



newfield
consulting

LEADERSHIP, COACHING AND ORGANIZATIONAL

TRANSFORMATION COMPETENCIES

*TO ACQUIRE POWERFUL LEADERSHIP AND COACHING TOOLS FOR
TRANSFORMATION AT A PERSONAL AND PROFESSIONAL LEVEL AND IN
YOUR ORGANIZATION OR COMPANY.*

INTRODUCTION

Leaders and managers of the future need to develop competencies and skills that will allow them to guide their teams towards high performance, through a genuine transformation of themselves and all the environments with which they interact.

Based on Ontological Coaching, and with 30+ years accompanying leaders and organizations around the world, Newfield Consulting delivers the necessary skills to obtain extraordinary results among the members of the organization, helping them develop the power to exemplify a differentiating leadership, generate trust, perform expansive feedback within their teams, negotiate effectively and strategically and move towards sustainable and incremental development, both at a personal and professional level and collaborating in the growth of the organization and its goals and objectives.

In this program, Newfield Consulting propositions a new management model, based on the ethics and excellence of Ontology of Language, developed by Rafael Echeverría, with conversations at its core, as generators of powerful results in the leader, in the team and in all systems around the person.

AIMED TO

- Directors and managers of organizations and companies who seek to integrate and manage with excellence
- Professionals and Leaders who wish to incorporate new learnings that affect the effectiveness of their actions and the improvement of their quality of life
- All those who wish to start a path gaining competencies of ontological coaches or change agents and their own and organizational transformation.





LEARNING OBJECTIVES

- To increase the effectiveness of individuals and teams based on the achievement of their goals and gaining higher levels of performance
- To develop conversational networks with high standards of effectiveness, improving the operation and the company's internal and external coordination of actions
- To advance, with the participants' multiplying action, in the creation of a new ethical business base, referring to legitimacy and mutual respect, consistent with the company values, and incorporating impeccability within the fulfillment of its commitments
- To contribute towards obtaining extraordinary results proposed by the organization, and developing the leadership of managers and collaborators

WORKSHOP CONTENTS

WORKSHOP 1

Institution of a new management model, observing the results, the actions and the type of leaders that we are.

Learning process and entrepreneurship of the new leader: Enemies and allies

How do effective leaders listen to the body, emotion and language? What are their predominant approaches and what results do they gain from them?

WORKSHOP 2

Conversations, language, and their impact on our results. Do we have effective conversations?

Negotiations, decisions, declarations, purposes, judgments, affirmations

The power of the proposition, and inquiry as a leadership strategy.

WORKSHOP 3

The emotionality in the leader

Management of toxic emotionalities in teams

Preparation of emotions and states of mind that generate expansive spaces in teams and organizations

WORKSHOP 4

The power of the leader's systemic view.

Development of skills and techniques that enable a process and cycle of coordination of actions based on excellence, management of contingencies and focused on the results of the organization and care of the leader and the teams.

METHODOLOGY, INSTANCES AND SUPPORT IN LEARNING

XXI Century Pedagogy

Based on technology-mediated learning, with personalized learning trajectories, content generation, selection of experiences, and metacognition

Implementation in a Team

We recommend that the participants implement the practices learned, based on Ontology of Language and Ontological Coaching, within their organization and their work team.

Workshops

Three-hour workshops facilitated by international senior ontological coaches. Newfield has worked in companies, coexisted with academia and has trained more than 63 generations of ontological coaches and accompanied leaders.



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PROGRAM STRUCTURE

ACTIVITIES

Each workshop will last 3 hours with one break.

In each workshop, the topics raised in the content will be reviewed and instances of reflection and practical exercises will be carried out for the incorporation of competencies.

Participants will apply what they have learned in each workshop in their organization and with their work teams.





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