

“Facing the future with hope – creating optimism & purpose in organisations and people”.

Session 1: ‘The Power of Pause’ - Sally-Anne Airey

This session will explore the benefits to us as coaches and to our clients of creating moments in our day to refocus our attention on what really matters. You will also learn a simple tool for doing this. The session is interactive and pragmatic.

Session 2: ‘Teaming – learning how to learn as a Team’ - Jackie Elliott

Join this session to explore how Team Coach-Mentors can use the motivational power of learning - the natural positive force we are taught to use in our one-to-one coaching - to enable teams to face uncertain challenges with hope and conviction. In this session we will explore the learning inefficiencies of a team and how to support and challenge them to raise awareness and accountability for the team to learn how to learn collectively.

Session 3: Open space debate – ‘What role do hope, optimism and purpose play in individual, team and organisational coach-mentoring’ - Diane Newell, Charlotte Bruce-Foulds and Anna McLean

This session is about an open space debate to explore the role hope, optimism and purpose plays in individual, team and organisational coaching and mentoring.

There will be three debates to consider:-

- individual coaching and mentoring – hope, optimism and purpose in terms of yourself and your practice, what assumptions or beliefs do you hold that limit you?.
- team coaching – what role does hope play in effective team leadership? What can coaches do to create optimism and purpose in a team?
- organisational coaching and mentoring - how would you describe a culture of optimism and purpose, what would you see, hear and feel in such an organisation?

There will be the opportunity for delegates to move between these three debates if they wish to.

Session 4: ‘Creating optimism through adventurous coaching’ - Angela Keane and Helene Cooper

Building on the creativity theme explored with great success in 2017, our objective this year is to encourage participants to build their confidence in supporting their clients, so they can help individuals and teams to ‘face the future with hope’. The workshop is designed to appeal to all learning styles. Helene Cooper and Angela Keane, both experienced CMSs and facilitators for the OCM, will deliver the workshop.

It is not necessary to have attended last year's session. All that is required is an open mind and an issue or topic around empowering more optimism and explore it in a creative way.

Session 5: ‘Establishing a coaching culture within Sodexo UK and Ireland, to drive engagement and high performance’ Sodexo Case Study - Jann McBride, Talent Development Director UK&I

‘Establishing a coaching culture within Sodexo UK and Ireland, to drive engagement and high performance’ – a case study

Sodexo UK and Ireland started building a pool of trained internal coaches, drawn from both operations and HR, with the intention of providing developmental coaching to middle and first line manager in 2014. This article (or conference session) outlines their journey: their successes and challenges; the barriers they had to overcome and the impact the coaching has had on the business objectives of the organisation.

Session 6: What are the drivers of Organisational Mentoring programmes - Katherine Ray

The workforce themes that are going to be addressed and show case how our clients are using mentoring to address them are:

- increasing employee retention (Cognizant Grad mentoring)
- enabling company succession plans (RCI Financial Services mentoring)
- improving employee career development (MS Amlin non-managers global mentoring programme)
- workforce productivity (MS Amlin managers peer mentoring)
- knowledge transfer and employee engagement (BAE Engineering Mentoring Programme)

Session 7: 'Envisioning Your Research Future' - a strengths-based coaching solution, explicitly designed to engage academic researchers in an exploration of their personal strengths and distinctive areas of (potential) excellence/strength in their work. Open University Case Study - Professor Karen Littleton

This workshop session will offer participants an opportunity to learn about 'Envisioning Your Research Future' - a strengths-based coaching solution, explicitly designed to engage academic researchers in an exploration of their personal strengths and distinctive areas of (potential) excellence/strength in their work.

Workshop participants will also: a) experience some of the arts-based reflective activities used, as appropriate, within the context of this programme and b) consider whether/how these activities might be included/adapted for inclusion within their own coaching work.

Karen is an OCM graduate (Advanced Diploma in Professional Coach-Mentoring) and Professor of Education at The Open University.

Session 8: 'Coaching for the Greater Good'? Gill Coombs, author of 'Hearing our Calling' and The Game – 'Life vs the Dark Powers'

Change, as we know, offers opportunity as well as challenge. But does it also bring responsibility? With fast-moving economic, environmental, societal and political change, tomorrow looks increasingly uncertain. This collaborative workshop invites you to explore the role of coaching in our rapidly evolving society.

Working with case studies, you'll address some controversial questions about how coaches engage, and might choose to engage, with organisations and individual clients in the context of creating hope for a positive future. Gill Coombs, coach and author of Hearing our Calling, will deliver this session.

Expect some stimulating discussion!

Session 9: 'Where does the need for resilience end and the need to adapt begin'? Ruth Simpson

This session will be an opportunity to explore and discuss the difference between resilience and adaptability. It will raise awareness around how you approach this personally as well as consider the implications for individuals, teams, organisations and those working to develop them.

Session 10: 'Setting up a coaching business' - Jerry Gilpin

Many OCM alumni go on to expand their coaching work; and for some the call into full time coaching seems irresistible. But how can you make this happen, what are the pitfalls to avoid, and how can you coach yourself through the challenges of self-employment? Building on a much appreciated session at our last two conferences, Jerry will once again facilitate a discussion about the challenges and opportunities of launching out into the world of coaching in a full or part-time capacity, and share some tips and experiences from his own journey.

Session 11: 'Coaching Tomorrow' – Angela Hill

What will coaching and mentoring be like 'tomorrow'? *Algorithmic* guidance and advice using computerised data mining or *human to human connection* to stimulate the as yet unknown. Will this be 'either or' / 'both and' to transform individuals, work collectives and society. Something else?

Open space / open mind approach to explore

- what is possible and desirable
- how you are adapting to co-create tomorrow's reality

This session will consider the challenges and benefits ahead.

70% of outperforming organisations envisage using cognitive computing to improve leadership and talent L & D through access to highly personalized options (IBM Survey ibm.com/iibv) while for more complex and personal issues contact with a skilled and experienced living person is preferable.

The session will reference the work of Yuval Noah Harari, Steven D'Souza and Diana Renner among others.

Session 12: "Where did it all go right? The importance of accurate self-assessment and learning from success – Graham Clark

- The importance of accurate self assessment and the golden ratio of positive to negative emotions. How to achieve these?
- Learning as a group from success (as well as challenge) – focusing on success as well as failure. Includes a focus on project set-up and debriefing.
- Seeing the opportunity in uncertainty – turning it into a competitive advantage
- How coaches can help?