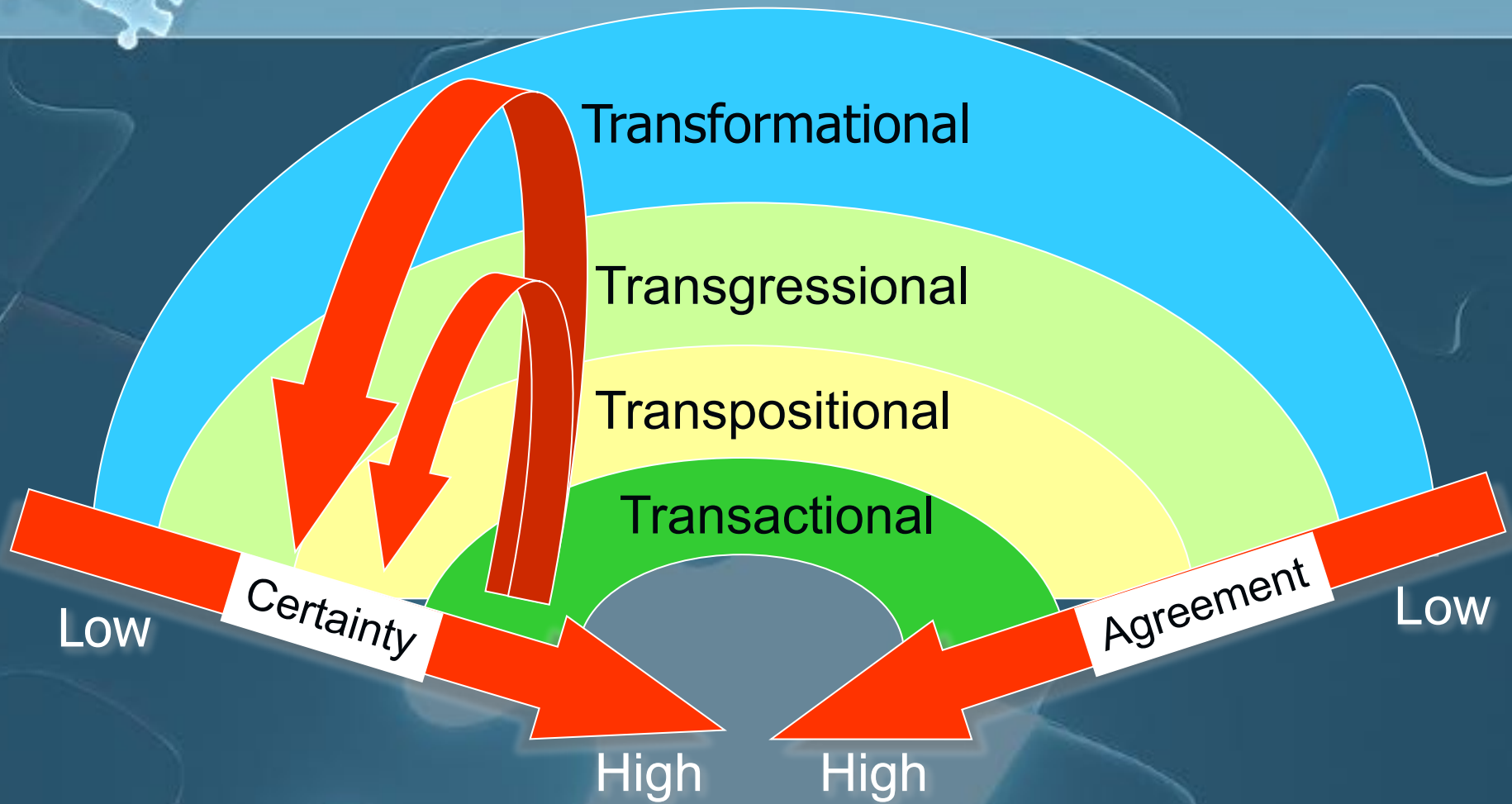


Coaching for Wisdom®

Peter Webb

www.intentionalwisdom.com

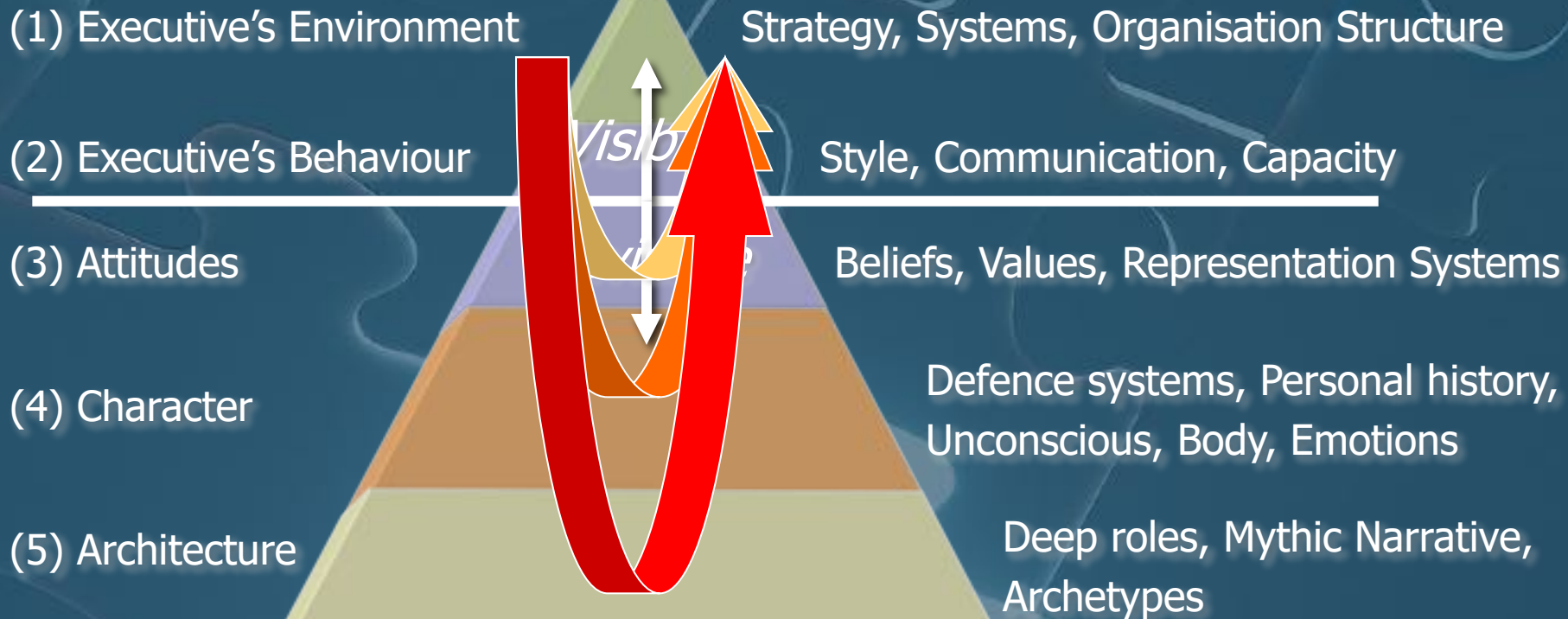
Four horizons of coaching



(Webb, 2007)



