

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



Congrès 2025

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



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GROUPS CAN BE MESSY AND COMPLEX



COACHING TEAMS AND GROUPS SIMILAR & DISSIMILAR

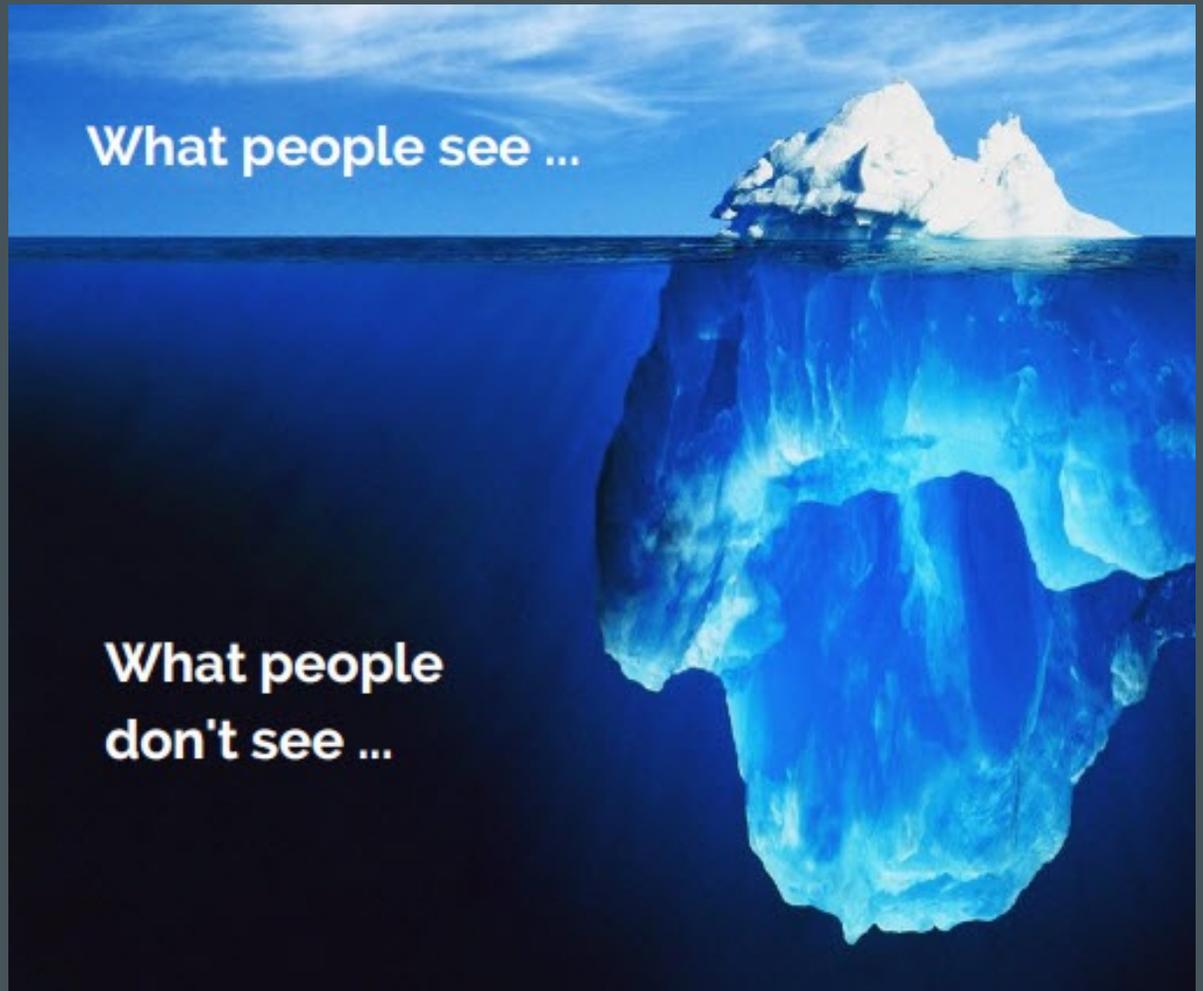
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WHY COACHING CIRCLES?

