



**Web Diploma Curriculum**  
**Relational Coaching**  
**2021/2022**

IRBW Vienna



## Dr. Sonja Radatz

Owner & Managing Director of IRBW, founder of the Relational Approach® and Relational Coaching.

Sonja Radatz wrote 19 books and over 300 articles, expanding her unexpected new approach to mindset and coaching. She has been developing her coaching tools for more than 25 years. Her first book on the Relational Coaching approach, "Beratung ohne Ratschlag" ("Consulting without hints") became the 'coaching bible' for more than 100.000 coaches in German-speaking countries. She speaks at universities and conferences all over the world at keynote lectures about her methods and tools. Moreover, she supports CEOs, managing and general directors, leaders and private individuals to deal with their daily challenges, so that they can finally live out their "optimal scenarios".

Sonja Radatz is the editor of the LO Learning Organization - her German Relational Journal on Management and Organization. In 2003 she was awarded the German Prize for Societal and Organizational Cybernetics for her life work.

This unique curriculum makes you a professional from scratch. Instead of digging through the past or correcting your clients' current situation, you will help others define their exciting futures through questions straight to their own, individual solutions that last.

### Your gain

- You will start your practical coaching on real cases from day one
- You will become an expert in using the famous Relational future reporter questions
- You will become a professional Relational coach, able to profoundly coach anyone in any context
- You will invest just 6 days and get a lot of hands-on coaching experience (min. 50 hours) without any travel time and expenses
- You will choose from a big pool of the course peers to exercise with

### The framework

- 6 days of practical learning directly from the founder of Relational coaching - learning takes place on ZOOM during 8 months' time.
- Short teaching sessions will vary with live coaching, group exercises and exercises in pairs.
- Studying the book "This is coaching" by Sonja Radatz.
- At least 50 hours of coaching practice in total with the other participants between the seminars.

>> This curriculum has brought me much wider thinking and surprising new ideas. <<

Klaus Ammermann, Deutsche Lufthansa AG

>> Relational Coaching is the only way to bring a new and fresh thinking to our people. And it makes for real fun. <<

An HR expert in a Nonprofit-Organization

## The Relational Philosophy® in Coaching

The Relational Philosophy starts by knowing that "reality" is something that emerges between us and the relationship we establish between ourselves and others, between ourselves and our work, between our products and the market... we can therefore assume that it always emerges based on our subjective descriptions of ourselves and our realities. In other words, you always reap what you sow, from which follows that we not only create all our problems and challenges, but also that we can choose to be someone different in any situation. We will move away from questions such as "Why does this always happen to me?" as well as "Why is everyone around me an idiot?" into knowing that whatever happens to us is something we have actively created – in both the bad and the good sense.

That's why, according to Relational Philosophy, we don't need to hear out or even "understand" our coachee's current problems, as we don't seek to decipher the past, but we seek instead to help our coachee create a different future, which he can start living out in a practical sense as soon as it is created, as long as it sounds reasonable enough to the coachee.

In Relational Coaching, you don't become an expert in giving answers, as you never know what is good for the coachee. Instead, you become an expert in asking future-focused questions - questions that will help your coachee think differently about his world and establish different relationships, creating new and exciting solutions in his life. In this curriculum, you will learn a step-by-step method on how to create highly effective Relational questions and how to use the unique Relational Coaching tools of Dr. Sonja Radatz in order to help your coachee building up a better future, in his professional or private life, in any topic and any context. And what is particularly interesting: **the coaching sessions, regardless of the context, don't take months or years, but only 1 – 3 hours in total to create an immediate and lasting difference.**

Therefore, we will not focus on correcting the behavior of the coachee, like so many coaches do in other coaching philosophies ("From now on, think more about yourself", "Show your direct reports who the boss is" or "Try to put more emphasis on getting things done"), but we help the coachee build up his individual optimal future through our questions. The optimal future will shine the light on his journey at any moment of his life, and all that the coachee needs to do in the future can easily be decided using his optimal scenario.

