

The “Theory of Self-Organised Coaching”

Axiomatic Coaching

In linguistic usage, an axiom is an unprovable but in itself a fundamental assertion which serves as the starting point of a derivable theory. There now follow 20 axioms, which we consider to be the basis the theory of Self-Organised Coaching.

The 20 axioms of the Hamburger Schule

1. Coaching occurs under various conditions; decisive is the consideration of 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

2. Coaching has to do justice to the complexity of the life and experiences of the coachee, the group or the team. With this in mind, coaching is always “systemic”.
3. Coaching leads the coachee, the group or the team from linear to cross-topic thinking and acting. It is about identifying degrees of freedom for one’s own behaviour within a context and transferring this to similar situations.
4. Coaching is based upon models of scientific knowledge.
5. Coaching is characterised by a value-led and operationable approach (sticking to the process structure).
6. The solution is in the coachee, in the group or in the team.
7. Experiences form the basis for each individual and collective construction of reality.
8. Systemic thinking and constructivist thinking and acting are not identical but do complement each other.
9. Motive-led interest and knowledge form a context.
10. People orientate towards values within individually defined contexts.
11. A context (construct or system of acting) is only then conscious to the individual the group or the team if it can be made accessible in a cognitive way.

12. Body, mind, soul and emotions form an inseparable unit.
13. Decisions for an action or behaviour are influenced by motives and needs within value-interpreted contexts.
14. People act as they expect an advantage in terms of fulfilling motives, needs and values. This is also true of groups and teams.
15. Values are created by repeated successful actions or behaviour in a specific context.
16. Principle patterns of behaviour result from values which are overall acceptable to the individual, the group or the team.
17. Values which lead one to act but are not reflected as with regards to their meaning lead to doctrine. Belief is a value context which is not questioned.
18. Guiding principles are values which are valid in all constructed contexts for the individual, the group or the team. They form the intersection of all values of these contexts.
19. Values form the basis for decisions. A decision begins with the intuitive perception of a value. With the end of a decision a value is rationally justified (subjectively).
20. Perception is based on the perception of differences.