ACCESSING DEEPER KNOWING



DIVING “BENEATH” THE SURFACE



ROOTS



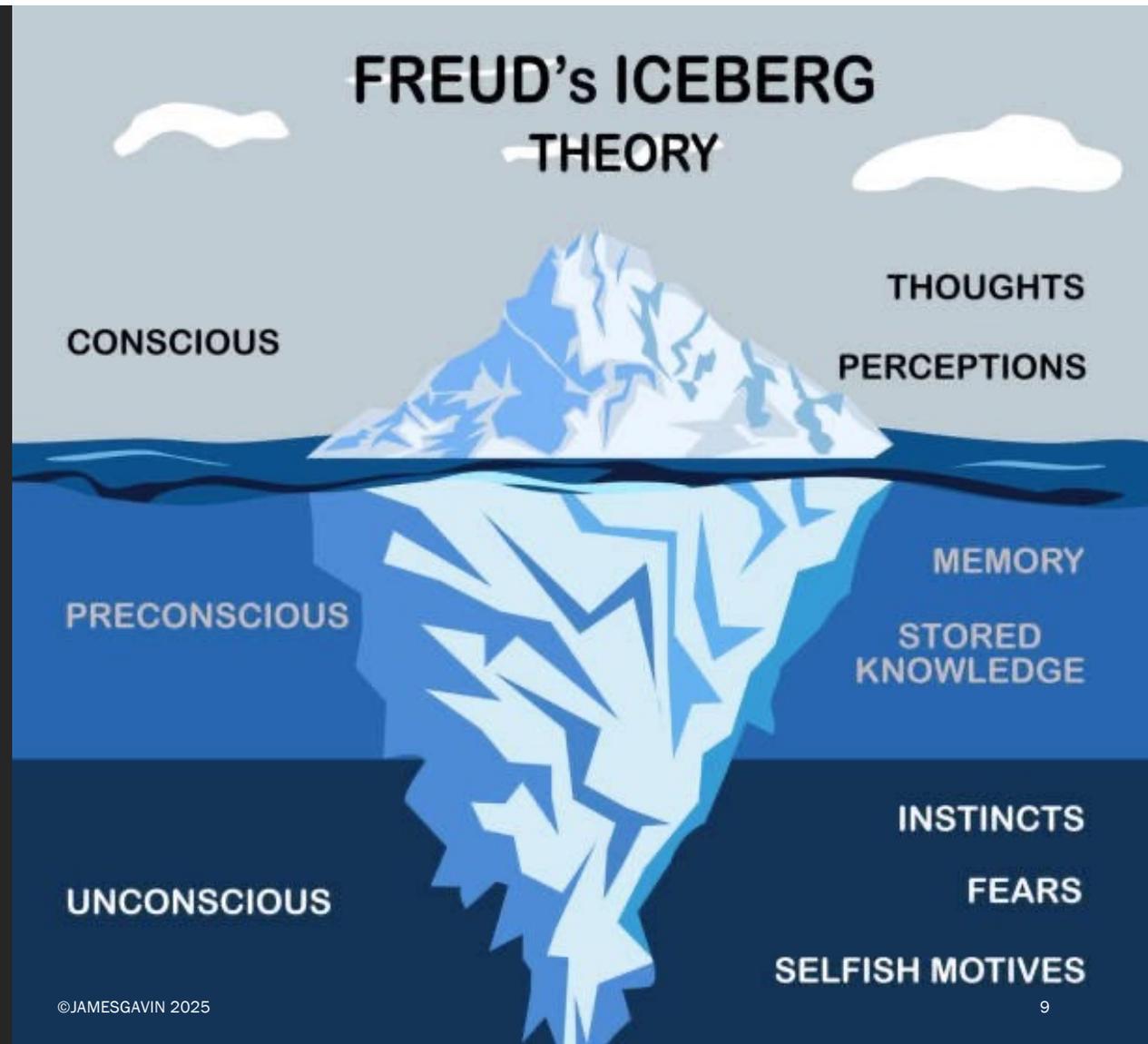
- Depth psychology
- Somatics
- Theory U



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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



