

SYNERGY BULGARIA



# SYNERGY COACH

## DECODED

*a practicing coaching training*



HUMAN  
RESOURCE  
DEVELOPMENT  
CENTRE

RAVNOGOR, BULGARIA  
16<sup>th</sup> - 25<sup>th</sup> OF APRIL 2015



# About “Synergy Coach - Decoded”

*Synergy Coach - Decoded* is a 10-day training course designed for people who are new to coaching, as well as for people who already have some experience with it. It aims at giving you the opportunity to find your own personal coaching style and using it to empower growth in yourself and in others, through the use of mind, body and heart. By this we mean using our full potential as human beings, in order to create and facilitate lasting change.

The purpose of the training is to provide an opportunity for you to learn how to work out of your own qualities and how to improve and implement your already existing knowledge. **You will be able to identify your own style of coaching, develop it and promote it.** The training deals with one main question: *How to take the step from being able to and knowing, to wanting, daring and doing?* More precisely, the training is done in such a way that there is step-by-step learning and enough practice for you to assimilate both input and techniques, so that you feel comfortable to use them without the fear of making mistakes. The desired outcome is, in short, that you become able to use the techniques as if they are your own tools and, from that point on, using them in an intuitive and creative manner.

**Participating in the Synergy Coach - Decoded you have the chance to participate in the follow up training “Synergy Coach - Applied” which is an intense personal development training taking part between 3-12 July 2015 again in Ravnogor, Bulgaria.**

## Who can do this training?

The Training is targeted for people who have experience in working with people. Our previous practice showed that this training is most effective for those people who work with individuals or groups, as volunteers or as professionals (e.g. coaches, mentors, youth workers, teachers, educators, coordinators, etc.).

### This training is for you if:

- ✓ you work with people
- ✓ you are over the age of 18
- ✓ you are willing to explore and experience coaching through 8-10 hour daily program
- ✓ if you are coming from: Croatia, Netherlands, Czech Republic, Romania, Latvia, Spain, Italy, Greece, Bulgaria and Cyprus
- ✓ Priority will be given to participants who join both trainings

## The Method & Philosophy

We believe that every human being has an outstanding capacity to grow and thrive. Our role as coaches is just to support others towards removing the obstacles which are stopping them. The Synergy Coach - decoded training offers a unique learning approach that reaches out to the participants through a wide range of coaching methods and techniques through learning by doing or learning by experiencing.

The training is a complete coaching session that lasts for 10 days, where you have the opportunity to be coached on getting what you want, while coaching others towards their own desires and needs. The training is introducing a variety of approaches and methods of coaching. The skills and knowledge offered in the training are put into action through intense practice using real-life examples, introduction and reflection videos and live demonstration, self- and one-on-one coaching and coaching small teams and groups.

## What we mean by *decoded*?

Throughout the training we will *decode* the 3 basic aspects that coaching interventions can happen: *Mind, Body and Heart*.

The Mind is logic, our language and our interpretation of the world. What we focus on and why. What are our beliefs and explanation of the world.

Our Body is the shortest way to our emotion. The body language –how we stand, where we are looking, and our posture – is totally affected by what we think and how we feel in the moment. This is a two-way link: if we change our body language and physiology, we can affect how feel and what we are focusing on in any given moment. As coaches, we should be able to spot the right moments to act using both of these domains.

The third component is the Heart. Not the physical one but the metaphorical one: our care, love and connection with the world, and the Other standing in front and with us: the coachee. As much as knowledge you can possess, without true interest, care and love for your coachee, there will no common growing path. Therefore, as a coach you should learn to nourish your interest and care for the people you want to support.

# How the training works?

The training is a complete coaching session that lasts for 10 days, where you have the opportunity to be coached on developing basic and essential coaching skills, while coaching others towards their own desires and needs. The training introduces a variety of approaches and methods of coaching, which were specifically selected for this training. The skills and knowledge offered in the training are put into motion through intense practice using real life examples, introduction and reflection videos and live demonstration, self-coaching, coaching one to one, coaching small teams and groups.

The training is performed mainly indoor with 8-10 working hours per day. The working hours will be in the afternoons, leaving the mornings free and available for reflection and/or coaching assignments.

