

LSP-Workshop-Script

Workshop Name:	Using your inner team as support.
Workshop Goal:	Identifying my inner team to support me in my new job.
Number of Participants	2 (Client, Coach)
Total Duration:	125 Min.
Background:	The client is in the onboarding process of a new job and is stressed out by new processes, clients, colleagues and under pressure because of probation period. The inner team could support the client and reduce stress.

Purpose & Framing	Duration Min.	Instructions and challenge question <i>Client</i>	Application Technique	Instructions and challenge question <i>Coach</i>
I. Introduction	10			- Goal of workshop. Wrap up of clients briefing. Establish aligned understanding of clients challenge and purpose of coaching. - Why LSP: Unlock the unknown.
II. Familiarize with LSP				
a) Everyone can build	5	Build a tower	1.0	Build a tower
	10	Build model from plan	2.0	Build model from plan
b) Understand and use metaphor through model	10	Modify your model to show what energizes you in your work.	2.1	Modify your model to show what energizes you in your coaching work.
c) Open up to topic of the coaching. Practice story telling.	10	Build a colleague you would love to work with. Remember to include in your model WHY that is the case.	3.0	Build a coaching colleague you would admire. Remember to include in your model WHY that is the case.
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III. Describe the ideal team in the described situation				
a) Trigger memory by strong emotions concerning the situation.	10	Build the nightmare situation concerning your described situation. (never use words like worst, best etc.)	AT 1	Build a nightmare coaching situation.
b) Identify your ideal condition in the described situation	10	Build an attitude that you would like to achieve in the described situation.	AT 1	Build an attitude you would like to achieve in that situation.
c) Identify the competencies you need in the situation.	10	Build a team member (attitude) that could support you in the wished attitude.	AT 1	Build a team member (attitude) that could support you in that wished attitude.
d)	15	Build more team member attitudes that could support you in your aspired attitude.	AT	<i>Make sure, that there is only one team member in each model.</i>
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IV. Organize the inner team				
Prioritize the team in relation to the ideal condition and the nightmare situation. Position the supporting team concerning the described situation.	10	Place the team member attitudes in relation to the aspired attitude model (III b).	AT 3	<i>Position the two main models (nightmare and achieved attitude) opposite to each other on the table.</i> <i>Help building the relations, ask humble questions.</i> <i>Walk with client around the landscape. Ask whether the relations and distances feel right.</i> <i>Make sure, that there is always a hand space between each model.</i>

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	10	Are there more team member attitudes you could imagine? Is one missing? Build them.	AT 1	<i>Make sure that there is only one model per team member. (or only one team member in each model)</i>
<i>Optional</i>	5	<i>Position the new team member(s)</i>		
Close coaching and transfer findings to every day. Enable client to make the next step.	10			You have the feeling, that this inner team can help you cope in that situation? You can imagine a way to work with your inner team? You think, you could do something, to activate this inner team?
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