

# Certified Ontological Coaching and Leadership Program Australia 2021



## CERTIFIED ONTOLOGICAL COACHING AND LEADERSHIP PROGRAM

### OVERVIEW

The **Certified Ontological Coaching and Leadership Program (COCLP)** is the most in-depth and comprehensive coach training program available in the Asia Pacific region.

The ontological approach is an extraordinarily powerful methodology for effecting real change at the individual, team and organisational level. It is highly effective because it is based on a new practical understanding of the power of language, moods and conversations for behavioural and cultural change. As such, COCLP is relevant to the professional fields of coaching, organisational consulting, management and leadership.

Coaching and leadership is not something that is learned in a few months. Like any profession, it requires a curriculum that gradually builds key competences that are acquired through extensive experience and supervised practice. The Certified Ontological Coaching and Leadership Program is a three-semester program that enables the development of full professional competence.

COCLP commenced in Australia in 1999. Nearly 500 people have participated in the program, which has been provided in Australia, Asia, South Africa, Europe and the USA. Graduates are currently active as coaches, consultants, facilitators and trainers applying the ontological methodology throughout Australia, Asia, South Africa and Europe.



**COCLP is designed for those seeking both personal and professional mastery in their lives. Participants are able to integrate major advances in understanding the nature of human existence and co-existence into their personal and professional lives, as the necessary experiential basis for professional coaching. They are able to simultaneously experience significant personal, professional and leadership development, along with the development of substantive coaching competence.**

The learning context is highly interactive and experiential. Full advantage is taken of the richness and depth of learning that occurs in face-to-face interactions. This is supplemented by phone conversations and email exchange. Each participant is deeply respected as a learner who brings a diversity of skills and experiences to the course. Full support is provided to ensure that learning opportunities in the program are maximised and individuals can grow and apply their leadership and coaching skills immediately.



## INTRODUCING A UNIQUE AND POWERFUL APPROACH TO LEARNING, LEADING AND COACHING

In a world of increasing complexity and uncertainty, generated by what seems like relentless and accelerating change, coping effectively and living a meaningful life have become central issues in our everyday existence. Dealing with these issues requires learning and addressing a critical question: **“What learning is necessary to live and work well?”**

Ontological coaches and leaders are skilful facilitators of profound learning that generates genuine transformation and more powerful and constructive ways of engaging with different aspects of life and work.

**Ontology** focuses on our **Way of Being**, which is a dynamic interrelationship between three areas of human existence – **language, emotions and body**. Way of Being contains our often deep-seated perceptions and attitudes and is the underlying driver of our behaviour and communication. Ontological Coaching has a holistic orientation that respectfully generates learning in all three areas of language, emotions and body as the catalyst for substantive and sustainable change.

COCLP will assist coaches, leaders and business consultants to develop a uniquely powerful way of observing and working with organisations. An organisation is seen as a network of conversations, relationships and commitments. How well people converse, relate, and manage their commitments, has a major bearing on performance and productivity. Leadership and management effectiveness is fundamentally about conversations and relationships. Shifts in Way of Being, individually and collectively, underpin the enhancement of conversational and relational competence, and are central to improved work practices, cultural change and lasting organisational transformation.





## HOW YOU WILL BENEFIT FROM THIS PROGRAM

The distinctions provided in the Certified Ontological Coaching and Leadership Program will enable you to become a more powerful observer of yourself and others. You will acquire a new set of concepts and competences for working with individuals and teams. These will enable you to observe the continuous interrelationship between how people speak, listen and converse with each other, their moods and the language of their bodies. These new ways of observing will enable you to open up possibilities for others which, even though were there before them, they could not see.

### ***On successful completion of the program, you will be able to:***

- Coach to a high level of competence across a wide range of personal, professional and organisational issues, and at a deeper level than is available in other coaching programs
- Lead authentically with greater influence and impact
- Facilitate and consult with organisations in ways that result in improved productivity, collaboration and trust
- Greatly increase your ability and capacity for masterful living and action
- Develop more constructive and mutually fulfilling relationships in both your personal and professional life

As a graduate of the program, you will also be eligible to become part of an Australia-wide network of ontological practitioners working as Executive Coaches and Organisational Consultants and experience the benefits of continual professional learning, support and business opportunities.

## WHO WILL BENEFIT FROM ATTENDING THIS PROGRAM?

COCLP is highly applicable for:

- Existing and aspiring coaches
- Leaders and managers
- Organisational consultants
- Professionals operating in highly people-focused environments
- Individuals interested in substantive personal development

## ICF ACCREDITATION

This program has been granted Accredited Coach Training Program (ACTP) status by the International Coach Federation (ICF).



## PROGRAM CONTENT

COCLP is conducted over three progressive levels. By fully engaging in the course, participants will embody key ontological distinctions to substantially enhance their own lives, and apply them with increased competence in coaching conversations.

