



France
Charter Chapter

MASTERCLASS

**Jean-François Cousin, MCC,
Past Chairman of ICF Global Board**



**“Deepen your
coaching
presence and
illuminate
sessions
with your artistry”**

Gain profound insights that
can help you coach at your
very best

Come and join

This english-speaking event
is organized by
ICF Paris International

Tuesday, May 10th, 2022 8:30-17:00

Where are you joining from?



How many years of coaching experience do you have?



MASTERCLASS - Deepen your coaching presence and illuminate your sessions with artistry

Morning session

- 10 insights and 10 practical tips to coach at your very best
- Which insecurities and what else stand in your way of being the best coach you can be ? - 'trouble shooting' discussion
- Live coaching session demonstrating a deep, holistic coaching presence
- Exercises, tips, experience sharing and discussion about deepening your coaching presence

Afternoon session

- Optimize the way you contract with your client at the start of a session
- Demonstration
- Practice 1-on-1 and debrief
- Expand your coachee's 'world of possibilities'
- Exercises and tips to adopt 'inspiration', 'stillness' and 'fearlessness' in your coach's way of being
- Coda: illuminate your coaching practice with artistry



10 INSIGHTS and 10 TIPS TO COACH AT YOUR VERY BEST

HARVERSTED OVER 12,000 COACHING HOURS

By Jean-Francois Cousin, MCC

—

Peter Drucker: What business are you in?



10

INSIGHTS
TO COACH
AT YOUR
VERY BEST

HARVERSTED OVER

12,000 COACHING HOURS

By Jean-Francois Cousin, MCC



***Coaches,*
what business are we in?**

NEW YORK TIMES AND WALL STREET JOURNAL BESTSELLER

TRILLION DOLLAR COACH

THE LEADERSHIP PLAYBOOK
OF SILICON VALLEY'S

BILL CAMPBELL

ERIC SCHMIDT
JONATHAN ROSENBERG
AND ALAN EAGLE



[Book summary](#)



INSIGHT

#1

COACHING IS AN ACT OF UNCONDITIONAL LOVE

Choose to love your client's inner greatness... and it will emerge!

In other words, when you expect the best from your clients, they bring it on



10

INSIGHTS TO COACH AT YOUR VERY BEST

HARVERSTED OVER
12,000 COACHING HOURS
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Coaches,
**How do you *feel* in the first second
you meet your client for a session?**



**“BEING DEEPLY LOVED BY
SOMEONE GIVES YOU
STRENGTH, WHILE LOVING
SOMEONE DEEPLY GIVES YOU
COURAGE.”**

LAO TZU

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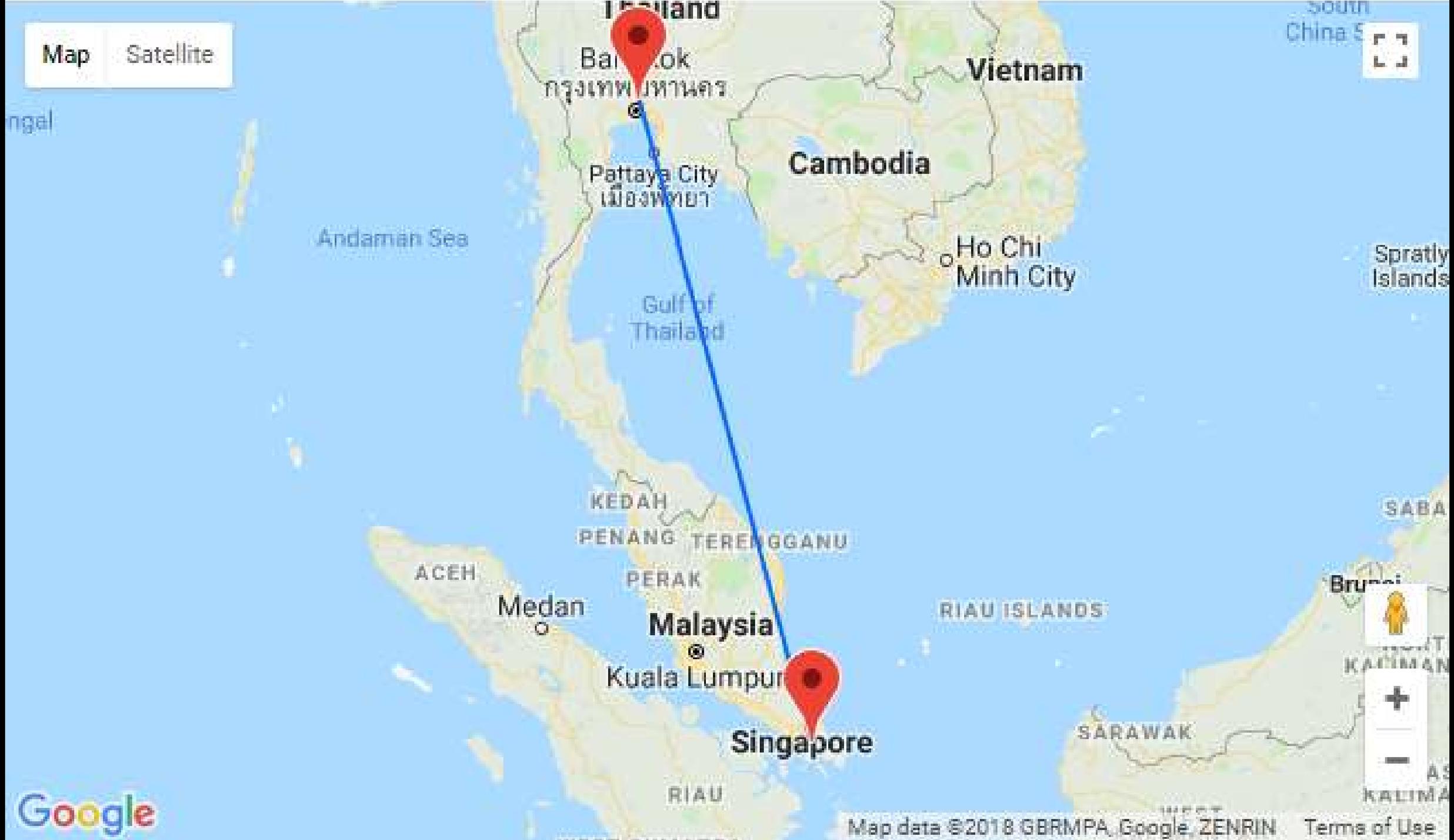
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Map Satellite



ngal

Andaman Sea

Gulf of Thailand

South China S



Spratly Islands

SABA



Google

Map data ©2018 GBRMPA, Google, ZENRIN Terms of Use



INSIGHT

#2

THE DEFINITION OF COACHING...

by the International
Coaching Federation is
just SPOT_ON!

