



**Web Diploma Curriculum**

**Relational Coaching**

**2022/2023**

IRBW Vienna



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## Dr. Sonja Radatz

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

Sonja Radatz, who wrote 19 books in German and over 300 articles, has been working for more than 25 years on her tools following her surprisingly new mindset and coaching approach. Her first book on her Relational Coaching approach, "Beratung ohne Ratschlag" ("Consulting without hints") became the "coaching bible" for more than 100.000 coaches in the German-speaking countries. She is invited to universities and conferences of all over the world to talk in keynotes and lectures about her methods and tools. Moreover she supports CEO's, managing and general directors, leaders and private persons to deal with their daily challenges, so that they can finally live their "optimal scenario".

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

This unique Relational curriculum makes you from scratch a professional coach who – instead of digging in the past or correcting the actual situation works with others on their sensational futures, leading them just through questions to their own, individual solutions which really last.

### Your Profit

- You will start at once your practical coachings on real cases
- You will become an expert in using the famous Relational future reporter questions
- You will become a professional Relational coach working profoundly in any context
- You invest just 6 days and a lot of practical exercising (min. 50 hours) without any travel time and expenses
- You choose from a big pool of persons to exercise with

### The concept

- 6 days of practical learning by ZOOM during 8 months' time directly from the founder of Relational coaching: Short teaching sessions vary with live coachings, exercising in the group and exercising in 2
- Studying the book "This is coaching" by Sonja Radatz
- In total min 50 hours of coaching practice with other participants (actively/passively) between the seminars
- In the last web seminar you prove your knowledge in a 1:1 coaching with a person you've never seen before.

>> This curriculum definitely brought me a much wider thinking and surprisingly 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 real fun. <<

An HR expert in a Nonprofit-Organization

## The Relational Philosophy® in Coaching

The Relational Philosophy starts from the thinking that "reality" is something that emerges between us, in the relationship that we establish between ourselves and others, between ourselves and our work, between our products and the market... and we can assume that it always emerges according to the subjective description of ourselves. Means: we always harvest what we seed – and from this follows not only that we create all our problems and challenges ourselves, but also that we can be somebody different – in any case. The question "Why does it all always happen to me?" doesn't work in this context, neither the question "Why everybody around me is an idiot?" Whatever happens to us is according to this thinking something that we have actively made – in the bad and also in the good sense.

That's why according to the Relational Philosophy we don't need to hear or understand\* our coachee's problem, as we don't want to "understand" the past, but want to help our coachee to create another future which he can live practically as soon as it is created and sounds enough reasonable to the coachee.

In Relational Coaching you don't become at all an expert in giving answers as you never know what is good for the coachee – for the one you would like to help. Instead, you become professional in asking future-focused questions; questions that help your coachee to think differently about his world and establish different relationships which create new and exciting solutions. In this curriculum you will learn step by step 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, be it in his professional or private life, in any topic or context. And what is specially interesting: The coachings, no matter in which context, don't take month or years, but only 1 – 3 hours in total.

Therefore, we don't work on the behavior of the coachee like coaches do in many other coaching philosophies ("From now on I will think more about myself", "I will show my direct report who is the boss" or "I will put much more emphasis on getting things done"), but we help our coachee to build up his individual very new and optimal future through our questions. This optimal future puts the light on his new way in any moment of his life – and all what the coachee does in the future can easily be decided along the optimal scenario.

## Seminars – Topics & Dates

<p><b>Web Seminar 1</b> (1.5 hours) <b>April 1, 2022 (09-10.30 pm)</b></p> <p>What makes Relational Coaching so special. The background. And how to create a solution focus.</p>	<p><b>Web Seminar 2</b> (2.25 hours) <b>April 1, 2022 (10.45am-1 pm)</b></p> <p>The Relational Coaching process &amp; how to work on an optimal life and work scenario</p>	<p><b>Web Seminar 3</b> (1.5 hours) <b>April 1, 2022 (03-04.30 pm)</b></p> <p>How to create an optimal system and work with all 4 coaching cases in practice</p>
<p><b>Web Seminar 4</b> (1.5 hours) <b>May 20, 2022 (09-10.30 am)</b></p> <p>Exploring the endless potential of Relational questions to scale the pixels in the coachee's future "picture"</p>	<p><b>Web Seminar 5</b> (2.25 hours) <b>May 20, 2022 (10.45am-1pm)</b></p> <p>Tools! The virtual expert. Using the "uninvolved". Relational subjectivity. The pyramid of the perspectives.</p>	<p><b>Web Seminar 6</b> (1.5 hours) <b>May 20, 2022 (03-04.30 pm)</b></p> <p>How to maximize the pixels using only 1 question. And: How "covered" coaching works easily.</p>
<p><b>Web Seminar 7</b> (1.5 hours) <b>June 24, 2022 (09-10.30 am)</b></p> <p>Relational Support in leadership &amp; consulting: When you use it. Why &amp; how it differs from coaching.</p>	<p><b>Web Seminar 8</b> (2.25 hours) <b>June 24, 2022 (10.45am-1pm)</b></p> <p>How to practice Relational support along the Relational Leadership cycle</p>	<p><b>Web Seminar 9</b> (1.5 hours) <b>June 24, 2022 (03-04.30 pm)</b></p> <p>Relational Mentoring &amp; Apprenticeship: What makes it special. How it works.</p>

