

MERE Coaching Conversations

*“simple insights
creating surprising shifts”*



A six-webinar training programme applying pertinent neuroscience to coaching

To book, email deni@winningperformance.co.uk or use the website 'Contact me' page

“When who you are doesn't embrace who you want to be”

Occasionally coachees, who are motivated to participate in their coaching programme, seem unable to progress despite logically understanding the steps they need to take. Although these desired behaviours are natural to other people, it appears that at some level these coachees find it questionable as to whether they can also act in these ways. Thus, their nonconscious response is to curb their attempts at trying to change their current behaviour. This is called reflexive hindering.

These coachees are often fused with their responses, which can feel unquestionably obvious and pertinent. This makes it difficult for them to be objective and think about how to advance their goals. Deni's doctoral research into reflexive hindering, demonstrated that if a coachee, who is reflexively-hindered, appreciates some fundamentals of the brain, how it tends to operate and why, this improves the efficacy of coaching these coachees. It enables them to be more objective about their responses; improves their belief that they can change; opens up possibilities for change and invigorates their motivation to take action.

From this research Deni developed the MERE Coaching Conversation training programme, which considers pertinent aspects of neurobiology that has been shown to improve the coaching efficacy for these coachees.

Visit <https://www.winningperformance.co.uk/enhancing-coaching/> to find out more about reflexive hindering and the MERE Coaching Conversation format

Deni's research showed various benefits for those coachees and coaches in using the infographic's information:

Benefits for coachees

- An explanatory understanding of brain function that makes it real
- Real insights that make a difference
- Puts a focus on being kind to yourself and others
- Creates a subject to object shift
- Invigorates a commitment for action
- Belief or hope that change could happen

Benefits for coaches

- Useful structure and aide-memoir
- Creates an immersive and instructive neurobiological exploration
- Can be an easy-to-use neuroscience-based tool
- Gives coach or coaching credibility
- Enables different (insightful/ explanatory) conversations
- A deeper understanding of neuroscience

Description of each webinar

Webinar 1: When who we are doesn't embrace who we want to be.

- What is reflexive hindering
- How does it manifest in a coaching programme
- Ethical and professional use of neuroscience in coaching

Webinar 2: Be realistic about your brain - it is awesome & it has limitations

- Questions/ thoughts from webinar 1
- Neuroscience items within section 1 of the infographic: input, small group discussions, Q&A
- Post work: practice with partner and someone else

Webinar 3: Our responses are influenced by our past and our neurobiology

- Questions/ thoughts from webinar 2
- Neuroscience items within section 2 of the infographic: input, small group discussions, Q&A
- Post work: practice with partner and someone else

Webinar 4: Change is possible and it takes commitment

- Questions/ thoughts from webinar 3
- Neuroscience items within section 3 of the infographic: input, small group discussions, Q&A
- Post work: practice with partner and someone else

Webinar 5: Having a MERE Coaching Conversation.

- Questions/ thoughts from webinar 4
- The MERE Coaching Conversation using the infographic: input, hints & tips, concerns and questions
- Post work: practice with a coachee

Follow-up session: Reflections & questions

- Mentoring session 8 weeks after webinar 5 to celebrate successes, share best practice and answer questions

Preparation

No preparation is required before joining; however, the website “How the brains works.science” is a useful resource, prepared by members of the of the University of London Centre for Educational Neuroscience, for a general audience.

Active Learning

Webinars include input, Q&A and breakout group discussions. There is post-work between the webinars which is important for building confidence and fluency in using the infographic in a congruent way.

Resources

Participants will gain access to the webinar recordings and appropriate slides after each session, along with additional resources specified at the end of each webinar. Comprehensive reference and reading lists will also be given. The participants will receive access to the Reflexive Hindering Infographic: overview and full versions. This covers pertinent aspects of the brain relevant to reflexive hindering.

Deni Lyall Bio

Deni has extensive experience in executive coaching, talent & leadership development and business facilitation. This is built upon a wealth of understanding about people from her own corporate experience, diverse professional development and a profuse reading habit. She is pragmatic in her approach because having purposeful conversations that make a real difference for people is important to her.

Deni is also the author of the book: "A Field Guide for Managers: Bringing out the best in people" and has a Doctorate in Professional Practice (Executive coaching and Reflexive Hindering).

Jan-Feb 2023 Programme Details

Format	A series of six online sessions: five 3-hour interactive live webinars, plus a 90-minute group coaching session. Max. 16 participants. Zoom platform.
Time	Thursday @ 14:00 GMT. 3-hour Webinars: 14:00-17:00 GMT 90-minute Follow-up session: 14:00-15:30 GMT
Webinar dates	26 th January: Webinar 1. When who we are doesn't embrace who we want to be 2 nd February: Webinar 2. Be realistic about your brain - it is awesome & it has limitations 9 th February: Webinar 3. Our responses are influenced by our past and our neurobiology 16 th February: Webinar 4. Change is possible and it takes commitment 23 rd February: Webinar 5. Having a MERE Coaching Conversation 20 th April: Follow up session. 90-minutes to celebrate, share best practice and Q&A
Booking & refunds	Places can be booked up to five days before the date of the first webinar. Full refunds will be given up to seven days before the date of the first webinar.

Apr-May 2023 Programme Details

Format	A series of six online sessions: five 3-hour interactive live webinars, plus a 90-minute group coaching session. Max. 16 participants. Zoom platform.
Time	Friday @ 14:00 GMT. 3-hour Webinars: 14:00-17:00 GMT 90-minute Follow-up session: 14:00-15:30 GMT
Webinar dates	28 th April: Webinar 1. When who we are doesn't embrace who we want to be 5 th May: Webinar 2. Be realistic about your brain - it is awesome & it has limitations 12 th May: Webinar 3. Our responses are influenced by our past and our neurobiology 19 th May: Webinar 4. Change is possible and it takes commitment 26 th May: Webinar 5. Having a MERE Coaching Conversation 21 st July: Follow up session. 90-minutes to celebrate, share best practice and Q&A
Booking & refunds	Places can be booked up to five days before the date of the first webinar. Full refunds will be given up to seven days before the date of the first webinar.

Programme Price

£345.00 (ex VAT)

This price includes:

- 5 x 3-hour interactive webinars and a 90-minute follow-up session with Dr Deni Lyall
- Pre and/or post resources to explore the concepts and apply your learning
- Recordings of all webinars and a copy of the appropriate slides
- Access to the Reflexive Hindering Infographic (overview & full versions)

To book, email deni@winningperformance.co.uk or use the website 'Contact me' page

Visit <https://www.winningperformance.co.uk/enhancing-coaching/> to find out more about reflexive hindering and the MERE Coaching Conversation format