*“Coaching is partnering with
clients in a thought-
provoking and creative
process that inspires them to
maximize their personal and
professional potential”*

<https://coachfederation.org/about>





INSIGHT

#3

BE AUTHENTIC, HUMBLE AND VULNERABLE

That gives permission to your clients to be the same, and then great coaching work can start!



INSIGHT

#4

GO DEEPER, SOONER

Be prompt to explore in depth what's behind the issue a client brings to the session



INSIGHT

#5

DANCE WITH YOUR CLIENT

Invite your client to partner with you in co-creating the next steps of the session

Ask them, “What’s the best next question for us to ponder?”





<https://www.youtube.com/watch?v=rrVtWTRkFB4> Start @ 2:00

INSIGHT

#6

SILENCE IS EMPOWERING

Let the silence do the heavy work.

Let your eyes ask the questions – *they* will not 'pollute' your client's thinking with extraneous words



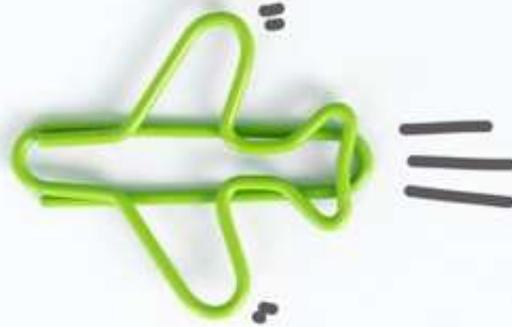
INSIGHT

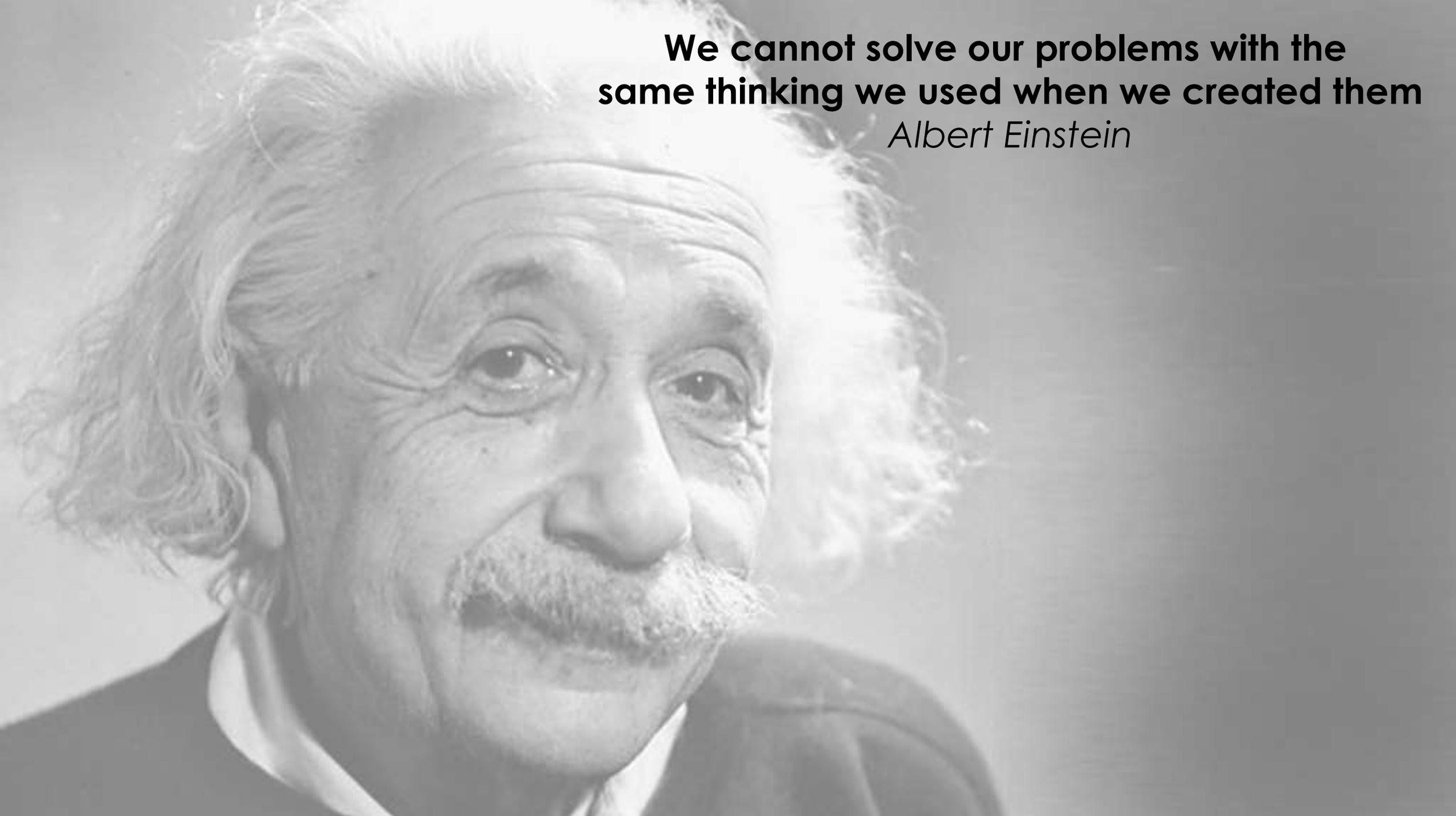
#7

STEP BACK ENOUGH

Notice the patterns and the discrepancies in your client's thinking, energy, emotions and behaviors

Ask for permission to share them for your client's feedback 😊



A black and white portrait of Albert Einstein, showing his characteristic wild, wavy hair and a mustache. He is looking slightly to the right of the camera with a thoughtful expression. The background is a plain, light-colored wall.

**We cannot solve our problems with the
same thinking we used when we created them**

Albert Einstein

INSIGHT

#8

MAKE YOUR CLIENT YOUR TEACHER

Just be a curious and
demanding 'student'!

