

Coaching Circles

ATELIER

Adapting Theory U Coaching Circles to Group and Team Coaching



Benoit Desgroseillers, PCC



Moranne Elarar, PCC



Julie Fournier, PCC



Jim Gavin, MCC

Coaching Circles

Adapting Theory U Coaching Circles to Group and Team Coaching

- An innovative way of working with teams and groups
- Accessing multiple ways of knowing





GROUPS CAN BE MESSY AND COMPLEX

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COACHING TEAMS AND GROUPS SIMILAR & DISSIMILAR

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WHY COACHING CIRCLES?

ACCESSING DEEPER KNOWING



DIVING “BENEATH” THE SURFACE



ROOTS

A photograph of a meeting room with several people. In the center, a woman is covering her ears with both hands, looking distressed. To her left, a man is gesturing with his hands while speaking. To her right, another man is also gesturing. The room has a wooden table with a laptop, papers, and a coffee cup. The background shows a whiteboard with some charts and a potted plant.

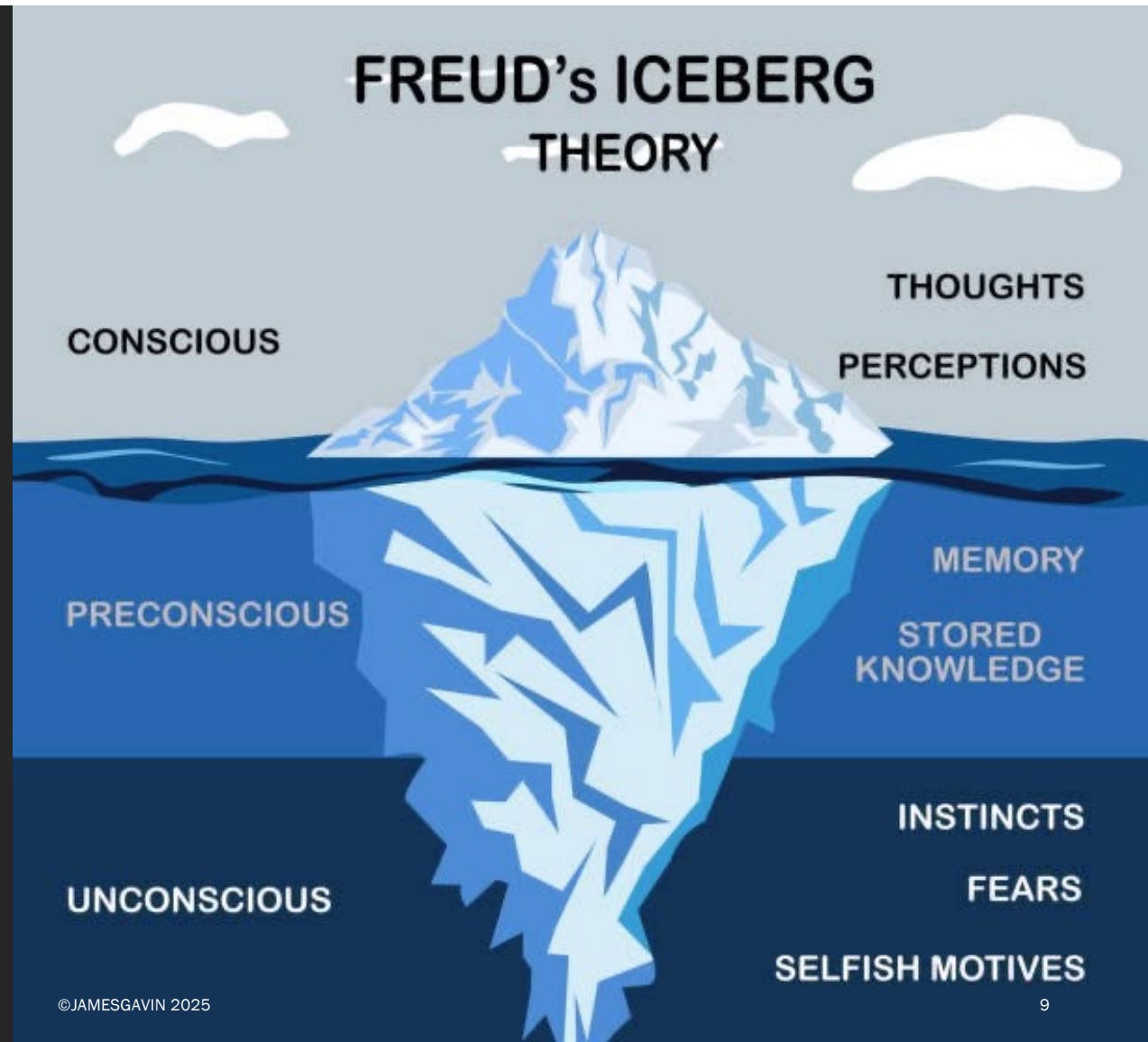
- Depth psychology
- Somatics
- Theory U



