click here](#)

For more details contact [members@associationforcoaching.com](mailto:members@associationforcoaching.com)

Interested in becoming an AC Accredited Coach? [Click here](#)

Wish to speak at one of our events? [Click here](#) to email to request the "speaker submission guidance".

### **"Promoting Excellence and Ethics in Coaching"**

Established in 2002, the Association for Coaching (AC) is an independent, non-profit professional body for coaches, coach trainers/providers, academic institutions and organisations committed to raising the standards and professionalism of Coaching. As a key leading professional body, the AC has a professional code of conduct, a vetting procedure, a course recognition and accreditation scheme, industry research, frequent CPD events and professional forums, together with an International Conference and other member focused services. With world-wide membership, the Association for Coaching is run by coaching professionals committed to raising the standards and awareness of coaching throughout Europe and beyond.

The AC's next international conference 'Going Global 2010' will be held on 11th & 12th March 2010 at the Victoria Park Plaza Hotel in central London

[www.associationforcoaching.com](http://www.associationforcoaching.com)

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