# The program of the training

The program of the training is built in such a way that there is progressive step-by-step learning by doing. This means that each piece of content that is delivered, will be integrated into the new contents that follow it. Like Lego bricks, they will be put over each other in a consistent way. For every step, the learning will be done by putting the content into practice, so it is performed and not only discussed.

Throughout this program we will be covering different areas of coaching: input from Neuro-Linguistic Programming (NLP), coaching techniques (question, conversation and visualization), communication and body awareness. More precisely, we are using specific input of NLP in order to give a theoretical frame around our approach and the techniques offered. This means that, while we take inspiration from NLP to create this training, we are not conducting a NLP coaching training.

At the end of the 2nd day of the training, coaching sessions will already start taking place, so that this learning is also mastered into an empirical context of coaching others.



**First steps:** In the beginning you will have the opportunity to define your own concept of coaching through direct experience and action. Also, you will get the chance to identify your skills, how you want to improve them and what are the results you want to get. By the end of the day you will be able to clarify what your own vision on coaching is and which are the learning questions that will lead you towards it.

**Personal awareness:** Also is about personal awareness and on becoming more conscious on how we communicate on a daily basis through observation. For a coach it can have a great impact to have a clear perception of his/her communication when working with a client.

To achieve this, you will work throughout on 3 main levels: body language, voice/tonality and language. It will happen through a playful, involving quite a lot of physical activity in pairs, trios and the whole group.

**Me, the other, and coaching:** During this step you will be able to take a step further towards what coaching can be, by working with tools to understand how perception is built and with questions that can bring another understanding and perspective for your coachee's questions.

The following questions will be in focus: *How to create connection and maintain it throughout the work with a coachee? How to ask questions, in order to not putting the best of yourself into the other, but to get the best out of the other? How to lead the coachee into getting another perspective on her/his coaching questions?*

**Coaching applied:** Furthermore you will get the opportunity to practice and develop a wider range of approaches that are available, which can give you the confidence of handling a coachee in different ways. The focus will be on coaching through the body, identifying what the core qualities in your voice are and how to perform attention-giving behaviour. Further, you will learn about techniques on the level of questions and conversation.

**Creative coaching:** Additionally you will have the possibility to explore on how to expand your creativity and imagination while coaching, so that you can bring another perspective in a refreshing and attracting way for your coachee. During this day you will have many opportunities to practice how to use your coaching sessions in another context, how to use visualization for releasing the emotional tension from specific memories, and how to give creative assignments.

**Final steps:** Also you will have the opportunity to focus on how to close a coaching session and how to finish a coaching relationship. Here you will be able to use your creativity in order to bring an ending point to the coaching voyage with your coachee. It is also a day to focus on yourself and identify and specify in detail your own "recipe" for how you do your self-coaching. The aim is for you to feel completely confident to perform everything that you have created throughout the training.

# Other key aspects of the training

## Interaction with others

During the training the whole group is working as a support system for one another. All the skills and techniques given will be practiced in many different settings, such as couples, small teams of three or four people and bigger groups. In the field of coaching, constant interaction with others in different combinations of settings is essential and very helpful. Through this interaction, everyone gets the chance to coach and to be coached during the days of the training.

## Media

In this training we will also be working with media. By media we mean video and it will be used as a tool in two different ways. Firstly, to show and to share successful performances and knowledge of others from the field of coaching. Secondly, to use it as a feedback on what we are practicing during the training.

## Results of the training

From the basic skills and techniques that are given, you can develop your own coaching style. You learn how to work out of your own qualities and how to improve and implement your already existing knowledge. You will be able to identify your own style and develop it. The result of all this can be a long lasting confidence, while interacting with others, which will bring you to your desired outcomes with much less effort than before.

# Practical information

<b>16</b> APRIL	<b>16</b> APRIL	<b>25</b> APRIL	<b>26</b> APRIL
Arrival day Before 14:00 in Sofia to get our bus	Start of the training at 20:00	End of the training at 21:00	Departure day Before 12:00



## Language

The training is given in simple easy-to-understand English

## Accommodation

The Venue is located in Ravnogor, a mountainous village elevated in 1340m. It has double, triple and four bed rooms. There is wireless internet connection in the houses that you can use. There is a washing machine that you can use.

