

Hope-Shift Coaching Ethos

For executives, leaders and team coaching

Coaching is primarily focused on helping people to achieve goals. These goals may be practical / physical, social, emotional, intellectual or spiritual. The role of a coach is to support a developmental journey using scientifically designed processes which support sustainable adaptive change. The coach's purpose is to facilitate a hopeful mindset and expectant thinking for the desired future-state which leads to goal-directed action.

To gain most benefit from coaching, clients need to be:

- Committed to their own progress and development
- Willing to be constructively stretched and challenged.
- Adults responsible for their own outcomes.
- Capable and intelligent individuals with the capacity for growth.
- Responsible for tracking and documenting their own coaching journey.

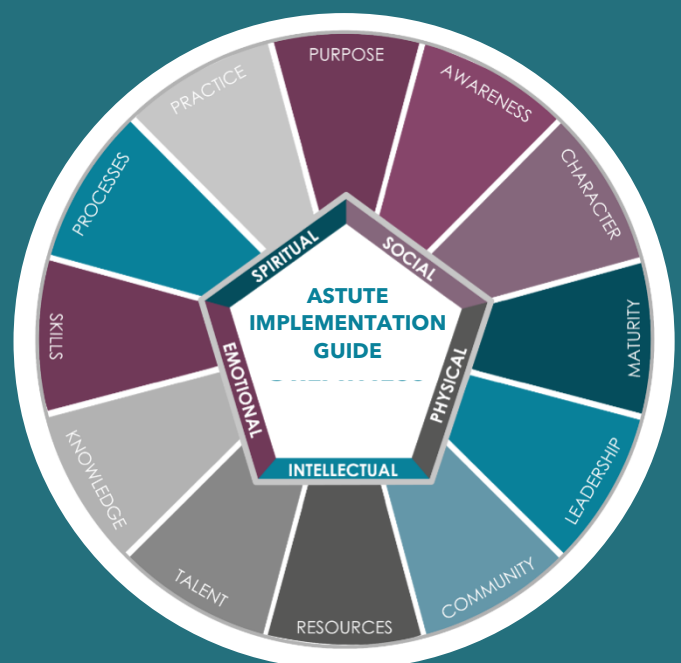


The coach's role is to guide the client to

- Understand their current context and articulate the outcomes they want to realise.
- Set relevant goals and identify how progress will be measured.
- Define the duration of the coaching process.
- Understand their personal adaptability intelligence and strengths-based patterns of belief, thinking, feeling, interacting and behaving and how these impact on goal attainment.
- Identify and shift the Drivers of Greatness (see below) which are most relevant to the coaching goals.
- Identify and manage the habits and practices which enhance and/or impede the attainment of goals.
- Guide the exploration of alternative solutions and courses of adaptability-informed action.
- Develop new knowledge, skills and competencies.
- Develop new long-term patterns of belief, thinking, feeling, interacting and behaving which continue to serve the client after the coaching process ends.

Using the Adaptability Intelligence (AQ), a renowned strengths assessment and Astute Implementation Framework, our coaches:

- Develop rapport and demonstrate unconditional positive regard for the client.
- Actively listen to the client to enable them to articulate their thoughts and gain insight.
- Use powerful strategic questioning to explore, support or challenge the beliefs, thoughts and actions which impact on current and necessary behaviour related to the client's goals.
- Offer useful thinking lenses which provide alternative perspectives for clients to consider.
- Encourage action and hold the client accountable to their commitments.
- Introduce new knowledge and skills relevant to the client.
- Constantly evaluate the coaching process.





The HOPE-SHIFT approach emerged over the last 4 years as Rory van der Merwe reflected on both his own and others' sense of overwhelm and despair in the context of the Covid-19 Pandemic. Personally intrigued, Rory deeply investigated trauma and hopelessness, following their trail through post-traumatic growth to wellbeing and sustainability, showing how frail humans can have meaningful impact in the context of profound social challenges.

Coaching in Context

Engagement Dynamics is not just a coaching company. Coaching is simply one of the tools in our extensive kit that we integrate into solutions to foster organisational effectiveness.

We believe that this effectiveness is fostered by outstanding, Astute 21st Century leaders. We are their allies and guides as they harness the strengths within their teams and organisations to drive deeply impactful outcomes and to solve some of the most wicked and complex problems. We are strengths-focused and hope-orientated. We are systemic thinkers with deep roots in psychology and business. We are strongly invested in promoting pervasive and lasting engagement in society and the issues which matter most. We are passionately African, deeply inspired by the wealth of diversity and ingenuity on our continent and wholly committed to promoting equality, prosperity, wellbeing and sustainable impact.

Framed by our values (Intentionality, Integration, Collaboration, Transdisciplinarity, Emergence, Learning, Pioneering and Thinking), our skills include strategic planning and implementation, design of frameworks, processes and interactions, facilitation, coaching and professional speaking.

Consulting Team



The coaching team that we bring to your organisation will be co-selected with you from our extensive, trusted diverse community of experienced and skillful coaches and consultants. The team will be led by Rory van der Merwe and Janet du Preez

Rory van der Merwe Senior Consultant and Designer of Hope-Shift

- "Leaders are dealers in hope" Napoleon Bonaparte
As a HOPER -
- ✓ Deliberate choice of a HOPEFUL Mindset
 - ✓ To shift energy and focused effort towards intentional goals
 - ✓ Includes both
 - **willpower** (agency) AND ALSO
 - **adaptive capacity** (pathways)
 - ✓ to navigate through challenges, friction and obstacles

Registered Psychologist (HPCSA - PS0053759)
Certificate in Project Management
HUCMI Expert Professional Change Manager
Adaptability (AQ) Assessments & Coaching Level 2 Professional



Janet du Preez Lead Consultant and Managing Director

Janet is a leadership impact partner and ally who guides experienced professionals showing up to lead in the context of the unchartered demands of a rapidly changing and unpredictable world. She consults, coaches and designs beautiful, useful and transformational solutions to support the courageous leaders who are building sustainable, congruent 21st century organisations. Janet encourages leadership from all and optimises engagement around powerful intentions, meaningful connections and powerful goal-directed action to enable organisations to tackle wicked problems and the challenges of change, complexity and conflict constantly disrupting the status quo.