## Seminars – Topics & Dates

<b>Web Seminar 1</b> (1.5 hours) <b>March 22, 2021 (09-10.30 pm)</b> What makes Relational Coaching so special. The background and how to create a solutions focus.	<b>Web Seminar 2</b> (2.25 hours) <b>March 22, 2021 (10.45am-1 pm)</b> The Relational Coaching process & how to work on an optimal life and work scenario.	<b>Web Seminar 3</b> (1.5 hours) <b>March 22, 2021 (03-04.30 pm)</b> How to create an optimal system and work with all 4 coaching cases in practice.
<b>Web Seminar 4</b> (1.5 hours) <b>April 26, 2021 (09-10.30 am)</b> Exploring the endless potential of Relational questions to scale the pixels in the coachee's future "picture".	<b>Web Seminar 5</b> (2.25 hours) <b>April 26, 2021 (10.45am-1pm)</b> Tools! The virtual expert. Relational subjectification. The pyramid of perspectives.	<b>Web Seminar 6</b> (1.5 hours) <b>April 26, 2021, 2020 (03-04.30 pm)</b> How to maximize the pixels using only 1 question. And: How "covered" coaching works easily.
<b>Web Seminar 7</b> (1.5 hours) <b>May 31, 2021 (09-10.30 am)</b> Relational Support in leadership & consulting: When you use it. Why & how it differs from coaching.	<b>Web Seminar 8</b> (2.25 hours) <b>Max 31, 2021 (10.45am-1pm)</b> How to practice Relational support along the Relational Leadership cycle.	<b>Web Seminar 9</b> (1.5 hours) <b>May 31, 2021 (03-04.30 pm)</b> Relational Mentoring & Apprenticeship: What makes it special. How it works.

PLEASE KEEP YOUR LUNCH TIME FREE FOR EXERCISES!

<b>Web Seminar 10</b> (1.5 hours) <b>September 6, 2021 (09-10.30 am)</b> Creative Relational Coaching tools. The Relational way of changing of patterns.	<b>Web Seminar 11</b> (2.25 hours) <b>September 6, 2021 (10.45am-1pm)</b> Healing chronic diseases with Relational coaching. How to use the Relational messenger.	<b>Web Seminar 12</b> (1.5 hours) <b>September 6, 2021 (03-04.30 pm)</b> How to build up structured decisions along with the coachee's inner voice.
<b>Web Seminar 13</b> (1.5 hours) <b>October 18, 2021 (09-10.30 am)</b> „Role Change Coaching“: How to support your coachee in preparing important meetings.	<b>Web Seminar 14</b> (2.25 hours) <b>October 18, 2021 (10.45am-1pm)</b> Relational Conflict Coaching: more effective than „mediation“. The life flight model & How to create your own tools.	<b>Web Seminar 15</b> (1.5 hours) <b>October 18, 2021 (03-04.30 pm)</b> Relational Hot Shot Coaching. The art of Relational Self Coaching: Future Beaming & more...
<b>Web Seminar 16</b> (1.5 hours) <b>January 10, 2022 (09-10.30 pm)</b> How to create your personal coaching profile and your specific coaching offer.	<b>Web Seminar 17</b> (2.25 hours) <b>January 10, 2022 (10.45am-1pm)</b> Relational Coaching Controlling: How to continuously grow along your own quality criteria.	<b>Web Seminar 18</b> (1.5 hours) <b>January 10, 2022 (01-04.30 pm)</b> Showdown! Prove your coaching expertise with a random coachee. We finish by starting a new life.

### The technical equipment you will need

You will need internet, a webcam (integrated in your computer) and a Facetime / Skype / Whatsapp account in order to be able to do the peer exercises with the other participants in between the web seminars cost-free. If you can and want to, you can also meet with the other participants if the distance allows it. We will send you the login for the ZOOM entrance before the seminar takes place.

### Please note: We are only working with „real“ situations & topics!

In the Relational curriculum, you will not find role plays or „business cases“. You will experience the solving of your own challenges, problems and dreams, and will help others do the same. Please bring your questions and challenges into the curriculum – be it professional or private. You will build up your experience and competence along your colleague's topics and vice versa!