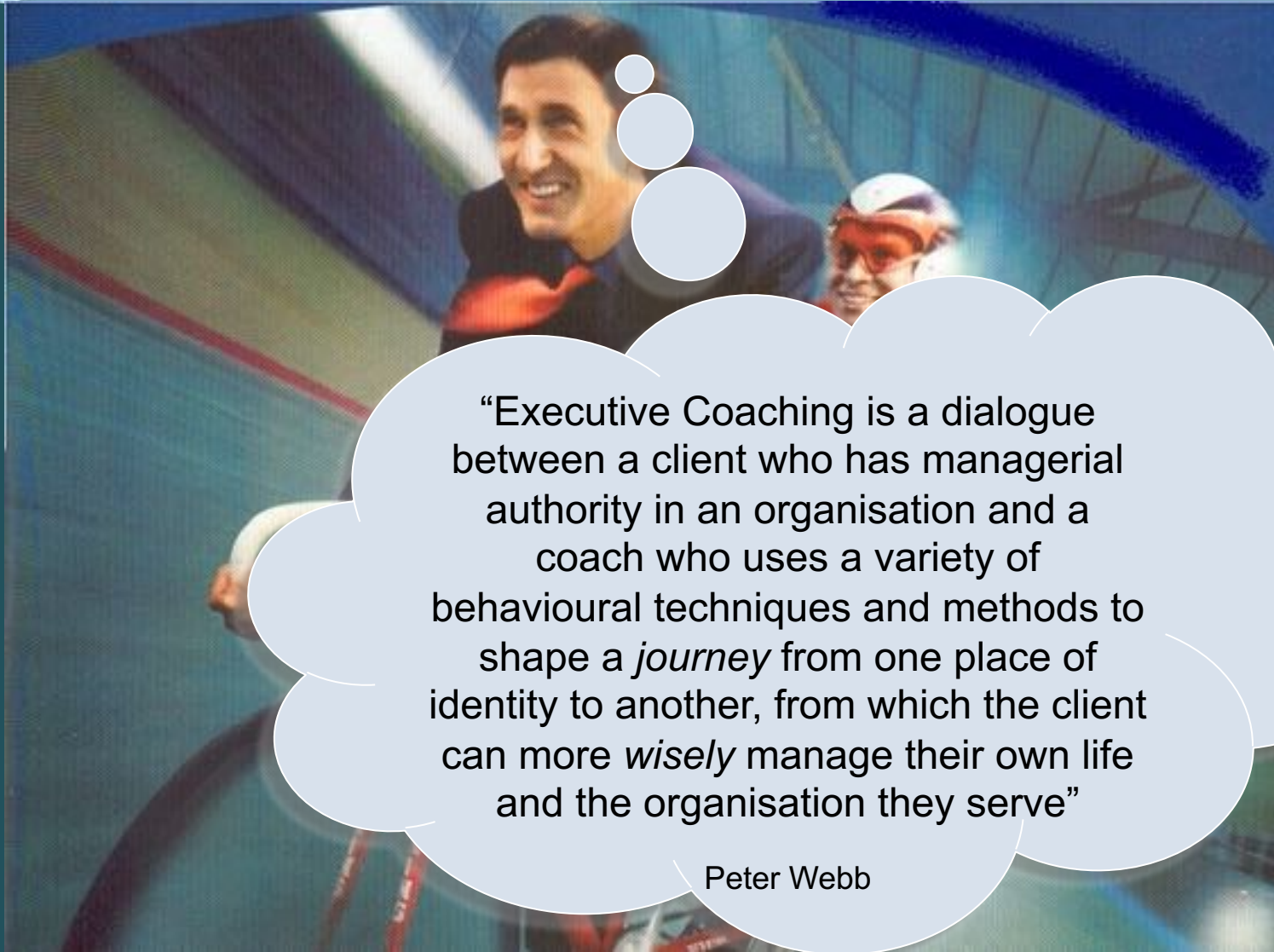
The Coaching Journey



(Webb, 2005)



A definition of Executive Coaching

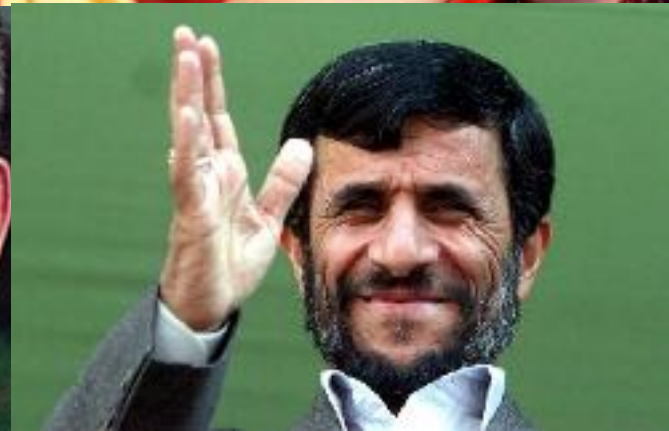
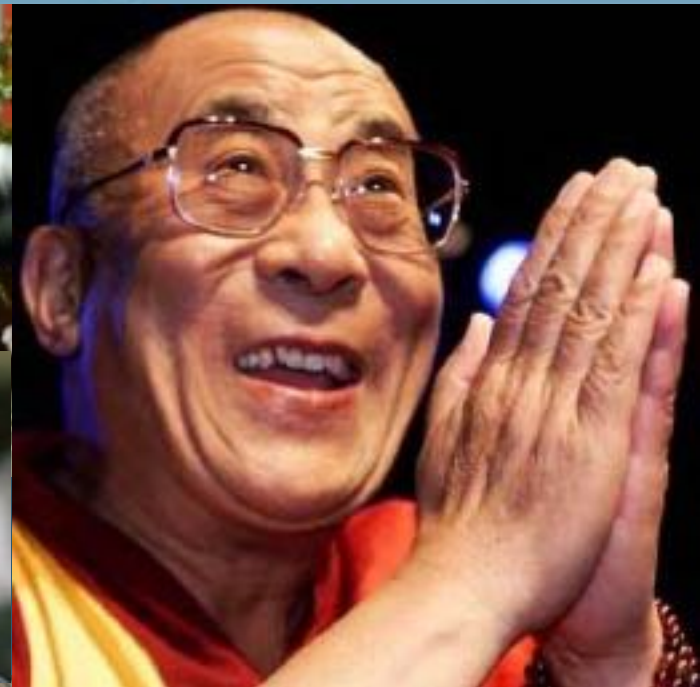