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DEEP ROOTS

FREUD'S MENTAL MODEL



SOMATICS

“THE BODY NEVER LIES”

- MARTHA GRAHAM DANCER / CHOREOGRAPHER



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10

55 : 38 : 7

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WORDS & NON-WORDS





SOMATICS – SO MUCH MORE THAN COGNITION

...includes the physical world of sensations, movement, images, thoughts, attitudes, yearnings, dreams, and language.

-adapted from Strozzi-Heckler



Presencing

7 PRACTICES FOR TRANSFORMING
SELF, SOCIETY, AND BUSINESS

C. Otto Scharmer
and Katrin Kaufer



OTTO SCHARMER'S THEORY U

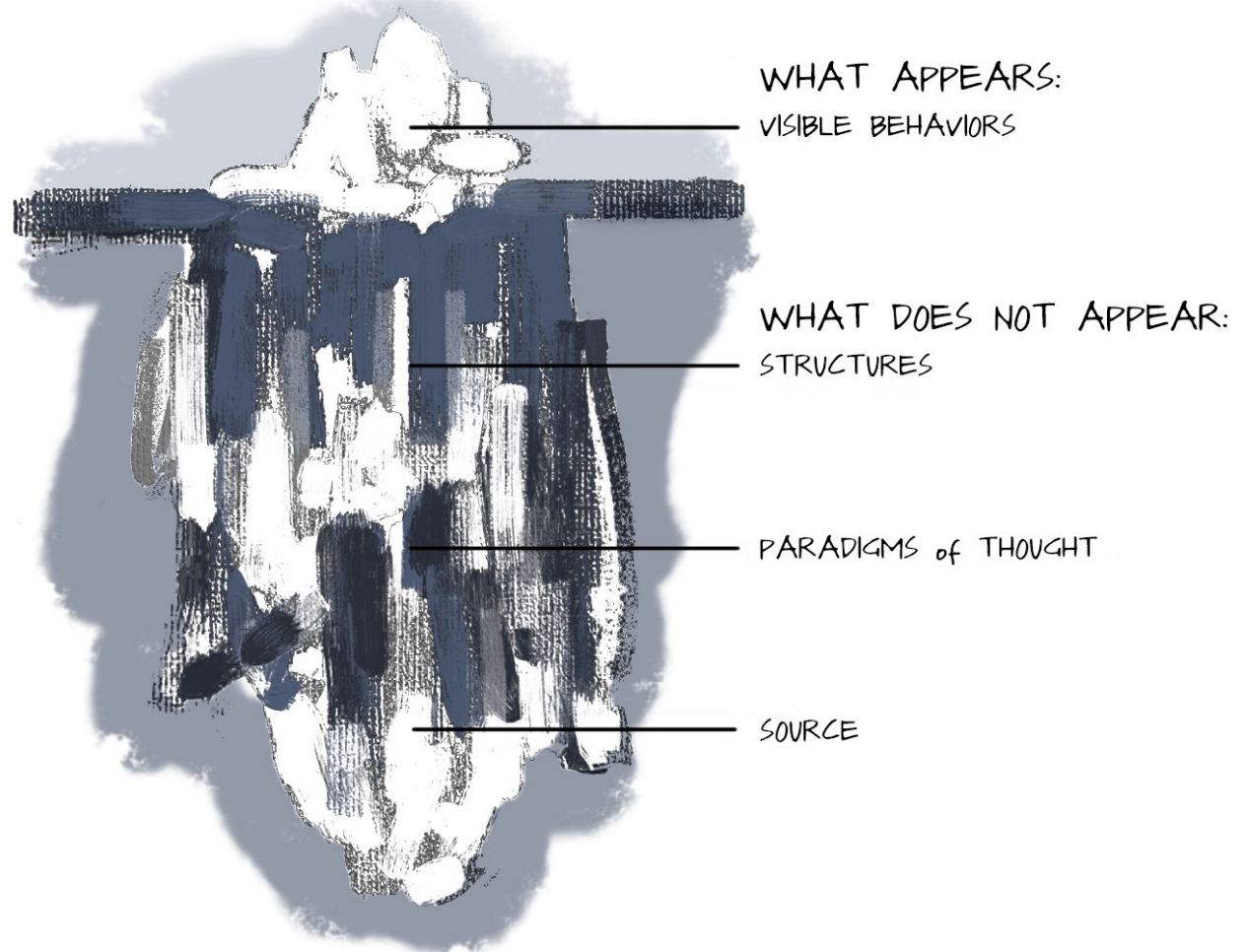
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THEORY U

