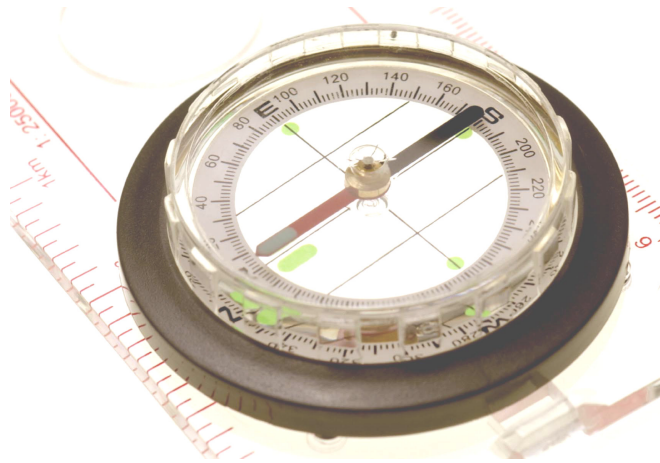




The Division of Work and Organisational Psychology (DWOP)

is holding it's 2nd biennial Conference entitled:

**“Workplace Coaching:
Empowering and Engaging Employees through a Difficult
Climate”**



**At the Burlington Hotel, Upper Leeson Street, Dublin 4
On 27th March 2009**

Registration Details

To register for the Conference, please send completed application form with cheque or credit card form to: Shaun Adams, DWOP Conference, Psychological Society of Ireland, CX House, 2A Corn Exchange Place, Poolbeg St; Dublin 2

Fees	
Members (DWOP and DWOP CPG)	€180
Non-Members (DWOP/DWOP CPG)	€250
Students	€50

Included in the conference fee is a light breakfast, a three course buffet lunch and afternoon refreshments.

8:30 – 9:00	Registration and Continental Breakfast
9:00 – 9:20	Opening Address – Dr. Joan Tiernan, Chair of DWOP
9:20 – 10:10	<p align="center">Constructing stories? A time of crisis or a time of change: helping clients to choose change.</p> <p>David Lane We are told that these are unprecedented times, so what does an evidence based profession such as psychology have to offer when there is no evidential precedent? What might the coach working with senior executives facing unprecedented dilemmas say that adds value? When faced with uncertainty, one reaction is fear which in business leads to loss of confidence and a retreat to retrenchment. Yet fear is a psychological construct about which we as psychologists have something to say. The alternative to fear is to treat it as a challenge to find ways to promote change and again we have something to say about change processes. However, centrally we also have much to say about the stories people tell and how those stories construct the future. We can help to deconstruct the stories our clients tell. In doing so we can call upon four forms of psychological evidence, the scientific, the rational, the reflective and the critical to examine the stories told. We find that rather than the times being unprecedented there is an evidence base upon which to draw to inform current circumstances. As psychologists we can explore possibilities with clients to reconstruct more positive and effective responses to the stories of doom. As coaches we can help our clients build new stories that enable them to conceive of the possibility that the most effective response is not to focus on how to survive in a recession but on how to rebuild a business so that it thrives.</p>
10:10 – 10:50	<p>Using coaching to develop authentic leadership Gil Parsons Every day in the face of economic uncertainty, it becomes harder for leaders to lead – with increasingly difficult decisions to make under ever changing conditions. In this environment, it's even more important for leaders to be authentic so they can motivate and enhance the performance of 'survivors'. In this session, Gil Parsons who has considerable coaching and mentoring experience, explores how incorporating psychometric tools into coaching practice can give leaders confidence in the rigour and value of coaching, when clients may be demanding even more from their coaches. Leaders, at all levels, must find a way of understanding what their organisations need from them and delivering value that's authentic, consistent and aware. Gil will also present two recent insightful studies about personality and leadership, including a discussion of factors that can lead to career derailment.</p>
10:50 – 11:20	COFFEE
11:20 – 11:40	Student speaker – Winner of the DWOP Student Competition 2009
11:40 – 12:40	<p>Virtual Conversations – How do you effectively coach people you can't see? Robert Freese and Shift Theatre Co Virtual coaching is coaching from a distance. It is a highly accessible, practical, and cost effective development process that provides continuity for learning, change, and growth at any time and from any place. With today's continual advancement in technological tools coupled with a dynamic global business environment where teams often operate in different geographic locations, the use of virtual coaching is considerably growing. However, the tools and techniques employed for traditional face to face coaching sessions need to be modified to suit the virtual scenario, and adapting to the medium of telephone, video conferencing and 'Skyping' can be a challenge for coaches and managers. In this practical and interactive session Robert Freese and Shift Theatre Company will use a range of role play and theatre based techniques to demonstrate how you can adapt your coaching techniques to the virtual world to improve your virtual coachees or team members' performance.</p>
12:40 – 13:00	Summation of morning session – Carmel O'Neill, Chair of DWOP Coaching Psychology Group
13:00 – 14:00	LUNCH
14:00 – 14:50	<p>Holding the space - balancing the strategic and intimate in today's coaching conversations Peter Bluckert In the current climate we, as coaches, may be less sure of our ground about what is needed by our clients. Pressures to focus around the 'outer', the economic environment, organisational survival and business strategy may eclipse the 'inner' agendas of fear, anxiety, and the impending risk of burn-out. In this session Peter Bluckert will address some of the challenges coaches face in holding the space and ensuring a balance between the strategic and the intimate. The ability to support effectively, stay optimistic and focused is more important than ever and at the same time requires us to address many of the same issues that face our clients. As well as sharing his own experience and views around these issues Peter will be inviting delegates to share in dialogue around key emerging themes.</p>
14:50 – 15:30	<p>Creating high performance teams and organisational success through team coaching Pauline Willis With the recent economic downturn and the 'credit crunch' it is increasingly difficult for organisations to identify and implement solutions they can be confident will deliver both the short and long term results that are essential for both organisational survival and success as the world economy recovers. Clients are now looking for solutions that are grounded in research and have demonstrable organisational value through evidence based practice and robust evaluation. Whilst individual coaching can be simplified to a set of processes that can be taught to and implemented by almost anyone in an organisation, this is not the case with team coaching which requires greater understanding and appreciation of the organisational context and an understanding of how individuals and groups behave and develop. There are many ways to approach team coaching and to use the full extent of our expertise as organisational psychologists, so whilst the economic downturn has presented some challenges both for our clients and for us as service providers, Team Coaching is a way of offering a cost effective, integrated solutions for the needs of many organisations in the current economic climate.</p>
15:30 – 16:00	COFFEE
16:00 – 16:40	<p>Trust within and beyond the Coaching Process Dr Finian Buckley Finian's presentation takes a critical review of the place of trust in the coaching relationship. It highlights the issue of trust development from the perspective of the coach and the client, where difficulties can arise and ultimately how optimal trust can be established and maintained. The presentation also looks at the importance of clients understanding of how they manage trust within their work relationships, particular in adverse situations triggered by the current recessionary climate.</p>
16:40 – 17:00	Summation and Closing Address, Dr. Joan Tiernan, Chair of DWOP