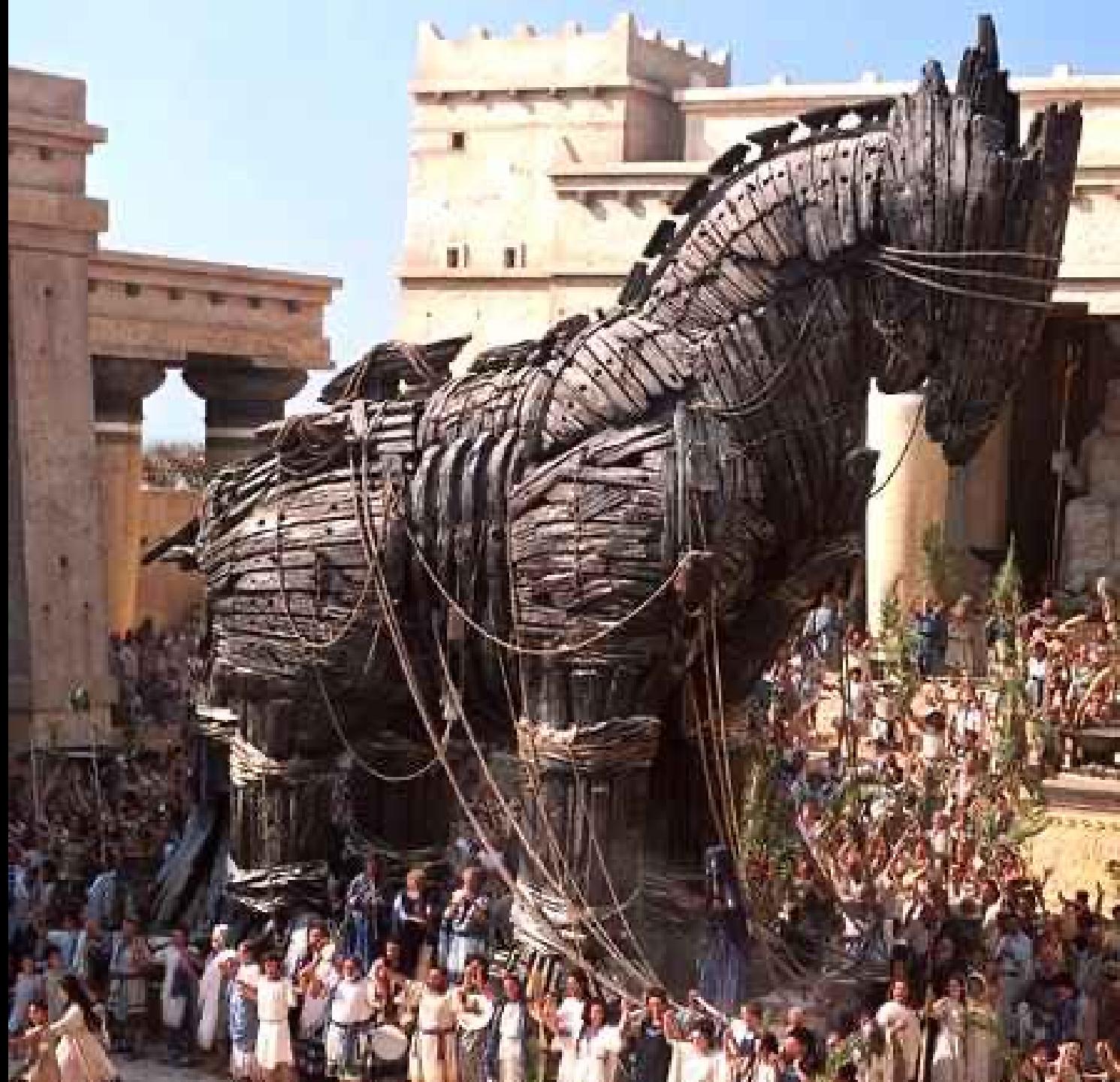
“Executive Coaching is a dialogue between a client who has managerial authority in an organisation and a coach who uses a variety of behavioural techniques and methods to shape a *journey* from one place of identity to another, from which the client can more *wisely* manage their own life and the organisation they serve”

Peter Webb



What the world needs now...
is wise leadership!



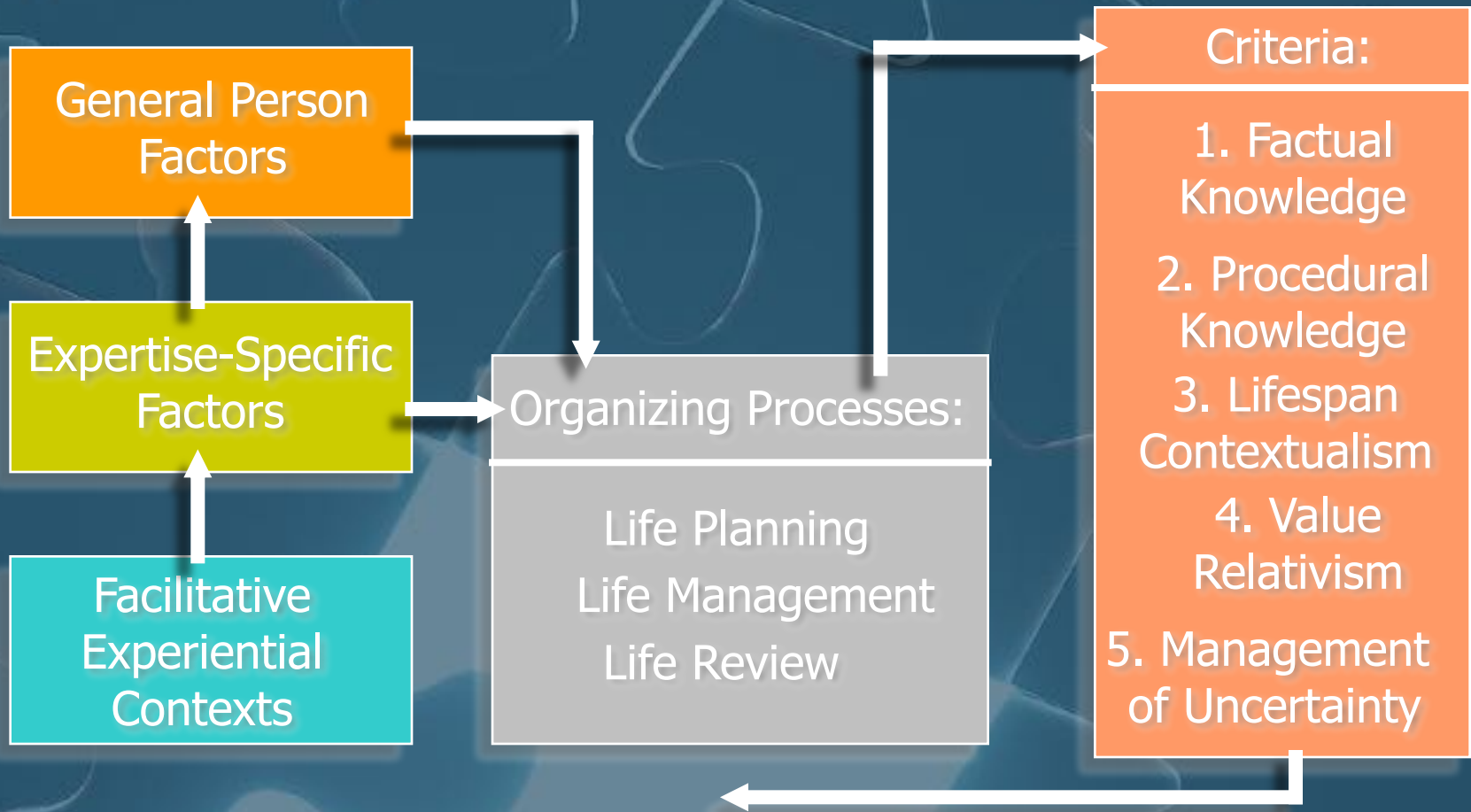




The emerging domain of wisdom

- **Wisdom** as a system of expert knowledge (Baltes, et al.)
- **Wisdom** as a property of a person (Ardelt)
- **Wisdom** as interaction between person, task, and situation (Sternberg, et al.)