ICEBERG MODEL

ICEBERG MODEL of CURRENT REALITY



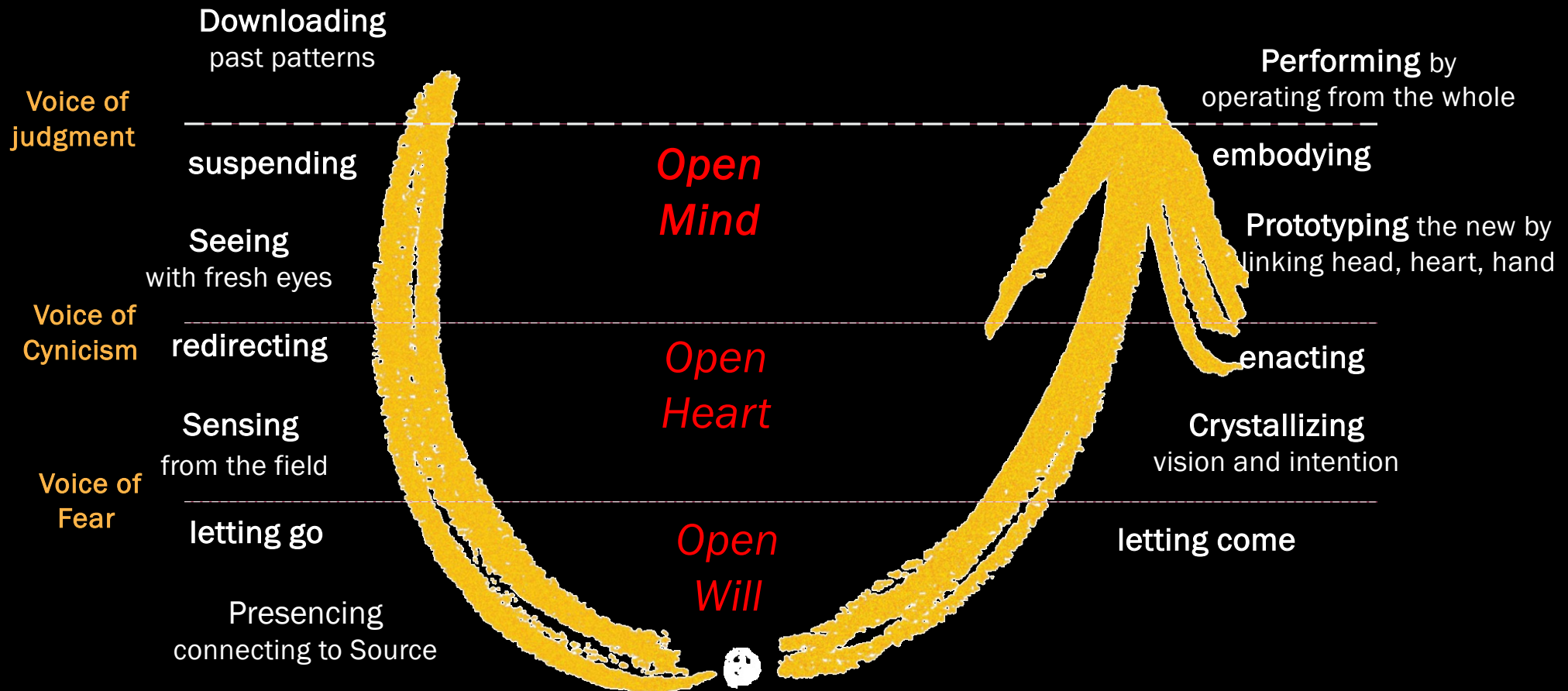


THE SOCIAL FIELD

NURTURING THE “SOCIAL FIELD” TO
GENERATE RESONATE RELATED TO AN
EMERGING FUTURE.

What is my truth? What is emerging from deep inside?