## How it works

### Interactive ZOOM seminars

Every web seminar in this curriculum takes place live. It is an INTERACTIVE webinar where you see and interact with all the other participants and your trainer, Dr. Sonja Radatz.

From the first moment you will experience a huge amount of Relational methodology, background and tools. **You will learn how to coach and support people in creating an amazing future in one single coaching session without ever touching the past or the present.**

And the best part is: You will know if you are doing it "right", as your coachee can tell you so in the moment!

We will use the ZOOM breakout rooms for coaching sessions in pairs.

### Peergroup coaching sessions

You will be able to choose between a lot of people for your peergroup coaching sessions. The peergroup meetings are self-organized by the participants outside of the seminars. You will work on real coaching topics and never with artificial "cases". You should complete at least 50 coaching hours, but of course it is beneficial to plan more than 80 or 100 hours: that way you will become more experienced and trained, and you will be able to deal with any situation that will come up. In the end, this hands-on course is all about coaching as much as you can during these 8 months in any context.

### Showdown!

In the last Web Seminar, you will conduct coaching to a person you have never seen before – and you will prove your newly learned coaching skills in a 1:1 session!

## Learn more

### The Focus

Professional Coaching:  
After every web seminar you will be more and more experienced in how to effectively use excellent questions in order to build up optimal futures. Moreover, you will find out a lot about yourself, so that you can easier go along with other people in your job and your private life.

**This curriculum will substantially change your life, so we recommend exchanging your learnings and experiences also with your partner / loved ones to let them grow together with you!**

### Learning targets

- You understand how Relational Coaching works and how you can make it work for you.
- You learn how to use the special "Relational future focused reporter questions" – the questions that make your coaches gain new perspectives.
- You know how to coach other people with the tools you have learned in your web seminars and the tools you invented yourself.
- And of course, you learn how to work continuously on your personal wellbeing and how to reorganize yourself, so that you live the life **you deserve**.

### The participants

You will meet HR experts, leaders, CEOs, project managers, internal consultants and coaches, communication experts, product/marketing and sales managers, doctors, teachers, psychologists, therapists, but also parents and partners, who want to coach their family to a happy and healthy life.

## The Cost

### Early Bird bonus

If you book by January 31, 2021, your total fee is EUR 1.990

### Usual price

Your investment if you book between February 1 and February 28, 2021: EUR 2.990

### Late Bookers price

Your investment if you book from March 1, 2021: EUR 3.990.

All prices are plus VAT, unless the invoice goes to a company which doesn't have a European VAT number.

### IRBW support of exchange & learning: 5 for the price of 4

If 5 individuals in your company take part in the curriculum, the 5<sup>th</sup> person takes part for free. That's because we want to support companies in establishing a sustainable knowledge exchange!

## Conditions

### Personal Requirements

There are no personal requirements – we start from scratch. We also work with professional coaches who book this curriculum in order to finally get on the path of the highly effective and efficient, purely future-focused coaching.

### Your package

Your package includes:

- The Web Seminars you booked
- Your English e-Book "Coaching like this or nothing" by Dr. Sonja Radatz
- Your diploma

### What if you miss a Web Seminar?

Don't worry, you can repeat the seminar in the next year's course (if available).

### Diploma (IRBW)

You will get your personal diploma if you have attended at least 80% of the curriculum and completed the peer group exercises with the other participants in your course (by Skype/ Facetime/ Whatsapp/ Viber or by phone, email, or personally if possible) in the duration of at least 50 hours.

### Value of the diploma (IRBW)

**With the IRBW diploma we certify that you can conduct Relational Coaching in practice in any context. You will be ready to start to work as a coach (leader or HR) in your company or in a self-employed context.**

## Hotline & Booking

**IRBW – The home of the Relational Philosophy**  
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Zielorientierte Entwicklung von Menschen, Teams und Unternehmen GmbH

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## Cancellation policy

You are able to cancel your course participation for up until 4 weeks (28 days) before the start of the curriculum for free. If you cancel later, we can refund your invested sum of money only if you find a substitute participant. We are also able to keep your funds for the next course if available and not fully booked.



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