

BLOCK CITY

Robert Louis Stevenson, 1850-1894

What are you able to build with your blocks?
Castles and palaces, temples and docks.
Rain may keep raining, and others go roam,
But I can be happy and building at home.

Let the sofa be mountains, the carpet be sea,
There I'll establish a city for me:
A kirk and a mill and a palace beside,
And a harbor as well where my vessels may ride.

Great is the palace with pillar and wall,
A sort of a tower on top of it all,
And steps coming down in an orderly way
To where my toy vessels lie safe in the bay.

This one is sailing and that one is moored:
Hark to the song of the sailors on board!
And see on the steps of my palace, the kings
Coming and going with presents and things!



TRAINING PROGRAM

Experience-Assisted Coaching Training Onsite

ASSUMPTIONS

People are creative, resourceful, whole, and relational.

People are uniquely valuable.

People are worthy of being championed.

People are capable of solving complex problems.

People are ready to live at choice.



AGREEMENTS

Confidentiality: The commitment to honoring each other's stories as sacred and only sharing the stories that belong to us.

Challenge by Choice: The commitment to engage each other in challenges, inquiries, and opportunities by invitation rather than demand requesting accommodations when needed. This includes freedom of movement.

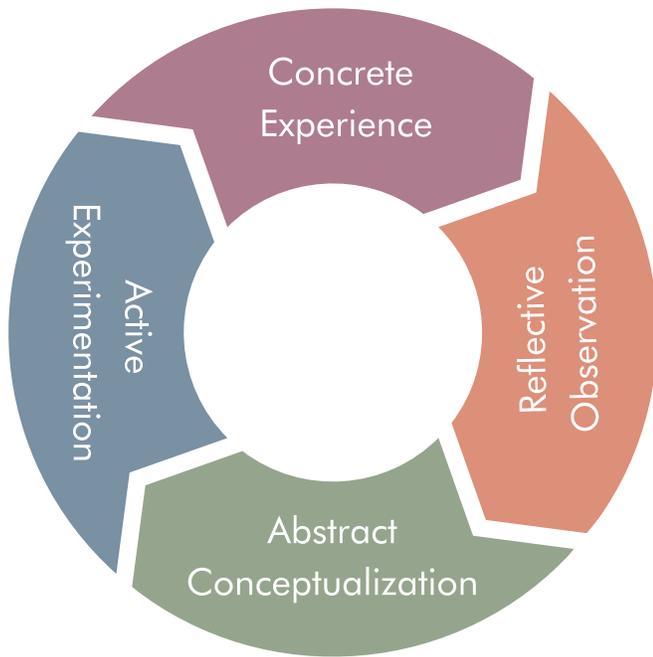
Fierce Wonder: The commitment to operate from the position of a learner instead of expert, granting permission for a range of emotion, decisions, and experience without judgment or the need to fix.

Authentic Presence: The commitment to being fully and authentically present - an "all-in" participant. This commitment includes rapidly recovering when we become aware of disengagement.

Wholehearted Reciprocity: The commitment to take care of ourselves and take responsibility for our impact. We will hold deep confidences, express personal needs, and respect boundaries.

EXPERIENTIAL LEARNING THEORY & LIFE PURPOSE

EXPERIENTIAL LEARNING CYCLE KOLB, D. (1984)



Concrete Experience: What is this?

A new experience or situation is encountered or a reinterpretation of existing experience happens

Reflective Observation: What does this mean?

Noticing the new experience and its impact, of particular importance are any inconsistencies between experience and understanding

Abstract Conceptualization: What does this mean for me?

Reflection gives rise to a new idea, or a modification of an existing abstract concept

Active Experimentation: What do I do now?

The learner applies them to the world around them to see what results



There is an education waiting for us within all of our experiences, we just have to decide what we do with it. Choose to allow what you go through to fuel your growth rather than stunt it.

Cleo Wade, Heart Talk: Poetic Wisdom for a Better Life

“Learning is the process whereby knowledge is created through the transformation of experience.”
(Kolb, 1984, p. 38)



LIFE PURPOSE

I am _____ who/that _____





SERVANT LEADERSHIP PARADIGM

Leadership

moving people from one place to another

Good Leadership

moving people from a current reality to a more desired reality in a manner that increases the fulfillment and flourishing of both the leader and the led

(sourced from the work of Megan Gilmore)

PARADIGMS

Egocentric	Patronizing	Servant
Leader as Dictator	Leader as Parent	Leader as Steward
Focused on Self	Focused on Position	Focused on Others
Putting the leader's needs first	Presuming that needs are best determined by the leader	Putting the needs of the led first
Treating followers as servants	Treating followers as children	Treating followers as partners

(from the teachings of Dr. Bill Millard)

PERSONAL REFLECTION + JOURNALING

What if a servant leadership paradigm is the most effective and efficient approach to transformative change? What would you need to do differently?

What influence do your proactive motivations have on how you serve your clients? How can you best meet the needs you're drawn to serve knowing your strengths and motivations?



