

The “Theory of Self-Organised Coaching”

Sustainable Self-Learn Concept

Coaching leads to the expectation of initiating or allowing a “sustainable self-learn concept”. It is a matter of the coachee recognising himself which competences he needs in connection with his objectives and which path to go along. He therefore has a concept at his disposal for reaching his objective.

Creating a self-learn concept means having the ability to create and implement a system of objectives, structure and actions within a topical context in regards to one’s own learning. “Sustainable” means that the coachee can successfully organise similar future situations in various contexts from within. The common term for this is “help for self-help”.

The empathetic-dramaturgical context for this matter in coaching provides the following values:

- **Freedom:** as the coachee, the group or the team has defined the self-learn concept themselves
- **Voluntariness:** the coachee, the group or the team decides on what is to be changed
- **Provision of resources:** the coachee, the group or the team has constant access to the resources which are required for self-organization and implementing change.
- **Self-control:** the coachee, the group or the team is in a position to recognise and implement change requirements themselves

With this claim of a sustainable self-learn concept and within the context of the three above values, coaching wishes to

achieve 3 core concerns:

- The **enhancement** of **self-perception** of the coachee, the team or the group.
- To **initiate/enable** the **development of alternative actions** by the coachee, the team or the group.
- To **initiate/enable** the **decision-making ability** of the coachee, the team or the group.

Coaching also wishes to live up to the complexity of the life and experiences of the coachee and lead him from linear to cross-linked thinking and actions. It is always about identifying and expanding the degrees of freedom for one’s own behaviour within a “thematic context”.