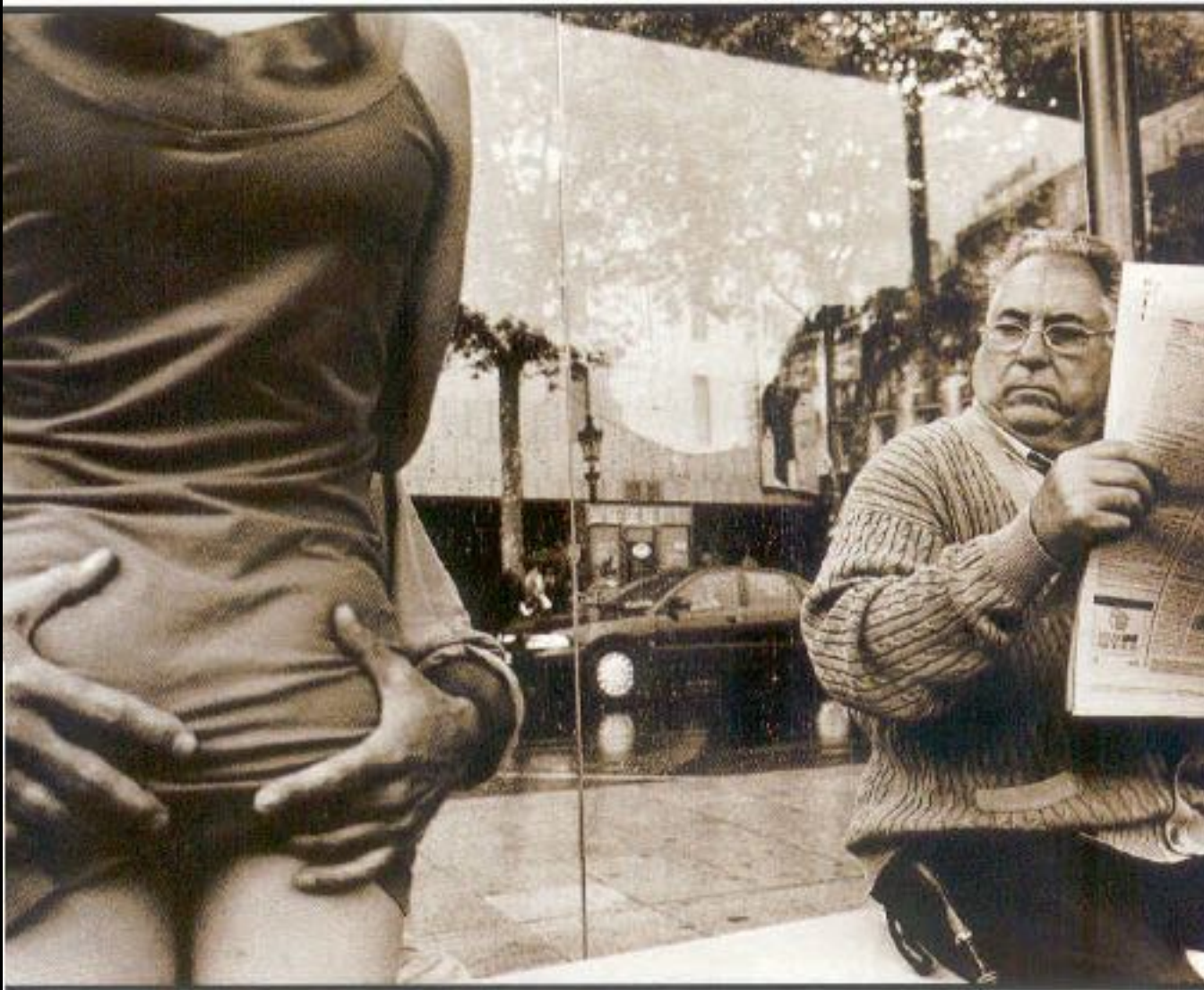
The Berlin Wisdom Paradigm



(Baltes & Staudinger, 2000)



