

International Coaching Community of Practice – Milan - Italy

Limited openings currently available

The Coaching Community of Practice (CPC) is a group of professional coaches whose purpose is to share knowledge and practices of the coaching profession.

The original Italian group was established in Milan in March 2007, initiated by Sheyla Rega (www.lody.it), who remains the CPC's main point of reference today. She brought several people together to learn from each other, benefit from group coaching supervision and mentoring, and enrich their coaching practices through sharing tools, techniques and theoretical concepts.

From its modest beginnings, the entire Italian CPC community has grown to around 70 people. The first group continues on and counts 14 regular members. Several additional groups within the Coaching Practice Community have been formed.

One of these groups is the **International CPC of Milan**, comprised of foreign as well as internationally-minded coaches. Meetings are held in English. It began a year ago and is facilitated by Corrado Docente, executive coach, trainer, and core member of the original CPC Milan. Several spaces are available in the International CPC; applications are now being accepted.

Who can participate, and how?

Foreign coaches and English-speaking professionals from the fields of coaching, counseling, training, business and consulting who have completed a minimum of one complete coaching course and have 2-3 years experience of coaching in international contexts are welcome to apply.

Interested coaches and professionals may send a cover letter and CV to the facilitator at corrado.docente@ricchezzaumane.it. A phone interview will follow, after which accepted applicants are invited to attend the group.

The deadline for applications is February 29, 2012.

What does being an International CPC member involve?

The International CPC meets a minimum of five days a year. The first meeting of 2012 will take place on March 12, from 9:30 am to 5:30 pm, in the Milan *Blend Tower*, Piazza IV Novembre 7, facing the Central Railway Station. At that time the group will agree on the remainder of the dates for the year.

CPC members are expected to commit to attending at least four out of five of the full-day meetings.

An annual fee is charged, primarily covering the cost of the venue for the five meetings. The cost per participant for 2012 is €300 plus VAT.

On occasion, the group may agree to hold additional meetings beyond the original 5 days. In this case the participants agree on the dates and share the costs of the venue.

What is done during the meetings?

The topics of discussion, techniques and methods of study are decided upon together by the International CPC participants during the first meeting on March 12, 2012.

Four main methods are used during the meetings. They are:

1. "Coach the coach" – Group supervision

An actual coaching case, typically complex or tricky, is presented to the group by one of the member coaches, in order to receive coaching and supervision by peers.

Different techniques are used according to the situation, i.e. each group member observes and comments on the situation from a different approach such as NLP, Transactional analysis, Psychodynamic, etc. Further, each participant may observe the case from the perspective of the different people involved in the coaching case described, such as the coachee, the coachee's manager, the HR director, or any other person relevant to that particular situation.

2. "Train the coach" – Knowledge sharing

Members take turns in presenting a subject related to a coaching practice, a specific technique, and/or theoretical models, approaches or concepts that the group envisages may be useful for professional improvement and development.

Group discussions and role-playing are included when appropriate, in particular when a specific technique is taught.

3. Mentoring

Participants are available to provide support, assistance and advice on the activities and current projects of colleagues.

4. Round table discussions

The group can choose interesting topics, or specific issues connected with coaching, to discuss in depth.

What is a community of practice anyway?

The concept of **Community of Practice** traces back to Wenger's^[1] works and definition, of which the following is a short abstract from his book "*Communities of practice: learning, meaning, and identity*" (Etienne Wenger, Cambridge University Press, 1998):

"Communities of practice are groups of people who share a concern or a passion for something they do and learn how to do it better as they interact regularly".

If you have any questions or comments on the Coaching community of practice, do not hesitate to contact me.

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[1] Etienne Wenger has been the first to coin the term community of practice and to reflect upon it as a tool of reflective and collective learning. See www.ewenger.com for further information.