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

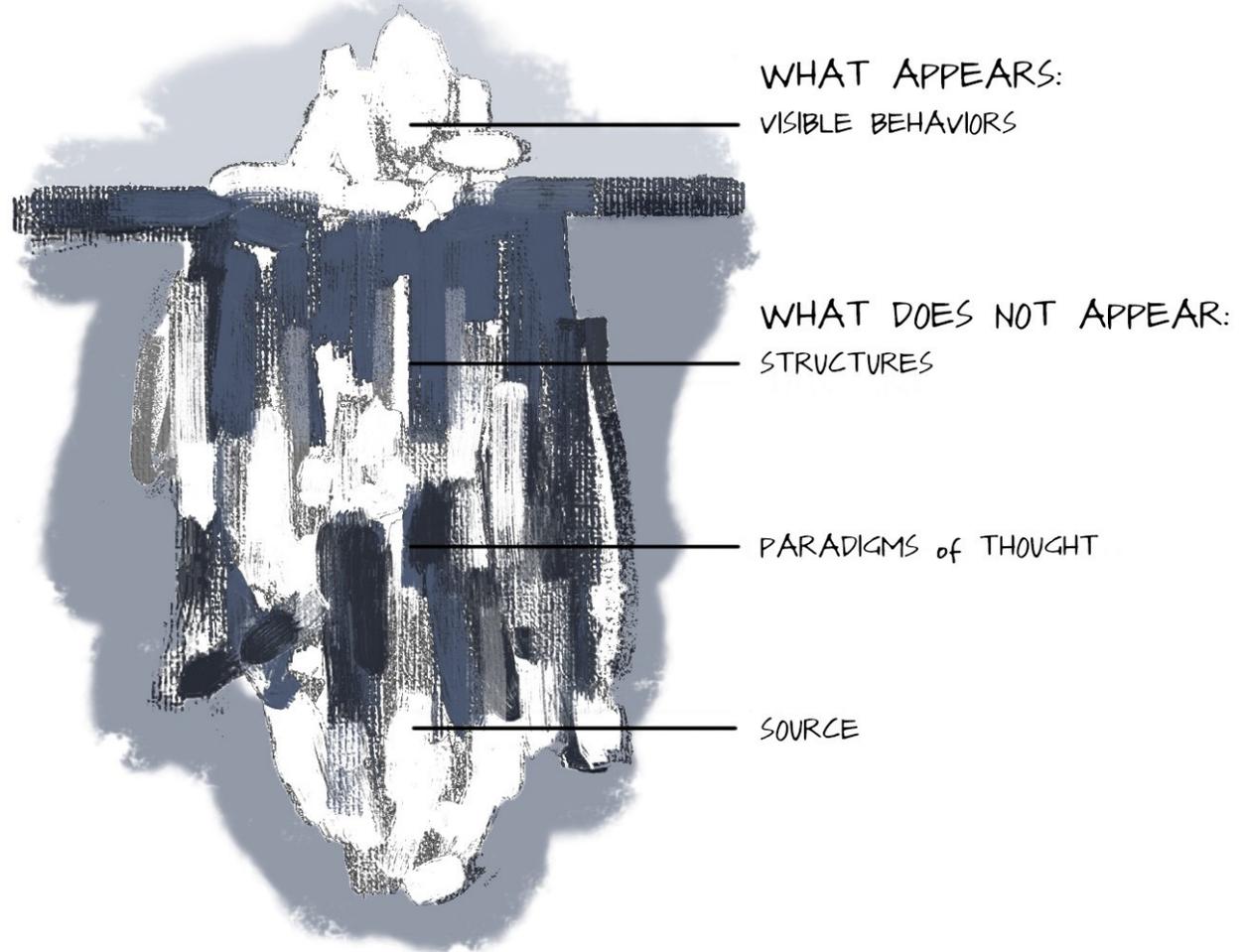
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THEORY U

