

THE ICC ACADEMY NEWSLETTER

THE NEWSLETTER FOR GROWING GREAT COACHES

APRIL 2023

Hello ICC coaches and friends!

We hope you're doing well, even though the economy is challenging. (On that – there is cause for cautious optimism, as demand for coaching often increases during economic downturn when people reconsider their career options. As coaches we can provide a valuable form of support during a tumultuous time.)

The goal of this newsletter is to provide you with insights, tools and inspiration in your role as a coach. So today we thought we'd dive into the theory of adult development by Dr Robert Kegan of Harvard, which was further refined by Jennifer Garvey Berger, co-founder and CEO of Cultivating Leadership.



WHY DOES ADULT DEVELOPMENT THEORY EVEN MATTER, YOU ASK?

Because when a coachee walks into your office, their stage of development will affect how they see the world, and their challenges and opportunities. It will underpin some of the recurrent issues they face.

As coaches, we can raise people's self-awareness and help to bring their perspectives, values and beliefs to the surface for examination. Our clients can then consciously decide what to hold onto, and what no longer serves them. Let's take a look at the four stages of development, and the coaching tools and techniques that are most useful at each stage.