



**We've been speaking to the workshop leaders Mary Frances & Dorota Bourne about their enthusiasm for working with PCP in organisations:**

Dorota: What I love about PCP is that behind simple tools and techniques there is a powerful methodology underwritten by solid and comprehensive theory. This enables me to effectively work with individuals and organisations in such a wide range of situations.

Mary: I agree, it's a particularly robust and comprehensive theory. I also love the focus on creating our own future, both individually and collectively. PCP would see an organisation as an ongoing relational system where small changes have a powerful impact.

**So why might coaches be interested?**

Mary: We put the focus on exploring people's own sense-making and how they understand themselves and their future, and working from there. There are no pre-set prescriptions; we work alongside clients to help them create their own path, and design their own experiments. PCP's conversational methods are simple, respectful, and surprisingly illuminating.

Dorota: Yes, coaching with PCP really helps to engage with an individual in the most gentle yet powerful way. It helps them navigate the delicate sphere of personal space, values and beliefs and the often scary and dramatically different world of business organisations with their hard objectives and profit orientation. Finding a way to sail smoothly through both without losing oneself is what PCP can do very well.

**And for consultants?**

Dorota: Organisations are dominated by the need to manage tensions between seemingly contradictory demands and roles. No other approach provides a better framework for incorporating opposing views and positions into one coherent framework.

Mary: We are always working with multiple viewpoints, often at times of change and disruption. PCP methods maintain respect for individual difference, reveal the potential for shared understanding, and develop the capacity to understand diverse perspectives and work creatively with them. It's an inspiring approach that often brings energy and hope back into the system.

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