Great coaching unfolds
when the coach invites the
client to 'teach' the solution
to the problem being
explored

Deeper dive in this podcast:
<http://wheregeniusgrows.libsyn.com/66-magda-mook-jean-francois-cousin-letting-learners-teach-themselves>



INSIGHT

#9

GREATNESS
LEADERSHIP COACHING

**YOUR PRESENCE
AND YOUR
INTENTION
MATTER A LOT
MORE THAN
YOUR QUESTIONS**

As long as your intention is to help and stretch your client, s/he will do great work!



INSIGHT

#10

THE LESS YOU
'WORK' IN A
SESSION, THE
MORE YOUR
CLIENT DOES,
AND THAT'S WHAT
MATTERS....

... because it is your client
who can – and must – do
the best work!

BE PRESENT

BE CALM

BE RELAXED

JUST BE

10 INSIGHTS TO COACH AT YOUR VERY BEST POLL

Which ones of these insights is the most important to you at the moment?

Insight #1 - Coaching is an act of unconditional love

Insight #2 - Coaching is anchored in Partnership (ICF definition)

Insight #3 - Be authentic, humble and vulnerable

Insight #4 - Go deeper sooner

Insight #5 - Dance with your Client

Insight #6 - Silence is empowering

Insight #7 - Step back enough

Insight #8 - Make your Client your teacher...

Insight #9 - Your presence & intention matter more than your questions

Insight # 10 - The less you 'work' in a session, the more you Client does, and that's what matters...



10 TIPS TO COACH AT YOUR VERY BEST

HARVESTED OVER

12,000 COACHING HOURS

By Jean-Francois Cousin, MCC



TIP

#1

HELP YOUR CLIENTS BE FULLY PRESENT

At the beginning of a session, offer them a chance to relax and clear their mind so that they can concentrate on the work



TIP

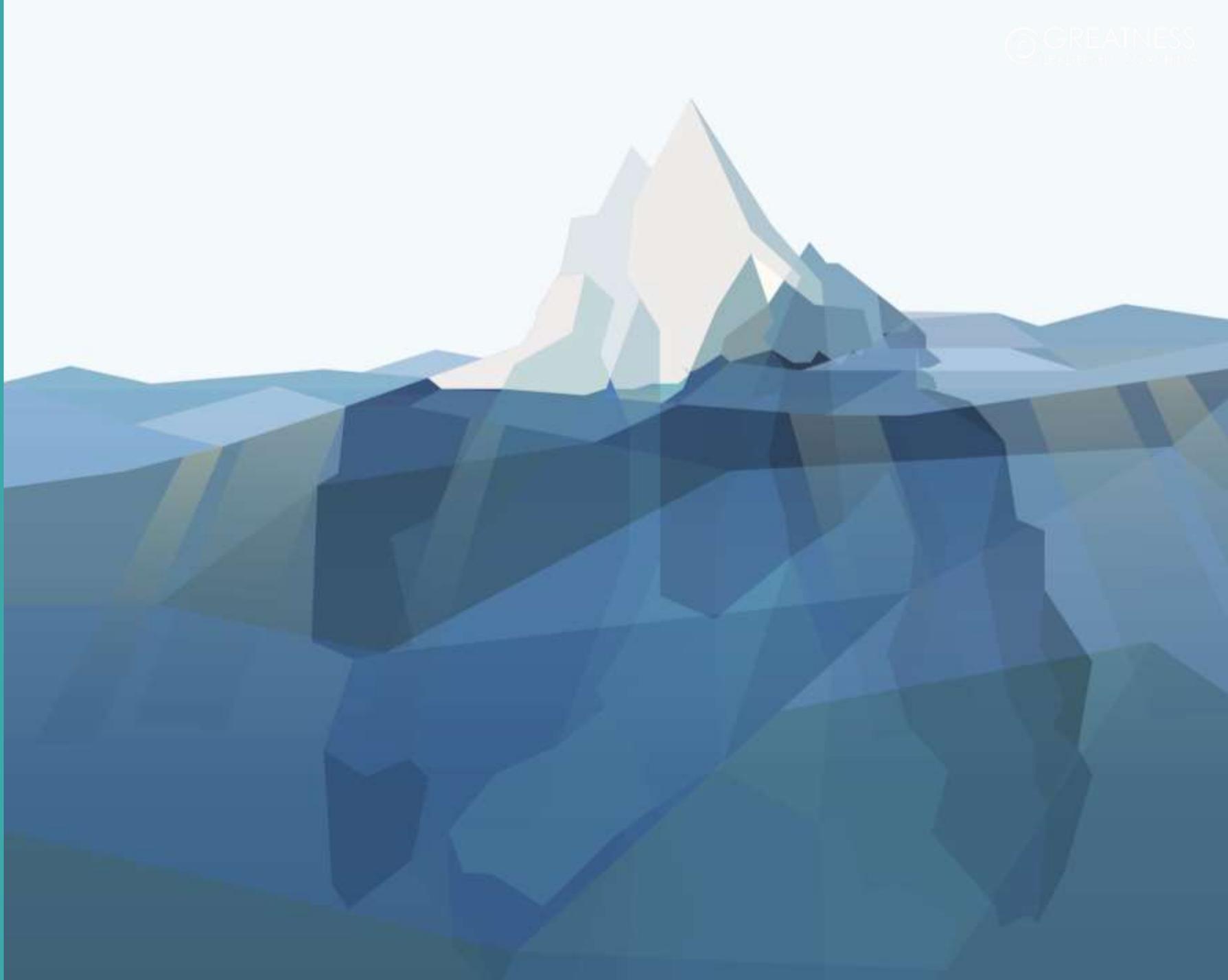
#2

'CONTRACT' IN DEPTH

What clients wish to explore - at the beginning of a session - is usually the tip of the iceberg

Dig deeper and ask them 'how is this important to you?' or 'what could this be about, at a deeper level?'

That helps ensure that your contracting yields a workable objective of *real* value to your client!



TIP

#3

**DON'T WORRY IF
YOU DON'T FULLY
UNDERSTAND
YOUR CLIENT,
NOBODY DOES**

And you never will anyway! 😊

Co-creating value with and for
your client is your only
responsibility



TIP

#4

MAKE SURE YOU ARE NEVER IN THE WAY OF YOUR CLIENT'S THINKING

Remember the ICF's stance
always:

“Coaches honor others as
creative, resourceful, and
whole.”