THEORY U – IN DETAIL



3 MOVEMENTS OF THE U

Observe,
observe,
observe

Act in an
instant

Retreat and reflect:
Allow the inner knowing to
emerge

COACHING CIRCLES

HOW IT WORKS?

In small groups.....

PART 1 – TELLING A STORY

- One person tells a story about a compelling and unresolved dilemma, conflict, problem, conundrum.
- Others bear witness – with open mind, heart and will

PART 2 – SHARING

- When the storyteller is finished, each witness offers...
 - A SOMATIC REPRESENTATION of the listener's experience developed in their hearing/sensing/feeling the story
 - A METAPHORICAL EXPRESSION framed in nature (natural elements, flora, fauna, sea creatures, etc.)
 - All without explanation –
 - One after another while all listen

PART 3 – IMPACT

- When all observers are done, the storyteller
 - Integrates knowing into a somatic expression
 - Describes new perspectives

A woman with curly hair, wearing a white button-down shirt and blue jeans, stands and presents to a group of four people seated around a table. The seated individuals include a woman with short brown hair, a man with a beard and glasses wearing a blue patterned shirt, a woman with long brown hair seen from behind, and a man with glasses wearing a light blue shirt. They are in a bright, modern office with large windows and exposed brick walls. A potted plant is visible near the windows. The text 'A DEMONSTRATION' is overlaid in the center of the image.

A DEMONSTRATION

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A hand holding a compass over a road in a desert landscape. The hand is wearing a green sleeve. The compass is a standard analog compass with a white face and black markings. The background shows a paved road stretching into the distance, flanked by dry, yellowish-brown hills and a body of water on the left. The lighting suggests a bright, sunny day.

TIME TO PRACTICE



APPLICATIONS

- Groups
- Teams



A glowing brain inside a lightbulb, held by two hands, with a network of nodes and lines surrounding it.

TAKE AWAY LEARNINGS

RESOURCES AND LITERATURE

Presence: An Exploration of Profound Change in People, Organizations, and Society (2004)

Otto Scharmer, Peter M. Senge, Joseph Jaworski, and Betty Sue Flowers

Theory U: Leading from the Future as it Emerges (2nd Edition, 2016)

Otto Scharmer

Leading from the Emerging Future: From Ego-System to Eco-System Economics (2013)

Otto Scharmer and Katrin Kaufer

The Essentials of Theory U: Core Principles and Applications (2018)

Otto Scharmer and Katrin Kaufer.

Presencing: 7 Practices for Transforming Self, Society, and Business

Otto Scharmer and Katrin Kaufer

Somatic Coaching: Embodying Skillful Action (2009)

Richard Strozzi-Heckler

The Art of Somatic Coaching (2012)

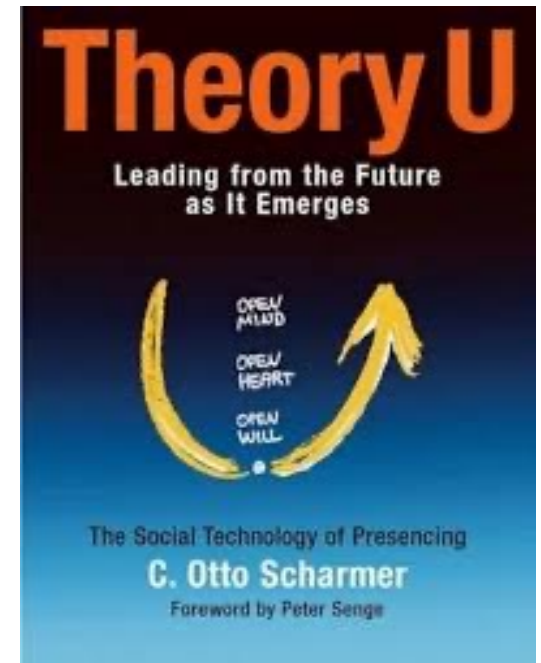
Richard Strozzi-Heckler

Embodying the mystery: Somatic wisdom for emotional, energetic, and spiritual awakening (2025)

Richard Strozzi-Heckler

www.presencing.com

www.ottoscharmer.com





MERCI POUR VOTRE MERVEILLEUSE
PARTICIPATION

MORANNE, JULIE, BENOIT, AND JIM

Group sharing

**What are your insights?
And your questions?**

For you, your clients or the coaching world in general

Please capture them on a post-it and hand them to the person in charge before leaving the room.