



**ESMT – European School of Management and Technology
Center for Leadership Development Research**

1st ESMT Coaching Colloquium

**TRICKY COACHING:
DEALING WITH DIFFICULT CASES
IN LEADERSHIP COACHING**

CALL FOR PAPERS AND PARTICIPATION

**Friday afternoon & Saturday, December 11 & 12, 2009
ESMT Campus, Berlin, Germany**

The Center for Leadership Development Research at the ESMT – European School of Management and Technology in Berlin, Germany is announcing a call for papers and participation in the 1st ESMT Coaching Colloquium “Tricky Coaching: Dealing with Difficult Cases in Leadership Coaching.” The planned Colloquium will serve as an opportunity for academics, practicing leadership coaches, Human Resources and Learning and Development professionals, and management consultants to enhance their knowledge, skills, and networks through more than a full day of intensive collaboration on difficult cases in the practice of leadership coaching.

Despite multiple calls for enhancement of professional development for coaches and a clear understanding of the value of supervision in coaching practice, the reality is often different. Traditional coaching conferences often become too large for participants to engage in a meaningful discussion of their own coaching experience, while individual supervision may lack the breadth of a variety of leadership coaching situations. Besides, many of the networking and developmental events for coaches lack scientific support based on research, as for the academics, the field of coaching is still relatively new.

The Center for Leadership Development Research at ESMT launches an initiative that brings together the value propositions of professional development conferences, personal supervision, and academic exploration and investigation. The ESMT Coaching Colloquium is an opportunity for participants to learn by presenting their difficult leadership coaching cases, by discussing the cases presented by others, and by analyzing the cases of other participants and offering their expert solutions.

Potential participants are asked to submit a short paper (4-5 pages) that describes a difficult case or situation in their leadership coaching experience. The paper should consist of two parts.

In **part 1**, the authors are asked to briefly describe the context of the leadership coaching intervention, outline the challenge that they faced in working with the particular client, and put together the questions that they may have regarding this particular situation. Obviously, the authors should take care of the necessary client identity protection measures, while providing enough information for the colloquium participants to be able to work with the situation at hand. Please make sure that the description covers the following aspects:

- Describe the general situation.
- Describe your role.
- What made it tricky or difficult to handle?

Part 1 should not exceed 2000 words.

The **second part** of the paper should contain a description of the steps taken by the coach and the outcome of those steps. Please make sure that part 2 covers the following aspects:

- How did you approach the challenge?
- What could you deal/cope with?
- What couldn't you deal/cope with?

Part 2 should not exceed 500 words.

All the submitted papers will be reviewed by the Colloquium Convenors for acceptance for discussion at the 1st ESMT Coaching Colloquium. Acceptance will be based on the perceived match of the submission with the topic of the Colloquium and expected interest for those who attend it. Authors of the accepted papers may be asked for additional revisions or editing of their submissions for actual presentation at the Colloquium. The Convenors reserve the right to reject submitted papers without explanation.

The accepted papers will be then assigned a presentation slot at the Colloquium. Prior to the Colloquium, each accepted participant will be asked to read several other submitted papers and prepare an expert opinion on the situations described in them. An analysis and recommendation paper should summarize the expert opinion. These short papers (no longer than 1000 words) will be presented and distributed during the Colloquium, following the presentation of the corresponding difficult case and its discussion.

The Colloquium Committee may choose several presented cases and commentaries to be invited for a potential subsequent book publication. The authors of the selected papers will be offered an opportunity to contribute to the new book as chapter authors and/or as case commentators.

Important Deadlines:

Submission of Papers Deadline

Notification of the Authors of Accepted Papers
 Submission of Final Accepted Papers (with requested revisions)
 Distribution of Final Papers for Comments
 Submission of Comments on Assigned Papers

August 13

September 1

October 1

October 15

November 15



Colloquium Participation Fee and Logistics:

Understanding the need for professional development of coaches, the Center for Leadership Development Research at ESMT establishes a minimal fee for participation in the event. Authors of the accepted papers and invited commentators are offered a reduced “Participant” fee of Euro 95* for participation in this event.

A limited number of observers may be accepted for the Colloquium without submission of a paper/acting as a commentator. The “Observer” fee is established at Euro 395*.

Participants will be responsible for their own travel arrangements. A contingent of rooms at preferential prices will be reserved at a nearby hotel. Participants will be responsible for making their own hotel bookings using a provided code.

*The fee includes attending the colloquium, use of the conference room and break-out rooms, coffee-breaks, lunch, w-lan access on campus, conference materials, and evening activities on Friday, December 11.

Please send your paper and/or address inquiries to Kate McCourt, ESMT Program Manager, at coaching@esmt.org

Colloquium Convenors:

Prof. Manfred Kets de Vries, the Raoul de Vitry d'Avaucourt Chair of Leadership Development at INSEAD and Director of INSEAD Global Leadership Center, Fontainebleau & Singapore, and Distinguished Professor and Director of the Center for Leadership Development Research at ESMT

Prof. Konstantin Korotov, Associate Professor, ESMT

Andreas Bernhardt, Program Director and Executive Coach, ESMT

Kate McCourt, Program Manager, ESMT

Liz Florent-Treacy, Research Project Manager, INSEAD

Laura Guillen, Postdoctoral Fellow, INSEAD