TIP

#5

LET SILENCE DO THE HEAVY WORK FOR YOU!

The more you talk, the bigger the risk that you pollute the thinking of your Client.

“Young” coaches tend to speak 10-times too much.

Let go of your insecurities so that you can then listen holistically



TIP

#6

LET THE CONVERSATION INSPIRE YOUR NEXT QUESTION 'ORGANICALLY'

Don't work out your questions, just give them time to surface to your mind.

Trust your intuition!



TIP

#7

BE HUMBLE

Say “I don’t know” when you don’t know

Say “I am lost” when you are lost

Say “I don’t know which question to ask next” when you don’t.

Don’t worry when your questions don’t work, laugh about them with your client 😊 and then ask them “what’s a better question to ask you?”



TIP

#8

DO A MID-WAY CHECK

Half-way along your session, ask your client:

- “where s/he is vis-à-vis his/her objective”,
- “what s/he has learnt so far”, and,
- “what will be the best use of the time remaining”

If the client hasn't found value in the first-half, isn't it good to know and timely to re-contract for a great second-half? 😊



TIP

#9

CONCLUDE ON A HIGH NOTE

For example, ask you client:

- “what value s/he got from the session”,
- “what s/he has learnt at a deeper level – especially about her/himself”,
- “how you could serve her/him better next time”,

And let him/her know:

- “what you learnt from her/him”, and finally,
- “how s/her inspired you”



TIP

#10

GOOD COACHING RAISES YOUR ENERGY

If you are tired after a coaching session, it probably means that something is not optimal yet in the way you and your client work together.

Discuss this with your mentor or your supervisor.



10 TIPS TO COACH AT YOUR VERY BEST POLL

Which one of these tips is the most helpful to you at the moment?

Tip #1 - Help your Client be fully present

Tip #2 - 'Contract' in depth

Tip #3 - Don't worry if you don't fully understand your Client, nobody does

Tip #4 - Make sure you are never in the way of your Client's thinking

Tip #5 - Let silence do the heavy work for you!

Tip #6 - Let the conversation inspire your next question 'naturally'

Tip #7 - Be humble

Tip #8 - Do a mid-way check

Tip #9 - Conclude on a high note

Tip # 10 - Good coaching raises your energy



A simple exercise to help you avoid the risk or pain of the 'office syndrome', presented by Jonathan Godot



MASTERCLASS - Deepen your coaching presence and illuminate your sessions with artistry

Morning session

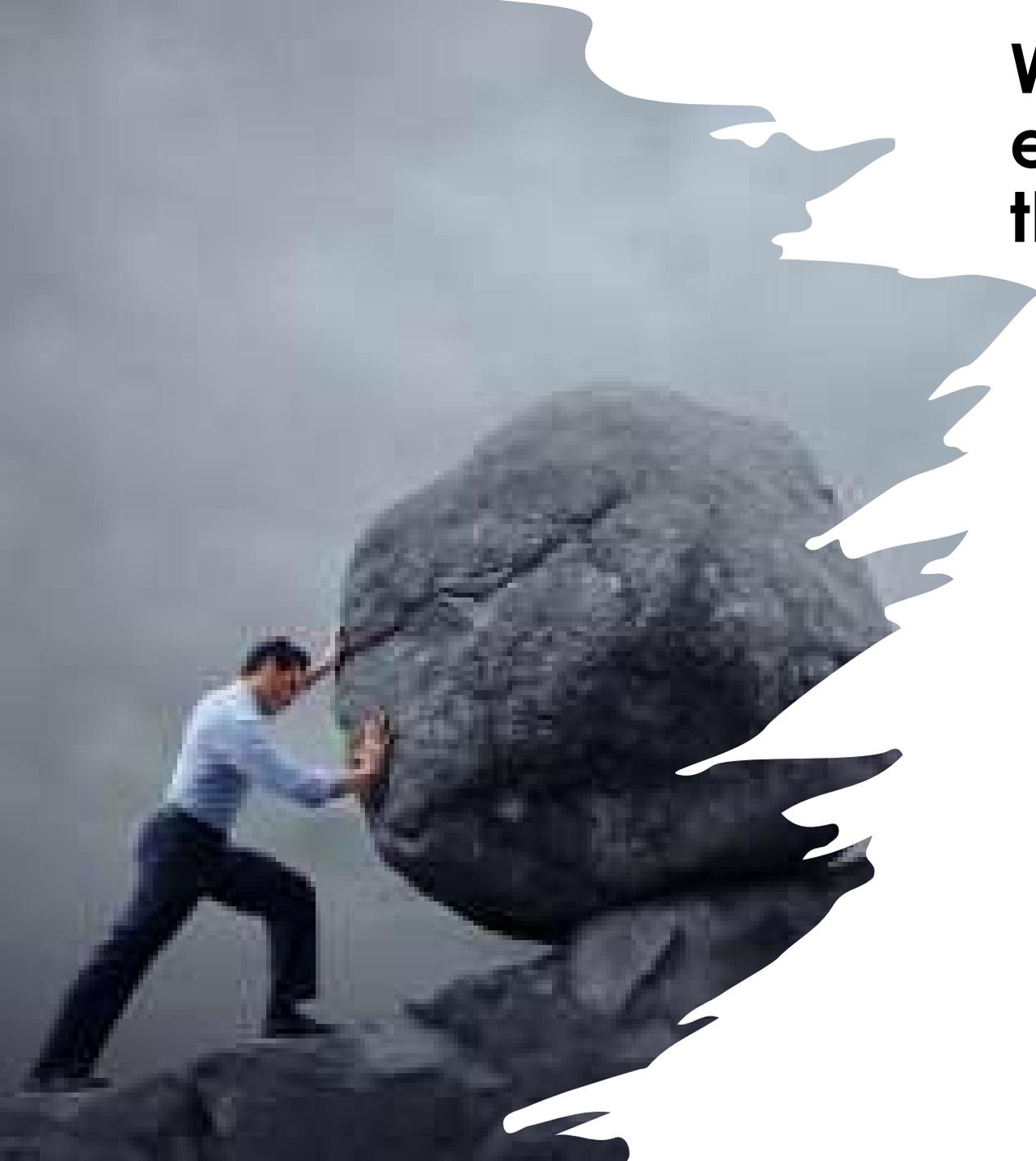
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Which insecurities and what else stand in your way of being the best coach you can be?