The training rooms are located in walking distance from the accommodation building.

We will be taking care to keep the buildings proper and dignified by doing some light household duties.



# The trainers

The trainers will be Yassar Markos (Bulgaria), Panagiotis Mamouzakis (Greece) and Afonso Bértolo (Portugal), assisted by a small international team of team coaches.



**Yassar Markos**  
(Bulgaria)

Yassar comes from Palestine and currently lives in Bulgaria, where he now works as a trainer and coach. Concerning his background, he was formed as a medical doctor and is presently doing his masters in psychology. He has been delivering trainings and workshops on different topics (personal development, coaching, NLP, communication, presentation skills, training for trainers, negotiation , productivity) in the last 8 years. In last several years he has been focusing mainly on personal development trainings and coaching.



**Panagiotis Mamouzakis**  
(Greece)

Panagiotis is an experienced Youth Worker and Facilitator. He started working as a Scout leader for teenagers 15 years ago where he developed his coaching style. He is involved in the fields of personal development, coaching, new media and filmmaking. Currently he is holding the place of the projects manager of the Olde Vechte Foundation in the Netherlands.



**Afonso Bértolo**  
(Portugal)

Afonso Bértolo comes from Lisbon, Portugal, and currently lives in the Netherlands. He has a background on Clinical Psychology. After finishing university he has decided to work with groups in an international context, with a special focus on community intervention. He started first as a volunteer in a foster home in Hungary, and after that he has worked both as a consultant for youth projects and as a counseling trainer in HIV/AIDS in West Africa. Since his arrival in the Netherlands in 2012 his work has been mainly connected with coaching, mentoring, personal development, communication, media as an educational tool, and project management in the area of youth field. At the moment he's busy with taking this knowledge into developing new projects in the area of body movement and awareness.

## How to apply

If you want to receive more details about the project before applying, feel free to contact our partner organization from your country of residency or send directly the application form via the e-mail address you can find in the below table. Furthermore you will get the confirmation letter with the practical details regarding the on-line preparation and the exchange.

## Confirmation

If you are selected for the training, you will receive a confirmation letter. After you have received this confirmation letter, you will receive further information to arrange your traveling.

## Participation fee

Participation fee: 60 €

## Travel reimbursement

There is a fixed amount of money to be reimbursed for each country which is 275 €

Countries	Organization	Contact Person	E-mail
Croatia	Syncro	Cosmina Ciocan	cosmina@synergy-croatia.com
Netherlands	Olde Vechte Foundation	Marko Vlaming	Info.oldevechte@gmail.com
Czech Republic	European Youth Centre Breclav	Jana Parolková	eycb.info@gmail.com
Romania	Asociatia Synergy	Roxana Cernescu	roxcerus@yahoo.com
Latvia	RED-Radošu Efektu Darbnīca	Sanita Lāce	sanitai@redngo.lv
Spain	OpportunidadesEuropa	Ana del Valle Couto	Anadelvallecouto@gmail.com
Italy	Vagamondo	Fabiano Bruno	Infoyouthprojects@gmail.com
Greece	YMCA Thessaloniki	Sofia Madentzoglou	madentzoglou@gmail.com
Bulgaria	Synergy Bulgaria	Tihomir Georgiev	Synergy.trainings.bulgaria@gmail.com
Cyprus	PlanBe, Plan it Be it	Maria Drakou	planbe.youth@gmail.com

# Application form



Download

Click the button or enter the link below to access the application form. Please note that only application forms that have been fully completed will be taken into consideration.

<http://bit.ly/SynergyCoachDecodedApplication>

# About the organizer

**Synergy Bulgaria** is an NGO whose purpose is to support people in their social, personal and professional development so they become active and empowered members of society.

We do this through international trainings and exchanges focused on personal development and soft skills growth

We employ the methods of non-formal education, such as experiential learning and coaching, usually in an international setting.

We are part of the International Synergy Network founded in the Netherlands in 1991 by the Olde Vechte Foundation. International Synergy Group is a network of 35 organizations from all of Europe, working together to offer opportunities for education and development of young people, groups and society.

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