

The "Hamburger Schule"

Welcome to the web pages of the "Hamburger Schule"

The Hamburger Schule is a systematic explanation of autonomous coaching. Autonomous coaching means that, with the aid of the coaching process, coachees are able to analyse themselves within their thematic context with the aid of the coaching process and to develop alternative actions which can satisfy the subject they wish to change for the future.

The Hamburger Schule regards coaching approaches which are not part of this process as authoritarian coaching, since coaches make a diagnosis and an evaluation themselves or influence the realisation process of the coachee with their "own point of view".

According to the Hamburger Schule, autonomous coaching is based upon the theory of self-organised coaching and combines theory with training as well as the specific qualifications and activities of coaches.

For everyone interested in coaching, the Hamburger Schule offers an abundance of information which helps understand, to reflect upon and to continue developing coaching and the training of coaching.

Quality standards or ideas on quality for coaching and the training courses on coaching are not consistently systemised at a practical level. Agreement and a common understanding about coaching and, therefore, the training of coaching are only present at a high abstraction level. Amongst these are the following three valuable assertions:

- **Coaching is help for self-help.**
What does this fundamentally mean when trying to understand help and self-help and which definitive processes, understandings or activities in a coaching situation are indeed help for self-help?
- **The responsibility for the process lies with the coach. The coachee is responsible for developing solutions and for the results.**
What is process structure and how is it legitimised? Who develops the solutions (alternative actions) in coaching and how are these developed? Who is responsible for carrying out these solutions and how is this perceived?
- **Coaching is not psychotherapy** (in the sense of the treatment of psychological illness).
In general, the provision of solutions is made at a practical level as therapeutic counselling. But what is the alternative?

The way coaching is understood at the Hamburger Schule is based on practical experience, scientific reasoning and pragmatic solutions. Our theory of Self-Organised Coaching describes and explains how and why a sustainable self-learn concept is the core of the meaning and effectiveness of coaching.

The understanding of coaching according to the Hamburger Schule is based upon freedom.