- Bring up your 'tough' cases
- We will explore together what needs to happen for you to crack them
- Experience sharing and 'trouble shooting' discussion



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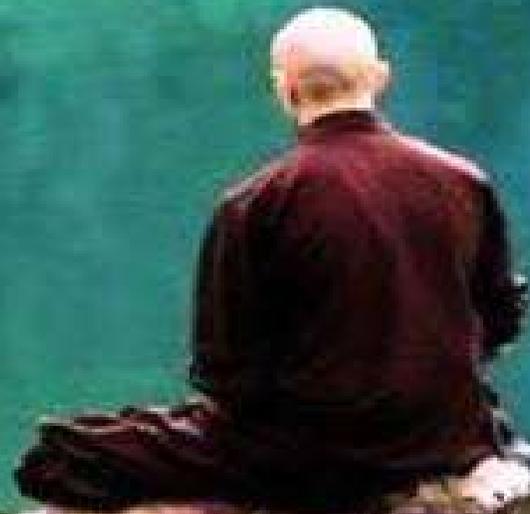
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Live coaching session



Picture copyright: WBECS

RELAX
Nothing is under control



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How have you deepened
your coaching presence
over the years?

MUSIC

MAESTRO

PLEASE





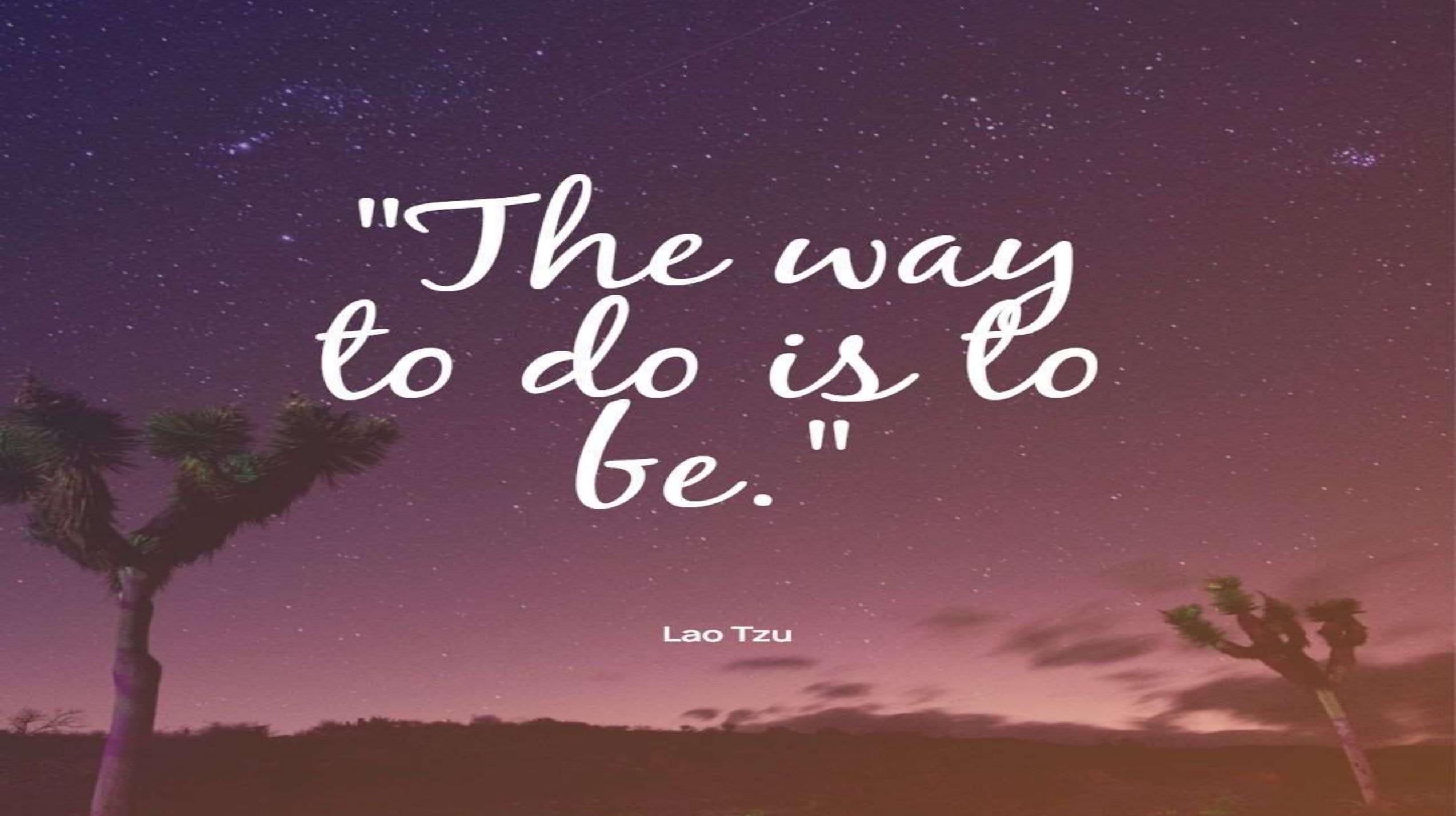
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**that are particularly important
for the atmosphere of the piece!**









"The way
to do is to
be."

Lao Tzu



"Knowing
when not to
do anything,
is the key to
having
everything
done."

~Wu Wei



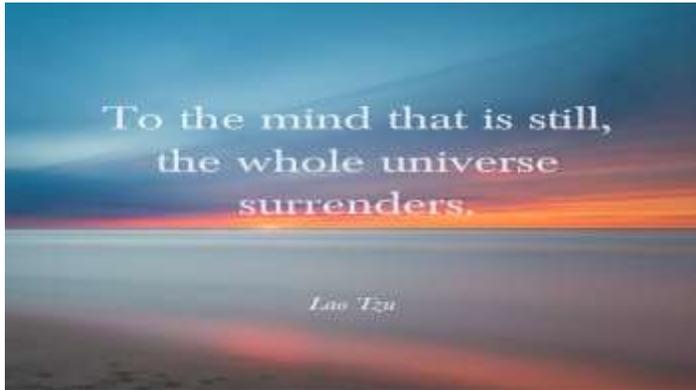
**What are ways of 'being the coach'
that hugely expand the value of sessions?**

beginning

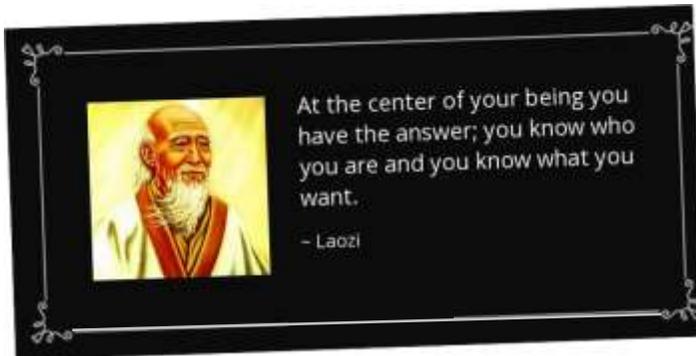
3 core-beliefs that will help you to enable clients to 'be' as they need to be, to create exceptional value for themselves