### LEVEL 1: THE LINGUISTIC BASIS OF ONTOLOGICAL COACHING

This level focuses on learning to utilise a new understanding of language in everyday interactions and coaching. Although the primary focus is on language and the application of specific linguistic tools, there is a continual integration with the domains of emotions and body.

#### ***At the end of Level 1 you will be able to:***

- Understand the conceptual framework and principles of Ontological Coaching
- Apply a different and deeper approach to the role of listening in coaching and leading
- Understand how specific linguistic actions shape reality and how they are used effectively in coaching to shift behaviour in individuals, teams, and organisationally
- Ask powerful questions that shift the client's perspectives, and create new possibilities for living, working and learning
- Utilise powerful conversational strategies for dealing with change
- Apply the ethics of Ontological Coaching to generate deep trust and rapport in coaching conversations and as a leader

### LEVEL 2: EMOTIONAL LEARNING AND ONTOLOGICAL COACHING

Humans are much more than rational beings. Equally important, if not more so, we are emotional beings. Neuroscience shows that emotional experiences have a powerful impact on human behaviour and communication. Being able to lead others and coach competently in the emotional sphere is an integral part of being an ontological coach. This requires participants to engage in emotional learning.

#### ***At the end of Level 2 you will be able to:***

- Understand the pivotal role of moods and emotions for deep and sustainable change
- Recognise, work with and shift the ways moods and emotions impact on communication, behaviour and performance
- Observe and work with the interconnection between basic moods, body posture and language
- Provide people with strategies to manage their moods and emotions
- Ensure you are in the most appropriate emotional frame for coaching and your leadership role
- Understand the connection between emotions, energy and health, their link to coaching and for creating a culture that gets the best results

### **LEVEL 3: THE PROFESSIONAL PRACTICE OF ONTOLOGICAL COACHING**

Level 3 is about consolidating and extending the distinctions and competences learned in the previous two levels. In addition, a deeper practical appreciation of the role of the body in Ontological Coaching is developed, along with the application of an ontological framework for working in organisations as a coach, leader or consultant.

#### ***At the end of Level 3 you will be able to:***

- Coach effectively in all three areas of language, emotions and body
- Effectively apply the ontological framework to generate organisational improvement and cultural change
- Engage in effective self coaching to generate learning and change
- Build your identity as an ontological practitioner and be clear about post-course applications

In addition to participants coaching each other throughout the program, essential practical learning occurs in this level through coaching conversations with people outside the course and facilitating culture and leadership development workshops outside the course. Participants report on these experiences and their clients submit evaluation forms to course leaders/mentor coaches.

### **PROGRAM STRUCTURE**

Full advantage is taken of the richness and depth of learning that occurs in face-to-face interactions. Participant learning and engagement in the 18-month program consists of the following:

- A total of 29 intensive and experiential workshop days with program leaders
- Participation in learning groups conducted on a fortnightly basis
- Individual assignment work
- Participation in at least 55 supervised coaching conversations throughout the program

Each participant will be assigned a Mentor Coach to provide ongoing support, which includes coaching.

An average of 6-8 hours per week is required to engage comprehensively in the course to maximise learning.

### **ASSESSMENT**

There are five main areas of assessment required to complete the program:

- Attendance at national conferences and regional workshops
- Completion of structured assignments
- Learning group participation
- Development and delivery of two public workshops
- Competence in coaching interactions

Whilst participants are encouraged to keep up to date with assignments, it is recognised that commitments outside the program may not always make this possible. The flexible nature of the program means that a suitable time frame for assignment submission can be negotiated whilst ensuring continued progress towards coaching competence.



## WHAT OUR GRADUATES SAY ABOUT THE PROGRAM

“After comprehensive research about what’s on offer in the world of coaching, I identified the COCLP as far and away the most advanced coaching course available in this country, if not the world. Ontology is at the cutting edge – a truly transformational approach. If you want to do coach training that is satisfyingly deep and rigorous, this is the course to do.”

*Philip Crockford*  
*Principal*  
*Kinectix Pty Ltd, Brisbane*

“I couldn’t recommend this course highly enough to anyone who wants to learn and apply a rigorous and in-depth body of knowledge about human behaviour. For coaches, I think it’s unsurpassed in what you will be able to offer clients. For managers, it offers insights that get to the heart of organisational issues and performance, and strategies for dealing with them. And for anyone wanting to learn more about themselves, it’s incredibly powerful.”

*Mark Raymond*  
*Senior Marketing Manager*  
*Blake Dawson, Melbourne*

“As an Executive Coach in a large Government Department the COCLP has provided me with the capability and expertise to successfully and effectively coach hundreds of senior leaders in the last 6 years. I highly recommend it.”