1. Factual knowledge





2. Procedural knowledge





3. Lifespan conceptualization



4. Value relativism



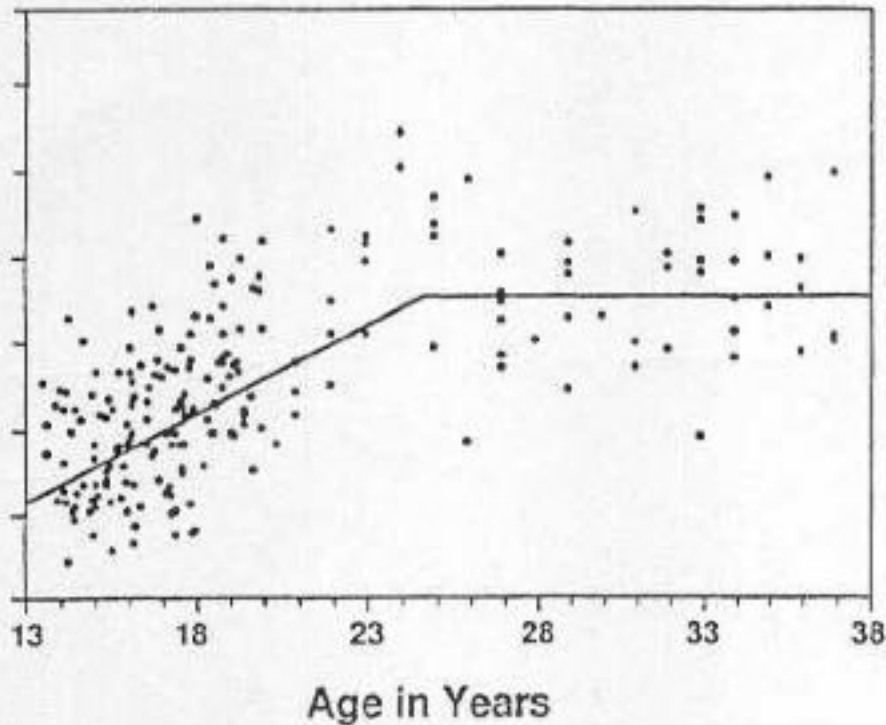


5. Management of uncertainty

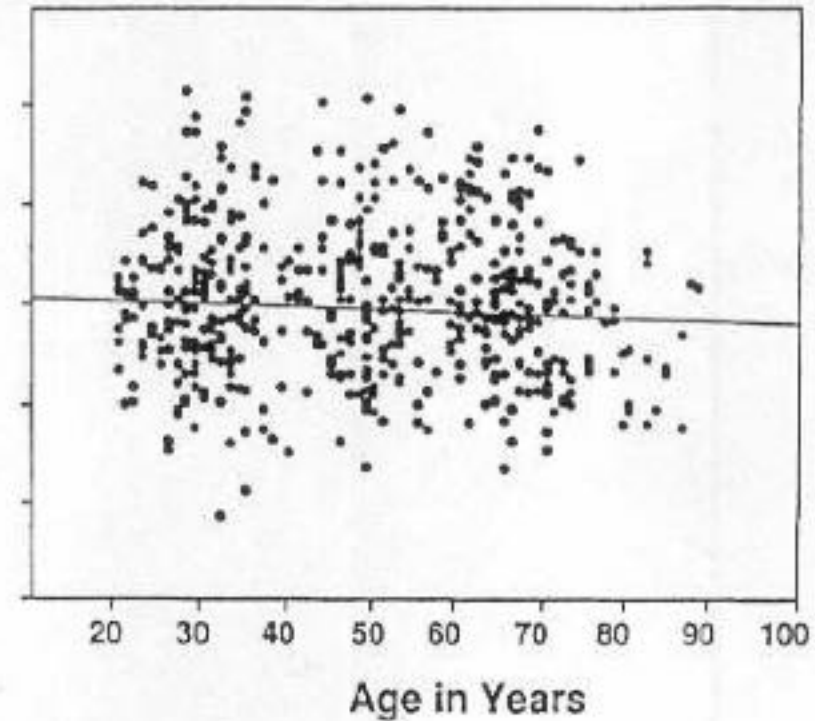


Wisdom-related performance by age

Wisdom

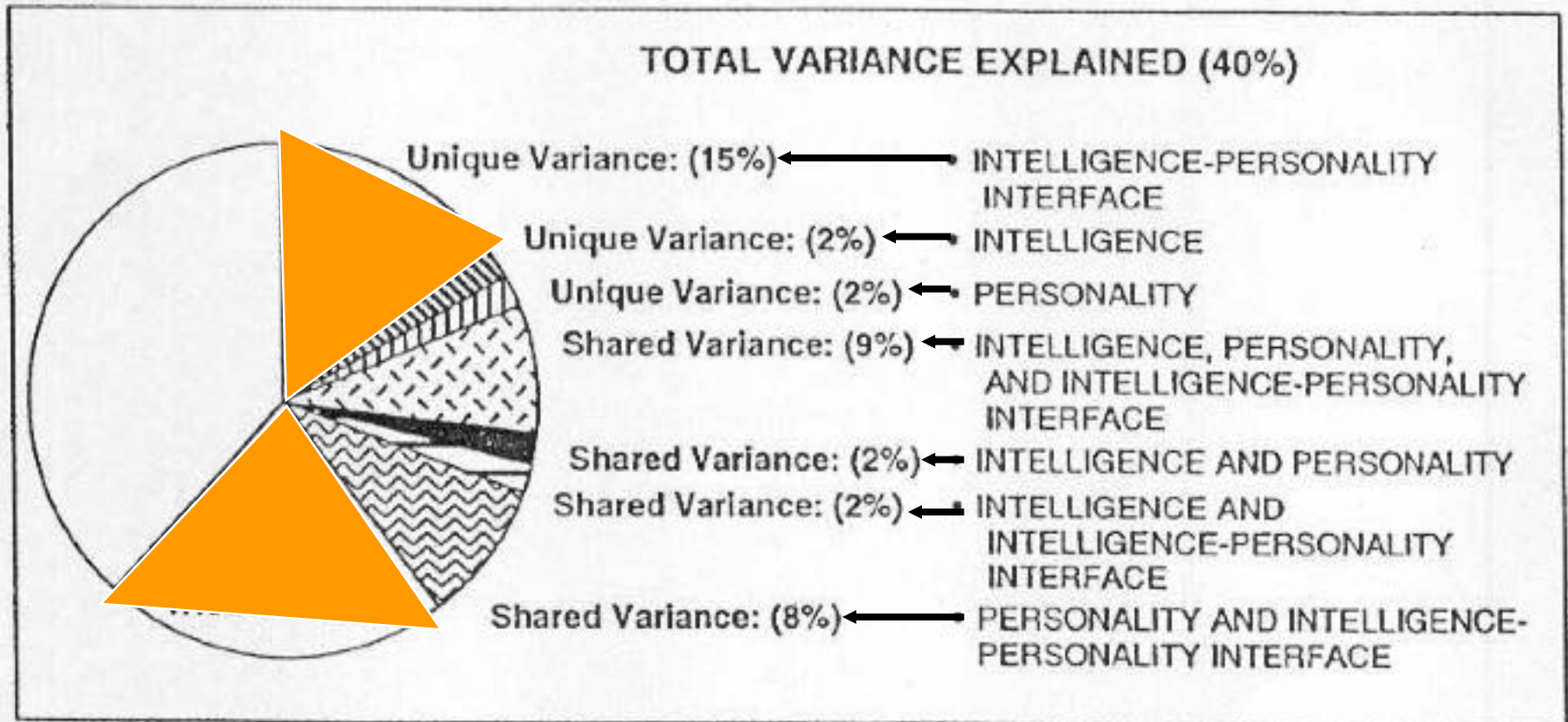


Wisdom



(Baltes, Glück, & Kunzmann, 2002)

Psychometric location of wisdom-related performance



(Staudinger, Lopez, & Baltes 1997)



Who is wise?