ICEBERG MODEL

ICEBERG MODEL of CURRENT REALITY



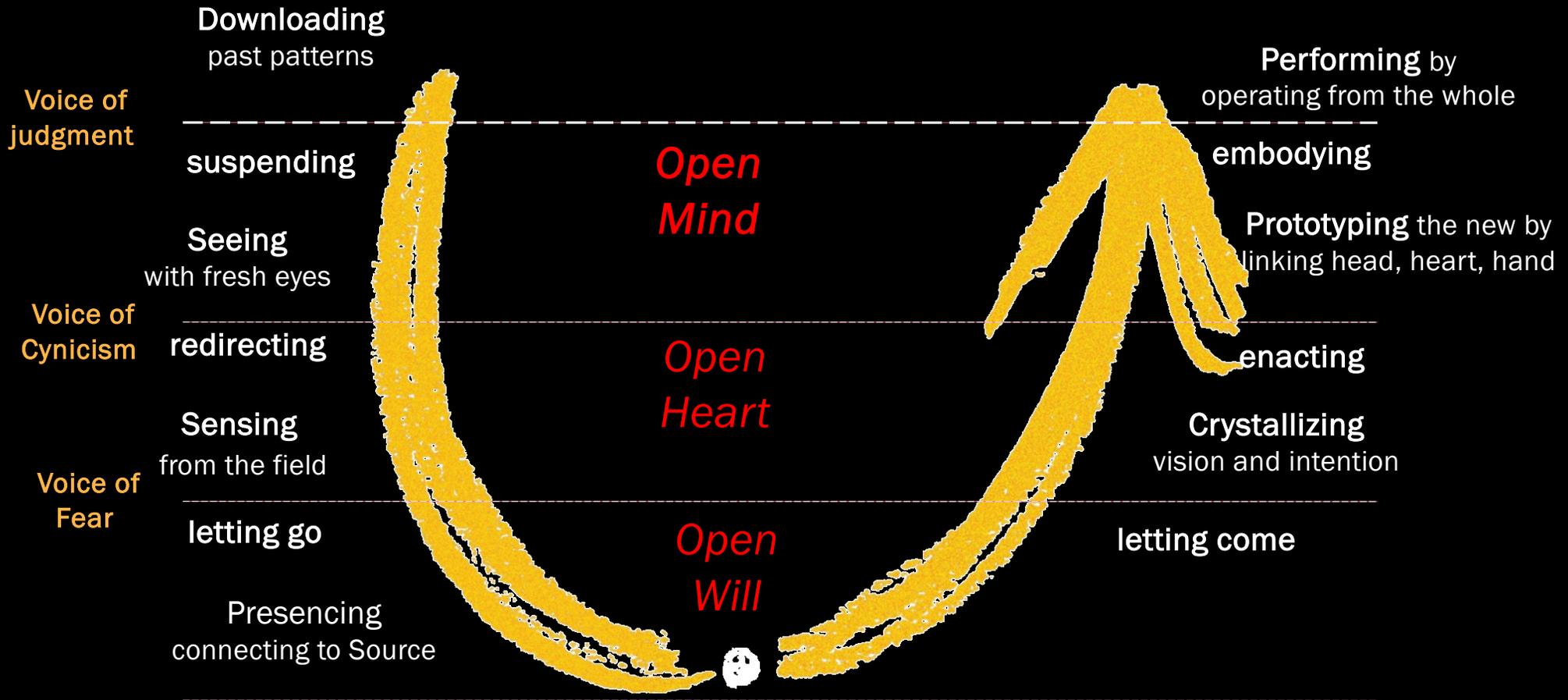


THE SOCIAL FIELD

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

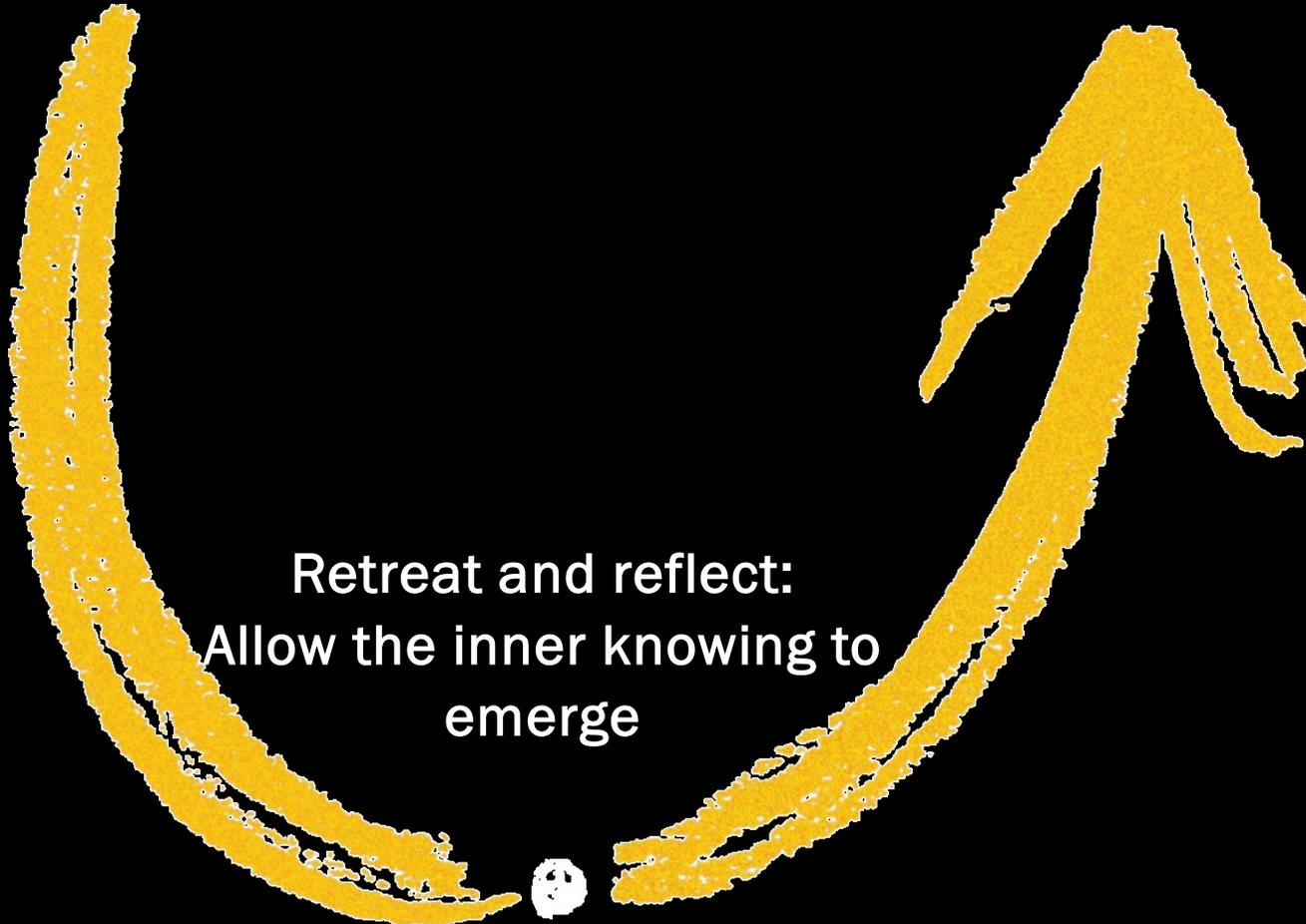


3 MOVEMENTS OF THE U

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 shirt and blue jeans, stands and presents to a group of four people seated around a table. The setting is a bright, modern office with large windows and a brick wall. The woman is gesturing with her hands as she speaks. The group consists