*Sue Harper*  
*Executive Coach*  
*Federal Government Department, Melbourne*

“If I’d known about the COCLP before I completed an MBA, I would’ve chosen to do the COCLP first. Why? Because it speaks to the very core of what it is to be human, and without better understanding and observing our own human condition, how can we seek to understand and influence others both in our personal lives and as leaders in organisations. The learning never stops, because the COCLP journey changes the way you learn and observe in everyday life.”

*Ben Sheppard*  
*Learning and Development Coordinator*  
*Local Government Authority, Queensland*

“The structure of the program has worked extremely well for me. It is an excellent mix of learning by watching excellent role models, learning by studying, discussion and, best of all, teaching the material through audience sessions and the public workshops. By far the best approach that I have yet experienced. I have enjoyed every aspect of the course. I feel supported, encouraged and cared for as a person and this has provided the opportunity to learn and grow in a safe space.”

*John McIntosh*  
*Director*  
*McIntosh Consulting, Melbourne*

More testimonials from previous participants can be found on the website ([www.newfieldinstitute.com.au](http://www.newfieldinstitute.com.au)). Past participants are also available for personal conversations to speak first hand of their experiences of doing the program and applying their learning.



## ABOUT NEWFIELD INSTITUTE

Newfield Institute is an international educational, research, coaching and consulting company, specialising in the application of Ontology for:

- Coach Training
- Executive Coaching
- Leadership Excellence
- Organisational Consulting

Ontology is an in-depth framework that gets to the heart of how people function, learn and change. Based on an advanced practical understanding of the power of language, moods and conversations Ontology is the new knowledge for genuine individual and organisational transformation. Application of the methodology generates profound learning for sustainable behavioural and cultural change

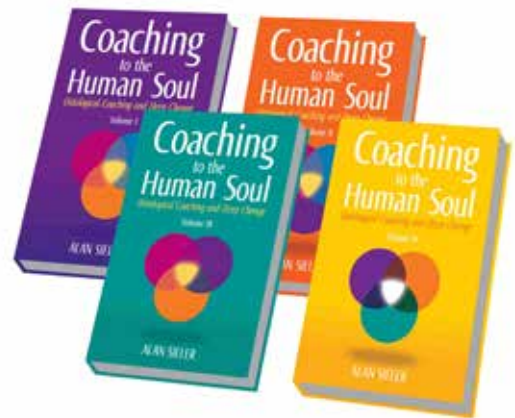
Whilst there is a substantial intellectual foundation to Ontological Coaching, Newfield Institute's coach training programs are highly practical, experiential and 'hands on'. Since 1996, the Institute has trained over 3,000 professionals through their public programs.

Newfield Institute operates in Australia, South Africa, Europe and the Asia-Pacific region. Client organisations include: ANZ Bank, CSIRO, CSL, ExxonMobil, Gold Coast City Council, Jemena, Juta, NT Power and Water, Queensland Department of Natural Resources and Water, Shangri-La Hotels, Victorian Building Authority, Victorian Department of Treasury and Finance, Department of Regional Australia, Local Government, Arts and Sport.

## COACHING TO THE HUMAN SOUL

ONTOLOGICAL COACHING AND DEEP CHANGE  
VOLUMES I,II, III AND IV  
BY ALAN SIELER

Alan Sieler's pioneering work in providing a written articulation of the essence of Ontological Coaching is internationally recognised, selling in over 30 countries. His four **Coaching to the Human Soul** publications are being used in organisational development in such corporations as NASA, Hewlett Packard and Intel. The books are also being used in coaching and leadership programs in universities in the United States, South Africa and Australia, as well as other coach training courses.



*"Theory without practice is foolish, practice without theory is dangerous."*

Ancient Chinese Philosophy



## PROGRAM LEADERS AND MASTER COACHES

### ALAN SIELER

Alan is the founder and Director of Newfield Institute. Recognised as the world's leading authority on Ontological Coaching he has written extensively on the relevance of Ontology to living, working, learning and coaching.



His professional experience in education, training and consulting is extensive, having worked with multinational corporations and national organisations from Australia, New Zealand, Hong Kong, Singapore, the United States, South Africa, the UK and Europe. Alan focuses on the communication processes that build a collaborative and high performance organisational culture. His work as a consultant, workshop leader and executive coach is solidly grounded and highly engaging.

### ANNE COURTNEY

Anne is a personal and leadership coach, leadership development consultant and retreat facilitator. She is a Professional Certified Coach through the International Coach Federation and co-facilitates Ontological Coaching workshops. She has extensive experience enabling leaders and organisations to enhance their effectiveness, organisational health and contributions to the community.

### MARK RAYMOND

Mark has built a successful coaching practice and has effectively applied ontological coaching principles with individuals and groups in organisations in a range of different situations. He has an engaging style and provides valuable insights for program participants in applying the learning and building on their previous experiences.