Cognitive dimension of wisdom

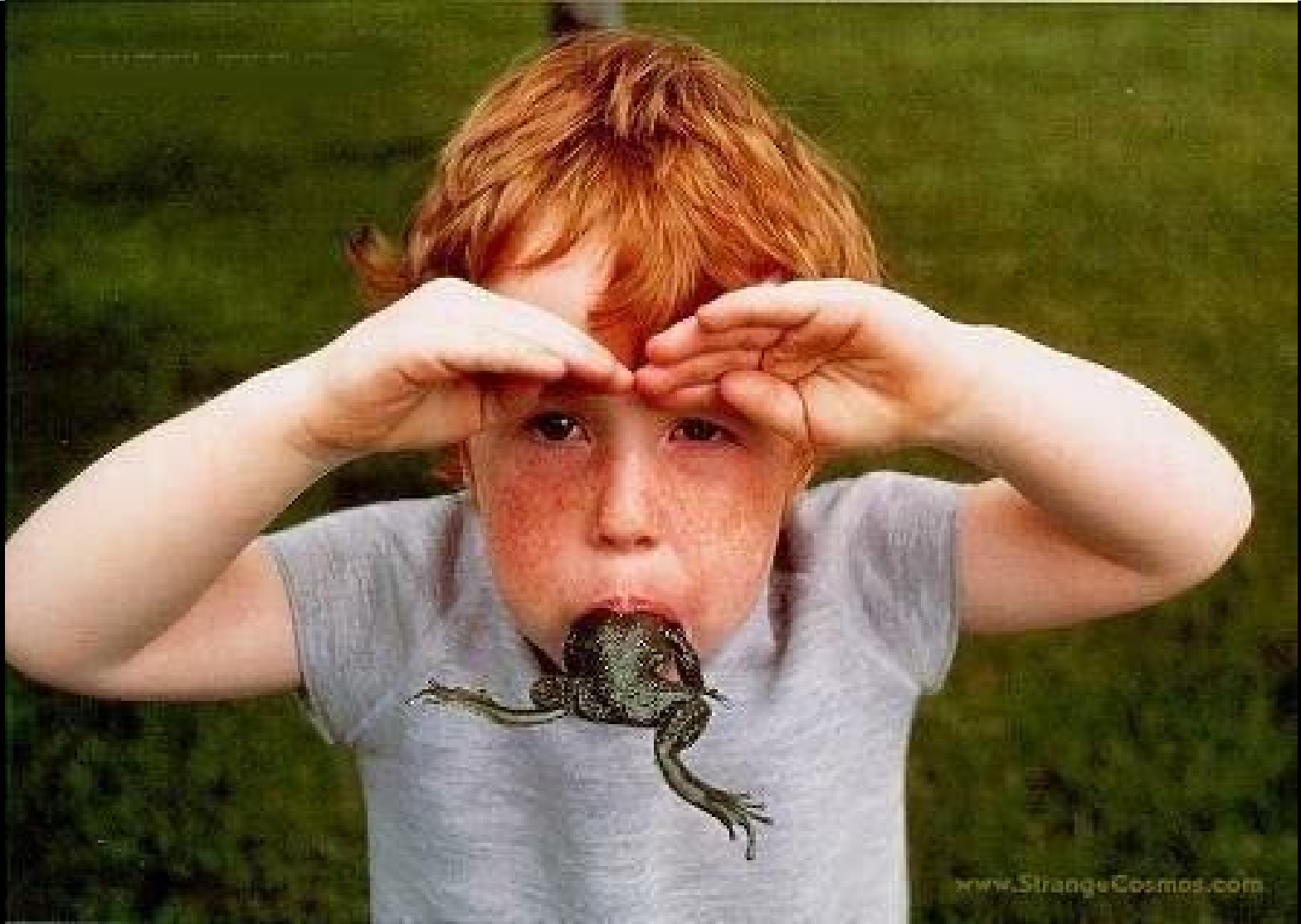


Affective dimension of wisdom






Reflective dimension of wisdom

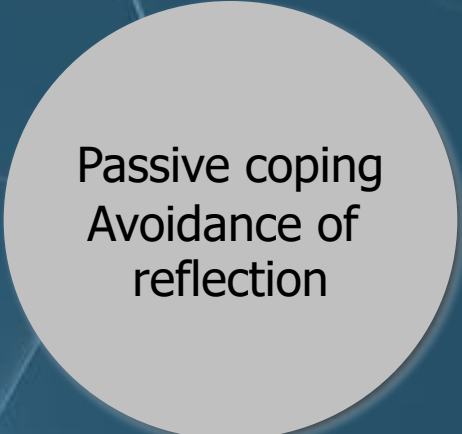




Coping with crises and obstacles in life



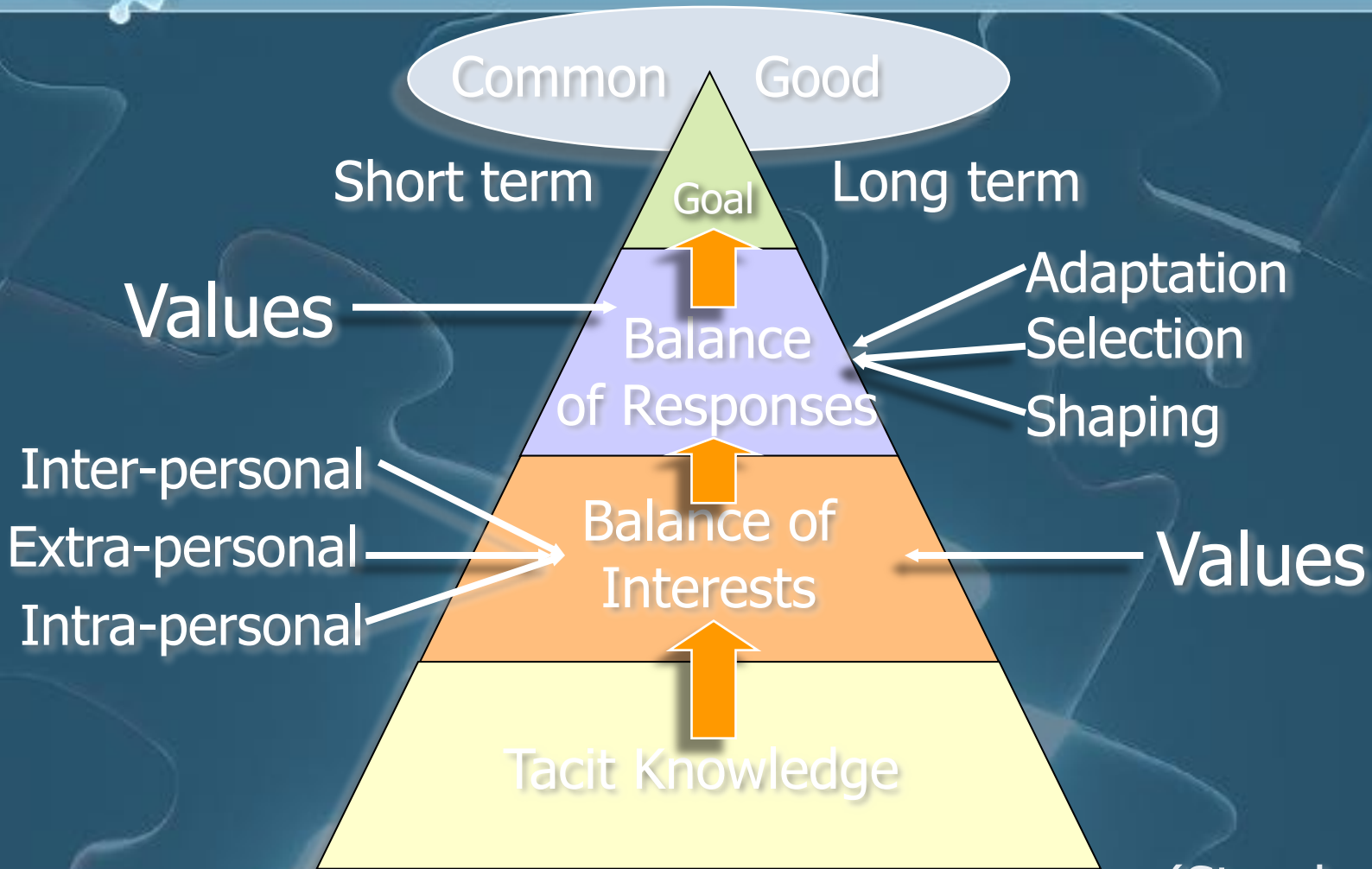
Mental distancing
Active coping
Application of life lessons



Passive coping
Avoidance of
reflection

(Ardelt, 2005)

A balance theory of wisdom



(Sternberg, 1998)



