Alchemy of Coaching

Base Metal...

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Introduction

In this edition of Base Metal guest author Linda Spencer provides a reminder of why we coach, how we can benefit our clients and ourselves, and how through training we can learn and develop as coaches.

Paul and Ray **The Alchemy team**

What can building coaching skills do for you?

Coaching is widely recognised as a helping profession. Many people develop coaching skills because they want to support others—and that's certainly been true for me. But what I didn't expect was how much I would gain personally from becoming a coach. So, coaching helps others and it could help you too.

What Your Coaching Offers Others

One of the most powerful aspects of coaching is the **safe space** it creates. It's a space where people can feel truly heard—without fear of judgment, reputation risk, or workplace politics. As a coach, you are not evaluating anyone for promotions or raises. You're there to listen, support, and challenge constructively. Coaching is also a space for your client to **discover**:

- Discovery about themselves
- Discovery about the situation they're in
- Discovery of new possibilities for them

The curiosity you offer and inspire in your clients often sparks learning—whether it's diving into leadership theories, exploring psychological techniques, or benchmarking themselves against others' experiences. And finally, your coaching can unleash **new possibilities** for your clients. My business tagline is: **"See more. Do more. Be more."** And that's exactly what coaching enables. Clients gain the ability to see and understand themselves and their situations better. They build capabilities that enhance effectiveness and unleash creativity and innovation, reduce suffering and stress, move more confidently through the world and experience their work and life in more rewarding ways. If you want to help others, coaching is a great skill to have.

What Coaching Has Given Me

I made a career shift into coaching and the learning I've experienced through training and practice is greater than I ever anticipated. Coaching has made me more curious—about people, about the world, and about how change happens. It's helped me develop deep respect for others, letting them be who they are, whilst also sparking their change and growth. I've worked with people from diverse professions and industries. Each client brings a unique puzzle, and through them, I've gained a richer understanding of the world of work, human behaviour and motivation. Deepening my skills has brought me into contact with great thinkers in the realms

of business, psychology and philosophy. Coaching has also helped me move more confidently through the world, create flexible work that suits my life, build my own business and join a vibrant, endlessly interesting community of coaches.

So, building my coaching skills has been good for my clients and good for me too.

Finding out if being a coach is right for you

Most readers of Base Metal are already coaches. Do you know someone who is considering becoming a coach, or considering accreditation, or do they, or you, want coach training? If you're wondering whether coaching might be right for you—either as a skill to enhance your leadership or as a profession—why not explore further? Whether you want to be a better leader-coach or an independent coach working with diverse clients, there's a path for you.

We're currently recruiting for the next cohort on the ICF Accredited Programme, The Art of Professional Coaching, which satisfies the Level 1 Education requirement of an application for the ICF's Associated Certified Coach Credential (ACC). If you would like to find out more and maybe join us for an enriching experience, you can see the details here.

https://www.deeperchange.academy/programs/art-professional-coaching

or reach out directly to Linda.Spencer@DeeperChange.Academy

Book review

"101 Coaching Supervision Techniques, Approaches, Enquiries and Experiments" edited by Michelle Lucas, Routledge, 2020

There seems to be a lack of books about coach training! Meanwhile a significant resource can be found in the Alchemy of Coaching coach development guides and papers, for sale on our website (see below). In a related domain, in Base Metal March 2022 we reviewed several volumes devoted to coaching supervision. A notable resource amongst these is this one edited by Michelle Lucas. Drawing on theory from a range of philosophies - existential, gestalt, positive psychology, psychodynamic, solution focused, systemic, thinking environment, transpersonal and eclectic - and informed by theory, principles and practice, it is at the same time a highly practical handbook of accessible techniques and exercises relevant to coaches and their supervisors. The editor specialises in executive coaching, coaching supervision and the training of internal coaches, mentors and supervisors, and supervises MA students at Oxford Brookes.

Thoughts, ideas and quotations

"One must learn by doing the thing, for though you think you know it you have no certainty, until you try." Sophocles, 415 BC.

Let us know your response to Base Metal articles and reviews. ***We welcome guest contributors!***

Contact us We look forward to all kinds of communication for **Base Metal**... it's a forum for sharing and learning about coaching. Please do send us ideas, thoughts, suggestions or feedback.

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Our coach development guides, articles and papers are available from

www.alchemyofcoaching.com

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