PLEASE KEEP YOUR LUNCH TIME FREE FOR EXERCISES!		
<p><b>Web Seminar 10</b> (1.5 hours) <b>September 30, 2022 (09-10.30 am)</b></p> <p>Creative Relational Coaching tools: Symbolization. And the Relational change of patterns.</p>	<p><b>Web Seminar 11</b> (2.25 hours) <b>Sept. 30, 2022 (10.45am-1pm)</b></p> <p>Healing chronic diseases with Relational coaching: How to use the Relational messenger.</p>	<p><b>Web Seminar 12</b> (1.5 hours) <b>September 30, 2022 (03-04.30 pm)</b></p> <p>How to build up structured decisions along the coachee's inner voices.</p>
<p><b>Web Seminar 13</b> (1.5 hours) <b>November 4, 2022 (09-10.30 am)</b></p> <p>„Role Change Coaching“: How to support your coachee in preparing important meetings.</p>	<p><b>Web Seminar 14</b> (2.25 hours) <b>November 4, 2022 (10.45am-1pm)</b></p> <p>Relational Conflict Coaching: more effective than „mediation“. The life flight model. &amp; How to create your own tools.</p>	<p><b>Web Seminar 15</b> (1.5 hours) <b>November 4, 2022 (03-04.30 pm)</b></p> <p>Relational Hot Shot Coaching. And the art of Relational Self Coaching: Future Beaming &amp; more...</p>
<p><b>Web Seminar 16</b> (1.5 hours) <b>January 13, 2023 (09-10.30 pm)</b></p> <p>How to create your personal coaching profile and your specific coaching offers.</p>	<p><b>Web Seminar 17</b> (2.25 hours) <b>January 13, 2023 (10.45am-1pm)</b></p> <p>Relational Coaching Controlling: How to continuously grow along your own quality criteria.</p>	<p><b>Web Seminar 18</b> (1.5 hours) <b>January 13, 2023 (01-04.30 pm)</b></p> <p>Showdown! You prove your coaching expertise with a random coachee. And we finish by starting a new life.</p>

### This is the technical equipment you need

You need internet, a webcam (integrated in your computer) and a facetime or Skype or Whatsapp Account in order to be able to make peer exercises without any costs with other participants in between of the web seminars. Of you can also meet personally with other participants, if the distance allows so! We will send you the login for the ZOOM entrance before the seminar takes place.

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

In a Relational curriculum you will not find role plays or „business cases“ – your experience the solving of your challenges, problems and dreams and will do the same to others. 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 in the moment you attend it. 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 get to know how to coach and how to support people creating an amazing future in one single coaching without ever touching the past or the present.

And the best is: Any time you will know if you are doing it "right", as your coachee can tell you so!

We use the ZOOM breakout rooms for coaching sessions in two.

### Peergroup coaching sessions

You can choose between more than 20 people for your peergroup coaching sessions. The peergroup meetings are self-organized by every participant outside of the seminars. You will work on real coaching topics, never with artificial "cases". You should accomplish at least 50 coaching hours, but of course it is much better to plan in more than 80 or 100 hours: Like this you will become more experienced and trained, and you will be able to deal with simply all the situations coming up. At the end, it is about coaching as much as you can during 8 months in any context.

### Showdown!

In the last Web Seminar you will have a coaching with a person you have never seen before – and you will prove in a 1:1 session that you can coach very well!

## Learn more

### 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 in your private life.  
**This curriculum will substantially change your life, so we recommend to exchange your learnings and experiences constantly with your partner to let him/her grow together with you!**

### Learning targets

- You understand how Relational Coaching works and how you can make it working.
- You learn how to use the special "Relational future focused reporter questions" – the questions that make your coachees think further and gain new perspectives.
- You know how to coach other people with the tools you have learnt in your web seminars or with 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 and accompany their family in a good and healthy life.

## Prices

### Early Bird bonus

If you book by September 30, 2021, your total fee is EUR 3.990

### Usual price

Your investment if you book between October 1, 2021 and February 28, 2022: EUR 5.990

### Late Bookers price

Your investment if you book from March 1, 2022: EUR 7.990.

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

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

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

## Conditions

### Personal Conditions

There are no personal conditions – we start from scratch. But we have also professional coaches who book the curriculum in order to finally get on the way of a highly effective and efficient, pure 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 (if available)

### Diploma (IRBW)

You will get your personal diploma if you have attended at least 80% of the curriculum and you made peergroup exercises with other participants of your course (by skype/ facetime/ what's app/ viber or by phone or by email, or personally if possible) for at least 50 hours.

### Value of the diploma (IRBW)

**With the IRBW diploma we certificate that you can do Relational Coaching in practice, in any context. You can then 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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## Cancelling conditions

You are free to cancel your curriculum/ web seminar for free latest 4 weeks (28 days) before the start of the curriculum.

If you cancel later, we can only pay you back your invested sum of money if you send us another person who takes part instead of you. Or maybe we can put you for your money to the next course if available and



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