WICS: Creativity, Intelligence, and Wisdom - Synthesized



Wisdom-enhancing interventions





Life experience



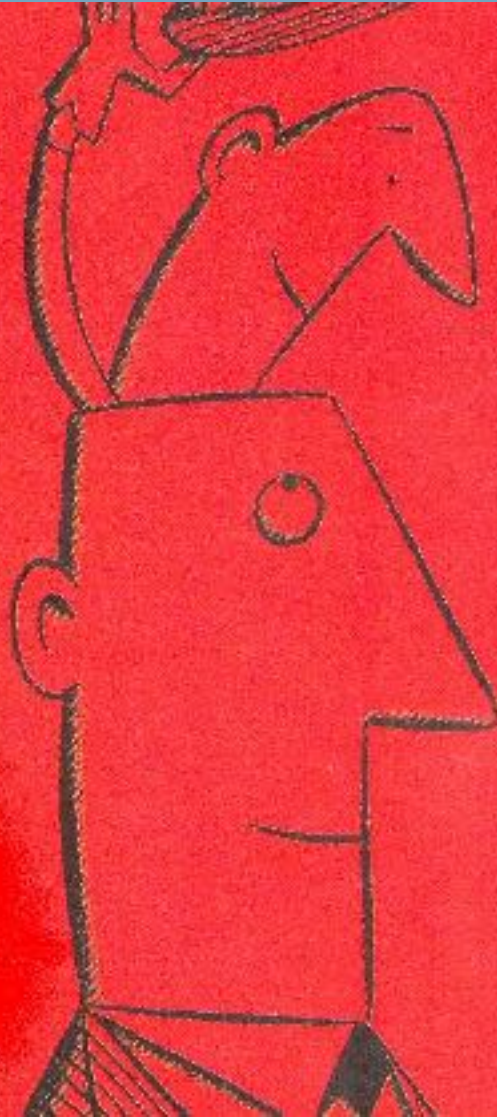
Teaching: A wisdom curriculum



SIMON BIRTEINCALE



Mentor/imaginary dialogue





“The philosopher’s dream”

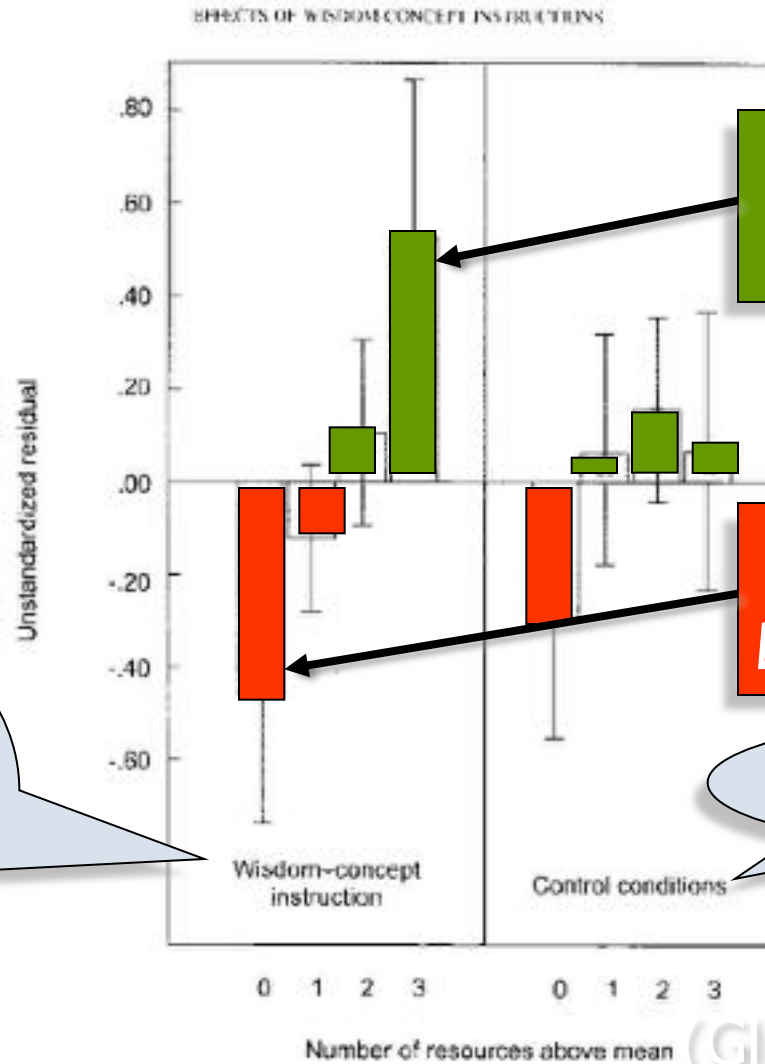


Activating wisdom resources

Wisdom Resources:

- Intelligence
- Life experience
- Personality-interface

"Try to give a wise response" instruction



*High in all three
Wisdom resources*

*Low in all three
Wisdom resources*

No instruction



A wisdom compass

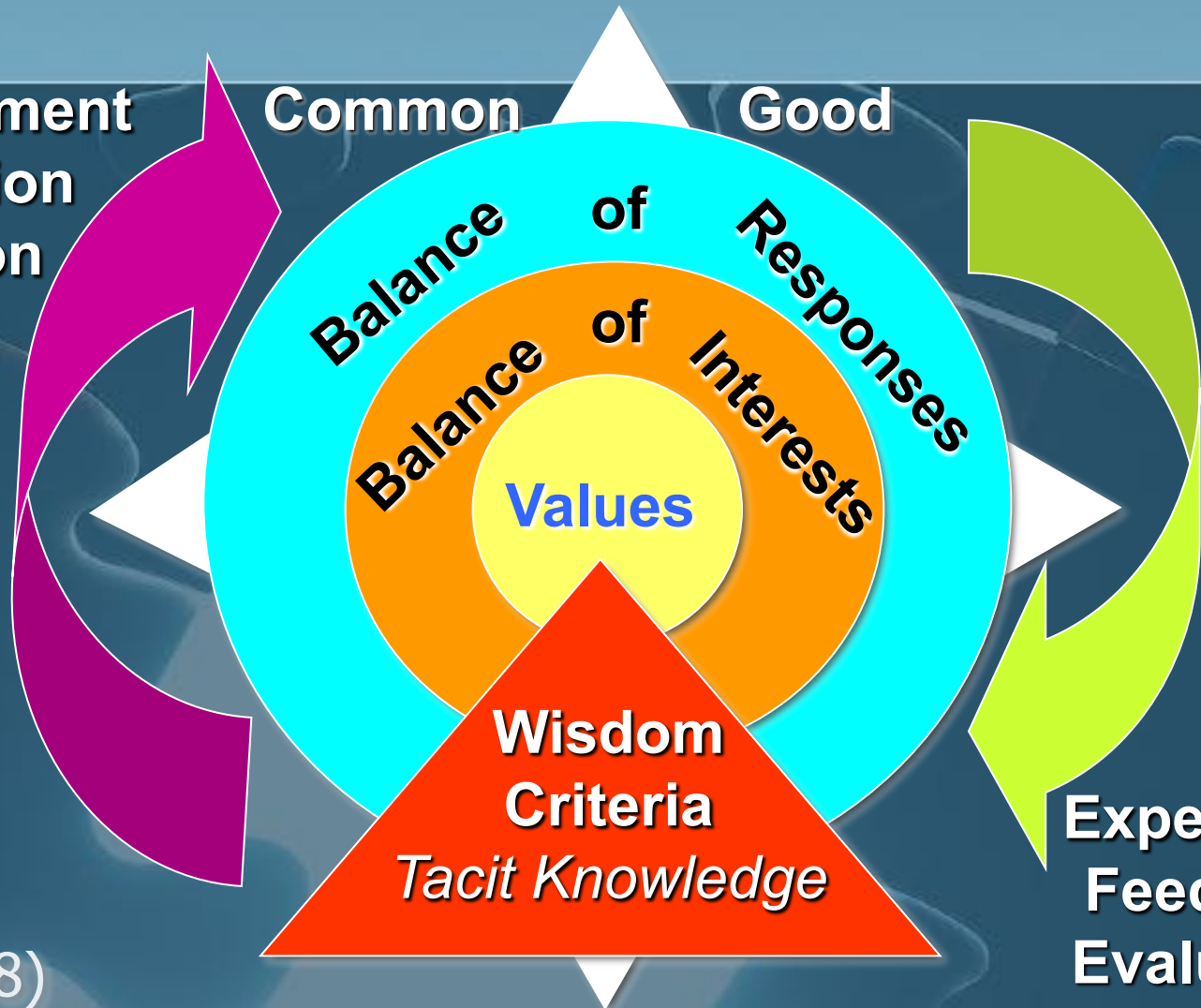


A wisdom compass

Discernment
Decision
Action

Common

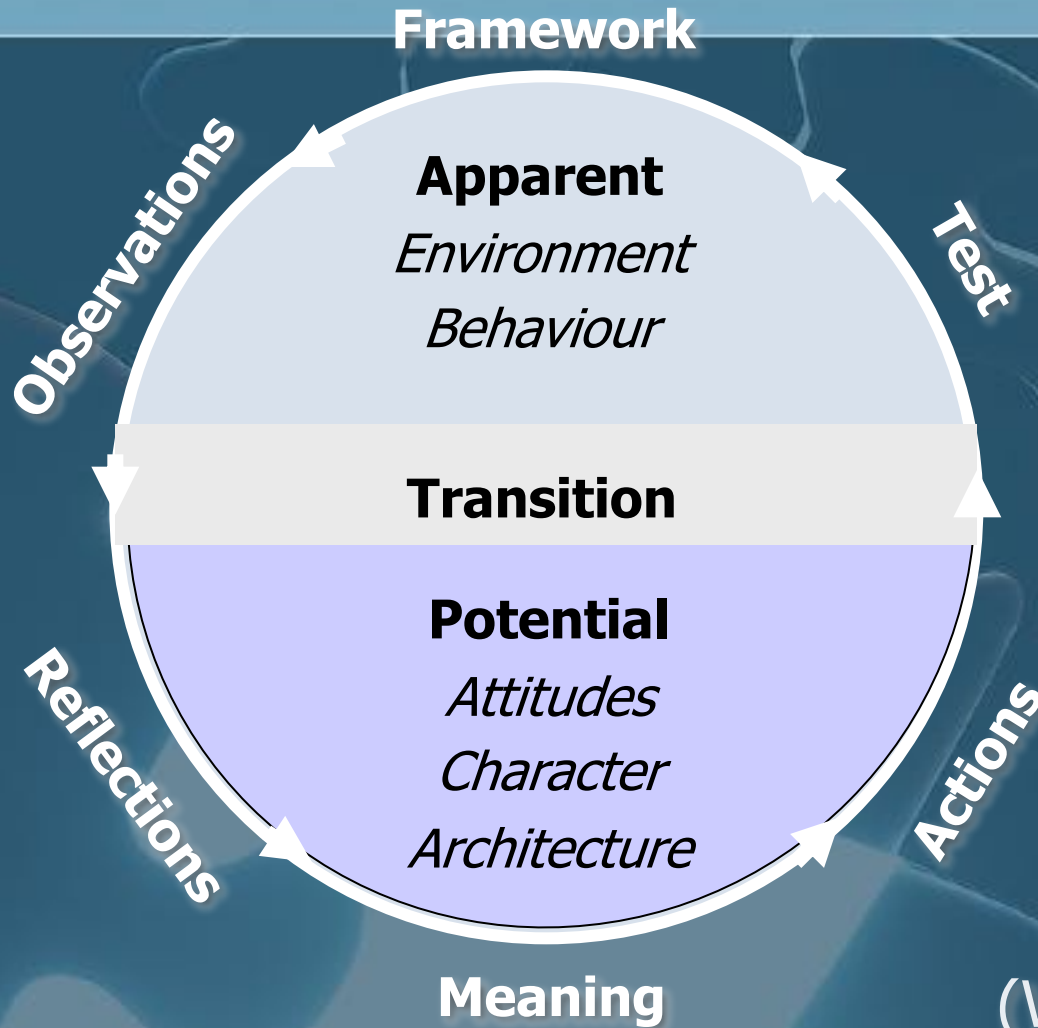
Good



(Webb, 2008)



The FORMAT Model



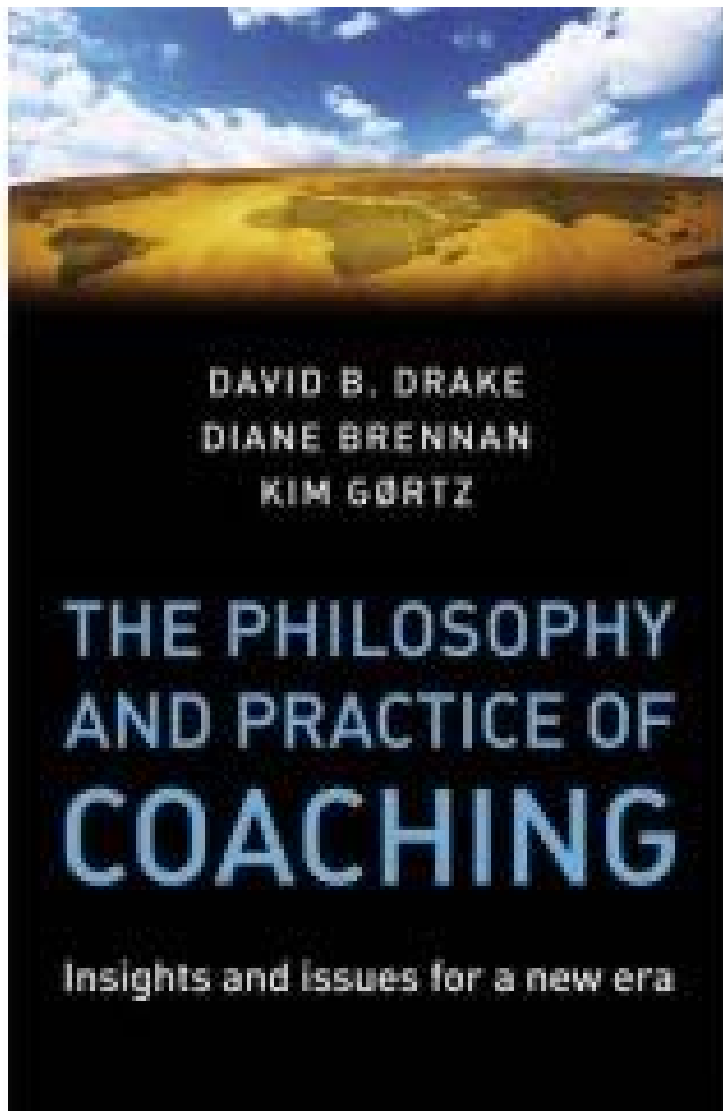
(Webb, 2008)

Enhancing wisdom performance





"Coaching for Wisdom", in:



*Due for release
June 16, 2008*

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www.intentional.com.au/resource.html