1. The client aspires to grow clearer and stronger



2. 'To the still mind, the whole universe surrenders'



3. 'At the center of your being, you have the answer, you know who you are, and you know what you want'

3 ways of 'Being the Coach' that enable clients to 'be' as they need to be, to create exceptional value for themselves



❖ Be **Inspired** by clients' potential

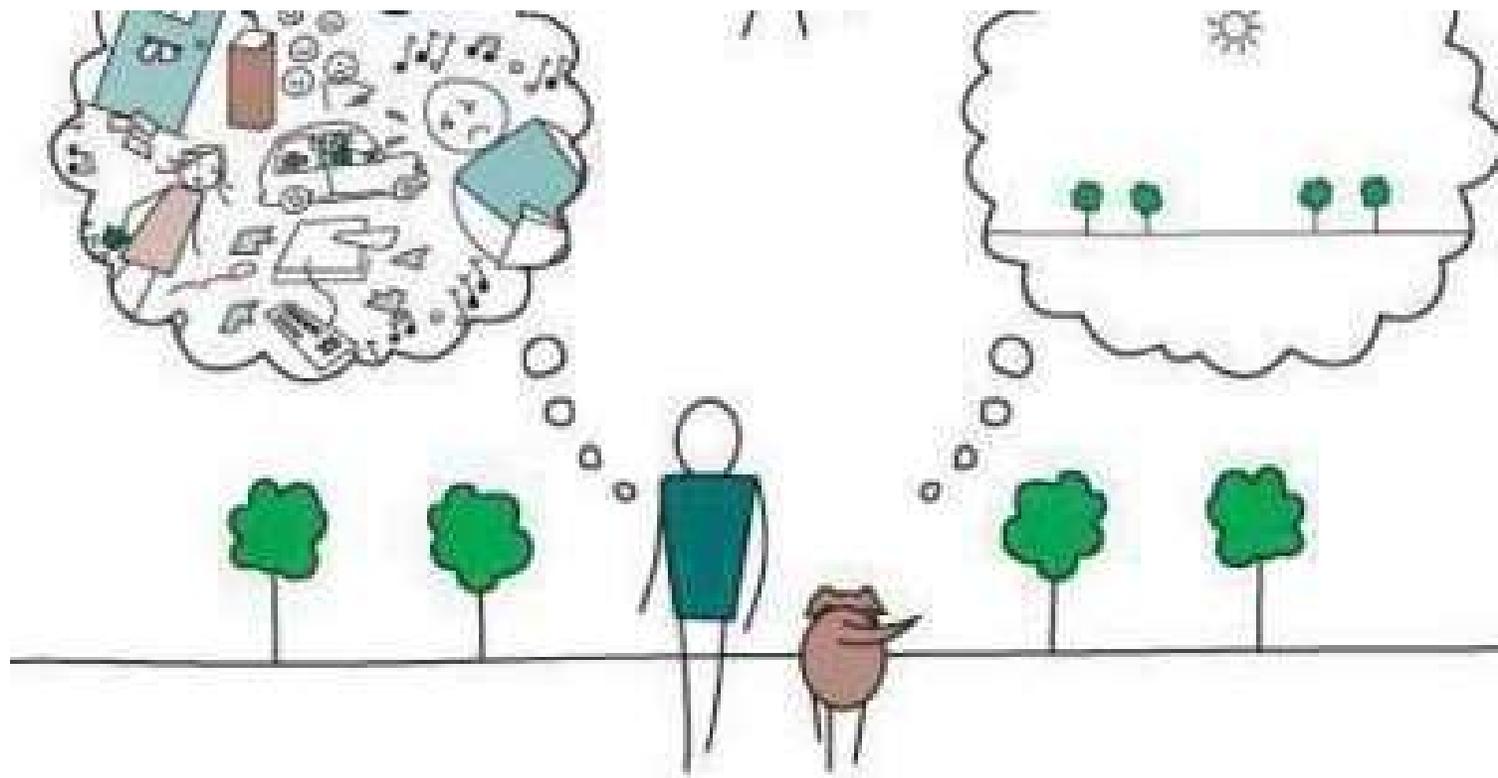


○ Be **Still**

And then...



✓ Be **Fearless** in stretching clients



Mind Full, or Mindful?

**How do you
prepare to
be, and stay,
fully present
in a session?**

INSIGHT

#1

COACHING IS AN ACT OF UNCONDITIONAL LOVE

Choose to love your client's inner greatness... and it will emerge!

In other words, when you expect the best from your clients, they bring it on

Reminder – my way to be fully present 😊

GREATNESS
LEADERSHIP COACHING



To Listen

EAR

The image features two large, bold Chinese characters in a cursive calligraphic style. The character on the left is '耳' (ear), and the character on the right is '听' (to listen). The '听' character is composed of the '耳' radical on the left and the '聿' radical on the right. The '聿' radical is further composed of '聿' (eye) and '心' (heart). The characters are written in a dark, thick ink on a light background.

YOU

EYES

UNDIVIDED
ATTENTION

HEART

The Chinese characters which make up
the verb "to listen" tell us
something significant about this skill.

**We coach better
when we don't know!**

**The key is: let go of
your need to perform
+ 'go with the guts'**



A few tips helping to deepen your coaching presence

- Let go of your concerns, *prepare* to be fully present to the Client
- Silence is your Friend: give enough of it; ask “what’s happening now?”;
- Stay with the emotions and the energy
- Don’t be concerned about your own performance, it’s all about the coachee’s “performance”; don’t work hard! Instead, create a space for the Client to work well
- Be careful about sharing your experiences, as this directs the focus on you, away from the Client
- Question the “who” of the Client:
 - “tell me about that part of you that wants...”
 - “who are you being when you do...”