### FAYE LAMBERT

Coupled with individual coaching, Faye's passion resides in working with leaders and teams to empower them with a shared code of practice that underpins organisational resilience and innovation. Faye draws directly on extensive experience in senior management roles and has formal training in coaching, group facilitation and program evaluation.

## PROGRAM SCHEDULE 2021/2022

COCLP consists of three semesters that span 18 months. Participants work through three consecutive levels (semesters) to complete the program requirements.

The 2021/2022 dates for the three levels (semesters) are:

**Level 1:** 15 July – 12 December 2021

**Level 2:** 10 February – 30 June 2022

**Level 3:** 11 August – 11 December 2022

The program is built around 11 national conferences and regional workshops totalling 29 face-to-face days. If necessary, all or some parts of the program can be run online. Participants will also work through course material individually and in small learning groups.

Given the continuing uncertainty of the COVID situation, the opening conference for the course will be conducted online. In-person conferences will become available once the long-term effectiveness of vaccination becomes established. Dates for the Melbourne-based conferences for the 2021/2022 program are:

**Level 1:** Opening Conference  
15, 17, 20 and 24 July 2021

**Level 2:** Opening Conference  
10 – 13 February 2022

**Level 3:** Opening Conference  
11 – 14 August 2022

**Level 3:** Closing Conference  
9 – 11 December 2022

All dates for regional-based workshops are established well in advance.

## PROGRAM FEES FOR 2021/2022:

Two payment options are available for the program fee:  
All pricing includes GST.

Total Program Fee: \$14,400 + GST	
<b>Option 1</b>	Payable in 3 instalments as follows:  Level 1: \$4,800 + GST = \$5,280 <i>(payable in full by 12 December 2021)</i>  Level 2: \$4,800 + GST = \$5,280 <i>(payable in full by 30 June 2022)</i>  Level 3: \$4,800 + GST = \$5,280 <i>(payable in full by 11 December 2022)</i>
<b>Option 2</b>	Whole course earlybird fee:  \$13,800 + GST <i>(full amount payable by 1 July 2021)</i>

### REGISTRATION FEE AND CANCELLATION POLICY:

- To reserve your place on the program, a \$1,650 (incl. GST) registration fee must accompany your registration.
- Cancellations notified in writing prior to 1 July 2021 – *refund available less a \$110 administration fee.*
- Cancellations notified in writing on or after 1 July 2021 – *90% refund.*
- Substitute delegates are acceptable or enrolment may be transferred to the next program which will commence in July 2022.

### FOR FURTHER INFORMATION, PLEASE CONTACT:

**Newfield Institute Pty Ltd**

7 Rigani Court, Blackburn

Victoria 3130 Australia

**Telephone** +61 3 9878 5501

info@newfieldinstitute.com.au

www.newfieldinstitute.com.au



## ENROLMENT FORM CERTIFIED ONTOLOGICAL COACHING AND LEADERSHIP PROGRAM 2021 INTAKE



PLEASE RETURN COMPLETED ENROLMENT FORM BY MAIL TO:

Newfield Institute Pty Ltd, 7 Rigani Court, Blackburn, Victoria 3130 Australia OR email to [info@newfieldinstitute.com.au](mailto:info@newfieldinstitute.com.au)

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Suburb: \_\_\_\_\_

State: \_\_\_\_\_

Postcode: \_\_\_\_\_

Home Phone: \_\_\_\_\_

Work Phone: \_\_\_\_\_

Mobile: \_\_\_\_\_

Fax: \_\_\_\_\_

Email: \_\_\_\_\_

### I wish to pay (please tick):

**DEPOSIT ONLY:** \$1,650 (incl. GST)

**LEVEL 1:** \$5,280 (incl. GST)

**WHOLE COURSE EARLYBIRD FEE:**  
\$15,180 (incl. GST)

Please note that a \$1,650 deposit **must** accompany your enrolment

I enclose payment of \$ \_\_\_\_\_

If payment is made by a business/company and an invoice is required, please provide invoicing details below:

Company Name: \_\_\_\_\_

ABN No: \_\_\_\_\_

Contact Person: \_\_\_\_\_

Address: \_\_\_\_\_

Email to: \_\_\_\_\_

### PAYMENT METHOD (please tick)

Visa

Mastercard

Bank Transfer

Cheque

Credit Card No: \_\_\_\_\_

Name: \_\_\_\_\_

Expiry Date: \_\_\_\_\_

Amount: \$ \_\_\_\_\_

Cardholder Signature: \_\_\_\_\_

**Bank Transfer:** Newfield Institute Pty Ltd

**Bank:** Westpac **BSB:** 033-172 **Account No:** 172432

**Cheques made payable to:** 'Newfield Institute Pty Ltd'

*We look forward to learning and working together.*

[www.newfieldinstitute.com.au](http://www.newfieldinstitute.com.au)



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