of three women and one man, all dressed in business casual attire. The text 'A DEMONSTRATION' is overlaid in the center of the image.

A DEMONSTRATION



TIME TO PRACTICE



APPLICATIONS

- Groups
- Teams



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)

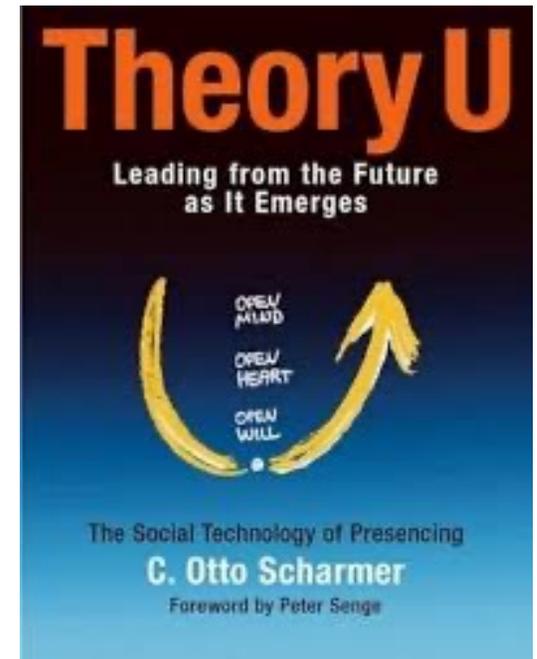
Richard Strozzi-Heckler

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

Richard Strozzi-Heckler

www.presencing.com

www.ottoscharmer.com





dreamstime.

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.