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LET'S PLAY
THE INTRO
OF A
SESSION



**DEBRIEF ABOUT
THE INTRO OF A SESSION**

Examples of questions you may ask and things you may say at the start

- ‘We have XY spacious minutes ahead of us, for a completely confidential conversation.’
- ‘I wish to serve you at the best of my abilities, please feel welcome to let me know at any time along our session about how I can best support you.’
- ‘May I get your permission to take notes, to support my memory if I feel the need to?’
- ‘Before we start, is there anything weighing on your mind, that you need to clear away so that you can be fully present to our session?’
- ‘What would you like to explore today?’
- ‘How is this important to you?’
- ‘At a deeper level, what is this all about?’
- ‘With all of that in mind, what goal would you like to choose for our session today?’
- ‘What concrete, valuable outcome would you like to walk away with?’

If the topic brought up by the coachee can not be handled in the length of the session, ask the coachee to narrow down the field of exploration



Practice 1-on-1 and debrief



Tips for closing a session on 'a high note'

After the action plan is completed, ask

- 'What was your most important learning today?'
- 'What (else) have you learnt about yourself?'
- 'How could I help you better next time?'
('something I could do more of? Less of?...')

+ Thank and acknowledge the coachee for something you admired (courage, honesty...) or for something s/he did that inspired you



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A simple exercise to help you avoid the risk or pain of the 'office syndrome', presented by Jonathan Godot



3 features of 'Being the Coach' that help 10X the impact of our sessions



❖ Be **Inspired** by clients



○ Be **Still**

And then...



✓ Be **Fearless** in stretching clients

3 workouts enabling us to 'Be the Coach'



- ❑ Unleash our benevolent '*Personal Power*', to radiate love & inspiration



**The greatest piece of advice that I have ever received?
*"If you don't have any shadows, you are not standing in the light."***



“I encourage people to look into the darkness, into places you wouldn’t normally look, to find uniqueness and specialness, because that is where the diamonds are hiding.”

3 workouts enabling us to 'Be the Coach'



□ Unleash our benevolent '*Personal Power*', to radiate love & inspiration



• Work with our 'shadows', and then work with our clients' shadows



○ Expand 'the size of our world', so that it can host our clients' world

**THE SIZE OF OUR WORLD,
AS A COACH, NEEDS TO
BE LARGER THAN
THE SIZE OF THE WORLD
CLIENTS LIVE IN ...
FOR US TO BE THEIR COACH.**





Such a way of Being will facilitate the emergence of your 'Artistry' in Coaching

To 'Be' the Coach & make your Coaching a fine Art...

Be a white canvas

We learn and coach at our best when we don't know



Give ALL the space to your client

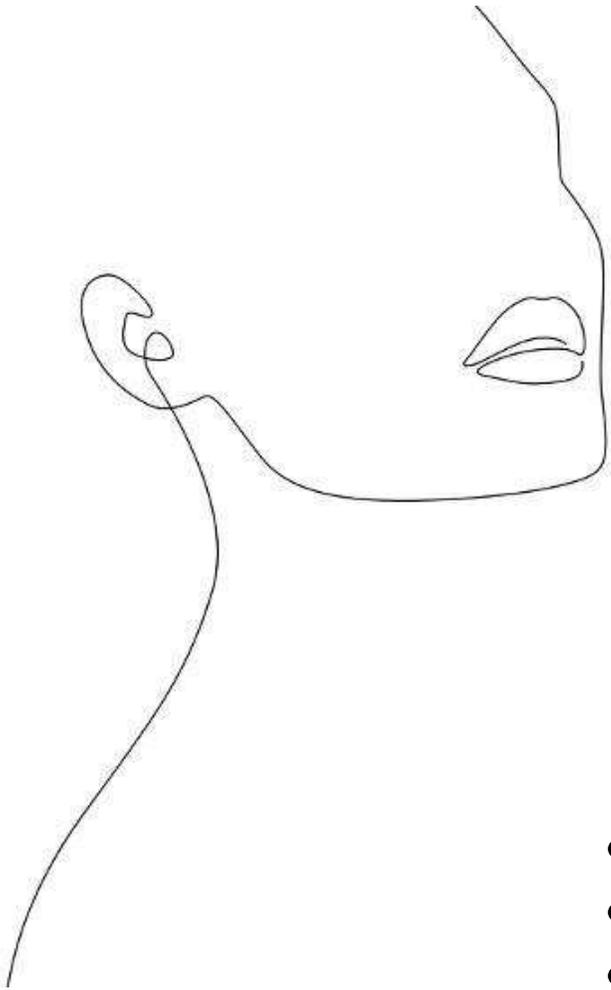
“What is your inspiration for our session?”

“What would you love to create today?”

Invite your client to draw *outside* ‘the canvas’ too!

To 'Be' the Coach & make your Coaching a fine Art...

Be a minimalist



- Let your eyes ask the questions
- Ask the simplest questions you can
- Invite your client to simplify their ideas to their essence

Drawings by Pablo Picasso

To 'Be' the Coach & make your Coaching a fine Art...

Disrespect the codes

- 
- Challenge with questions to which clients' culture, education or knowledge don't provide a ready-made answer
 - Invite clients to imagine different lenses through which to look at the topic they reflect about
 - Ask permission to provoke and do it fearlessly



Source: Joerg Kuehn



“There is a crack in everything...

**...that's how the light gets in.”
Leonard Cohen**

To 'Be' the Coach & make your Coaching a fine Art...
Search for the 'light' behind the fine cracks



'Fine cracks' are integral to our clients' wholeness. Often, they make the whole more beautiful. Invite those cracks to teach clients what will make them even stronger.



kintsukuroi

(n.) (v. phr.) "to repair with gold"; the art of repairing pottery with gold or silver lacquer and understanding that the piece is more beautiful for having been broken



To 'Be' the Coach & make your Coaching a fine Art...
Be loving



**Coach as if you are
seeing your coachee
for the last time ever**

Effective practices empowering your clients to create exceptional value from themselves

- Be a white canvas
- Be minimalist
- Disrespect the codes
- Search for the 'light' behind the cracks
- Be loving



Be The Coach, first and foremost,
so that your clients can fully 'Be' with you.

And you will co-create far greater value
with your clients than they could ever imagine!