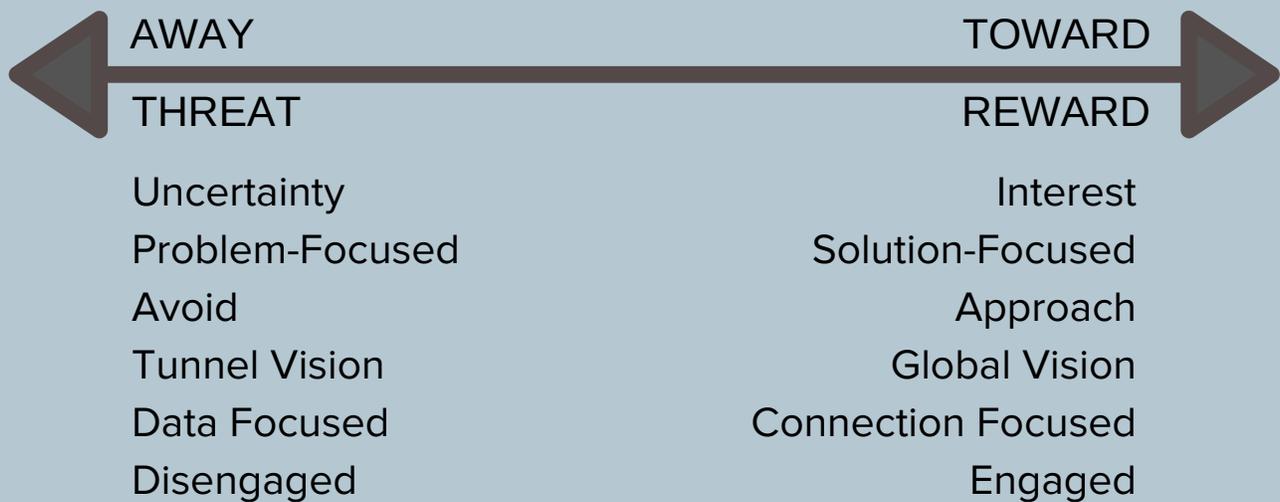
Coaching with the Brain in Mind

We have limited conscious processing in our Pre Frontal Cortex (PFC)

Successful coaching taps into the unconscious brain through insight and intuition and helps a client create new habits so the PFC is freed up to consciously process new things.

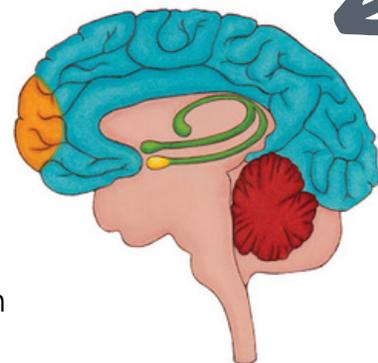
The Brain's Organizing Principle

(Rock, D. & Page, L., Coaching with the Brain in Mind, 2009)



A TOWARD BRAIN STATE IS REQUIRED FOR INSIGHT:

1. Quiet
2. Inward Looking
3. Slightly Happy
4. Not Focused Directly on the Problem





COACHING WITH

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Play

1. Name the topic (be as specific as possible) and set their agenda
2. Explore and name the current perspective/object (this is what/who the object that represents the client) and who/where they are in relationship to that object - positioning, geography, and intuition can shift as you play
3. Explore and name at least three more possible perspectives/objects (in addition to the one that represents them)
4. Choose the most resonant perspective (have them place their object on the "playing field" in that situation) and ask about insight
5. Create strategy for moving forward
6. Commit to specific action

OBJECTS + WHAT THEY REPRESENT:



Nature-Based

COACHING PRINCIPLES

PRACTICE WHOLENESS

The gifts, challenges, power, and vulnerabilities of nature are flowing in and all around you. Pay attention to both the in and the all around. Nature can be seen as a macrocosm of human personhood – consider yourself and your client as coaching within the metaphor.

EXPRESS INTENT & ASK FOR PERMISSION

Introduce yourself and your intention **OUT LOUD**. Nature is a great co-regulator and ally. When we listen and develop a conscious relationship with it instead of bending it to our will, we gain a friend and teacher to find our way home to ourselves.

ENGAGE IN MOVEMENT

The movement of our bodies and engagement of our senses in nature provides immediate access to both internal and external resources. This can be both refreshing and overwhelming. Remember that the client is at choice and can move at their own pace.

RECIPROCATE HOSPITALITY

We practice power with Nature. It is a privilege to use our bodies, voices, and souls to co-create mutual flourishing on this planet. We do so with respect, care, and reciprocity. If we take, we give back.

GROUND IN THE LEARNING

Grounding the insight that comes up in coaching to rapid implementation in the laboratory of nature becomes a type of ceremony for the client that impacts their agency, memory and personhood in profound ways.





ASSESSMENT + PLANNING

SPECTRUM OF NATURE

(sourced from the work and research of Dr. Thomas Doherty))



Virtual
Nature



Domestic
Nature



Nearby
Nature



Managed/Rural
Nature



Wild
Nature



PAIN & PRESSURE

People and animals move away from pressure and in to pain.

When pressure becomes too much it turns into pain.

Physical and emotional pain & pressure are perceived very similarly in our bodies and brains

Pressure thresholds are always measure by the one(s) receiving the pressure.

Attend to where your naval is pointed - this is also where your pressure is directed.

RULES OF AN HONORABLE HARVEST

(written down for us by Robin Wall Kimmerer in *Braiding Sweetgrass*)



Ask permission of the ones whose lives you seek. Abide by the answer.
Never take the first. Never take the last.
Harvest in a way that minimizes harm.
Take only what you need and leave some for others.

Use everything that you take.
Take only that which is given to you.
Share it, as the Earth has shared with you.
Be grateful.
Reciprocate the gift.
Sustain the ones who sustain you.

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LEARNING GUIDE CITATION

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