The 'doing' of coaching will take care of itself.



MEZZO

“Twenty years from now you will be more disappointed by the things you didn’t do than by the ones you did.

So throw off the bowlines. Sail away from the safe harbor. Catch the trade winds in your sails.

Explore. Dream. Discover.” - Mark Twain

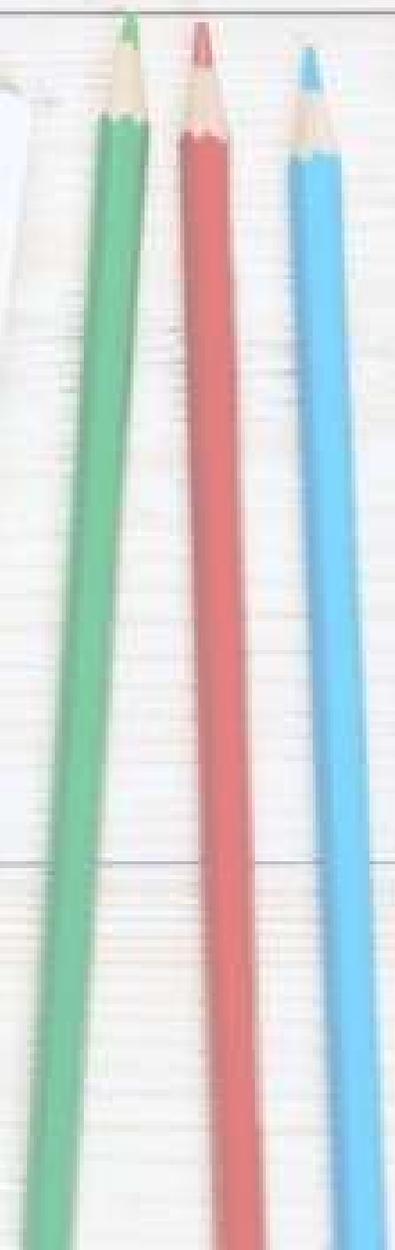


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Q

&

A



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LinkedIn Jean-Francois Cousin

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 @JF_Cousin

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**Thank you for
your contribution!**



MASTERCLASS

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This english-speaking event
is organized by
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Tuesday, May 10th, 2022 8:30-17:00

To Embody Inspiration And Co-Create Greater Value, Reinvent Your Coaching Practice With Artistry



Jean-Francois Cousin Forbes Councils Member
Forbes Coaches Council COUNCIL POST | Membership (fee-based)
Leadership



Jean-Francois Cousin, Global Executive Coach, Speaker and Author; Chairman of the ICF Global Board in 2019; www.greatness.coach.



Today's troubled and uncertain times call for us to profoundly reinvent the ways we are, the ways we grow and the ways we relate with others. This will then enable humanity to shift from striving to thriving. Leaders and coaches will play a key role... *if* they reinvent their practice in the first place! Read more [here](#)

Sep 13, 2021, 08:00am EDT | 802 views

Seven Self-Empowering Practices For Women To Bring Out More Of Their Leadership Greatness



Jean-Francois Cousin Forbes Councils Member
Forbes Coaches Council COUNCIL POST | Membership (fee-based)
Leadership

Jean-Francois Cousin, Global Executive Coach, Speaker and Author; Chairman of the ICF Global Board in 2019; www.greatness.coach.



Shall we start with a double experiment?

I invite you to set the parameters of your optimal lifestyle within the OECD's [Better Life Index](#) and discover the countries best matching it. Aren't they governed by gender-balanced groups of female and male leaders? (Please let me know otherwise!)

Next, check the [2021 Fragile States Index](#) of the most unstable nations, and you'll be reminded that the countries with the worst scores are led solely by men.

Read more [here](#).

Seven Things Exceptional Leaders Do That Bolster Their Success



Jean-Francois Cousin Forbes Councils Member
Forbes Coaches Council COUNCIL POST | Membership (Fee-Based)
Leadership

f *Jean-Francois Cousin, Global Executive & Team Coach, Speaker and Author; Chairman of the ICF Global Board in 2019; Coaching for Greatness.*

in



What is it that exceptional leaders do to consistently succeed beyond expectations?

Exceptional leadership is underpinned by seven things they do, all captured in the acronym **LEADERS**, namely: **l**ove, **e**nable, **a**ssemble, **d**are, **e**mbolden, **r**each and **s**ustain.

[Here](#) are snapshots of why and how exceptional leaders engage with their people in that singular way.

Forbes

Nine Reasons Leaders Are Hiring Executive Coaches, And What Happens Next



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Leadership

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The continued crisis and its fallout have also significantly evolved the reasons why high-potential leaders decide to hire executive coaches. What are the current top nine triggers of their decisions?

What do leaders typically explore and gain during their sessions?

Here are answers from the field – drawing from what colleagues and I are witnessing around the world – *plus* several resources for you to dive deeper.

Read [here](#)

Aug 23, 2025, 10:20am EDT | 128 views

Tough Questions To Answer Before You Shape The Future Of Your Business, Your Teams And Yourself



Jean-Francois Cousin Forbes Councils Member
Forbes Coaches Council COUNCIL POST | Membership (Fee-based)
Leadership

f *Jean-Francois Cousin, Global Executive Coach, Speaker and Author; Chairman of the ICF Global Board in 2019; www.greatness.coach.*



When was the last time you paused and asked yourself how do I need to evolve as a strategist, a leader and a person to best shape the future of my business, my teams and myself? That’s a question I often ask senior leaders the first time I meet them. And most exclaim, “too long ago!” When my eyes repeat the query, they usually add, somewhat apologetically, “before the latest crisis.” And that can’t be right... **Read more [here](#).**

**Watch a complete, 37-minute coaching [demo](#)
(starting at 14:57)**



The screenshot shows a YouTube video player interface. The video title is "C.O.A.C.H. vs. ~~coach~~ : coaching demo & experience-sharing about coaching overwhelmed clients in a disrupted environment". The video is by "Jean-Francois Cousin, MCC". The video player shows a green background with white text. The video is 5:47 / 1:27:02 long. The video description is "Coaching demo by Jean-Francois Cousin – coaching overwhelmed clients in crisis – for WBECS Oct 2020". The video has 339 views and was uploaded on Oct 22, 2020. The video player shows 14 likes and 0 dislikes. There are buttons for SHARE, SAVE, and a menu icon.

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