

**Dr. Carol Kauffman, Assistant Professor**

Keynote, 14. Juni 2016

**Having Impact and Quality using Positive Psychology
in your Coaching**

Positive Psychology is a body of scientific research and theory that can support the profession of coaching. We will explore four steps to putting positive psychology to use to increase the impact and quality of our coaching practices.

These four steps help us funnel and organize this body of research into how we can intervene when working with individuals and organizations. We'll review the theory, research and application illustrating with case studies working with C-level leaders who need to create the conditions for optimal performance and well being for themselves and their followers.

After reviewing the basic definition and orientation of positive psychology, we'll explore a pathway through which we can approach clients and find alternate ways to increase their self awareness and capacity for more informed and effective choices.

The four steps explore how we can

1. Reverse the focus on ourselves, others, the world and harness this mindset.
2. Focus on strengths, develop this type of language and use it to increase capacities of individuals and teams and link this to the GROW model of coaching.
3. Develop Positive Emotional Intelligence, understand the main theories, what positive emotions can create and also when positive emotion is a liability.
4. Explore how to access Flow states by building cognitive hope and increasing agency.

I will then describe how these can work together to create a positive upward spiral of performance and engagement.

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Bio

For the past 25 years Dr. Kauffman has taught at Harvard Medical School where she is an Assistant Professor and the Founder/Executive Director of the Institute of Coaching. She is also the Director of Faculty Coach Training at Massachusetts General Hospital. In 2009 she received a \$ 2,000,000 award to create the Institute. She launched the Institute's Professional Association, the Annual Coaching in Leadership and Healthcare Conference at Harvard Medical School.

Carol is a leadership coach with over 25 years experience specializing in CEOs and Scientists to develop their skills, identities and strategies to step into more effective and transformative leadership. She develops and delivers programs teaching leaders to develop coaching skills. She is also the Chief Supervisor at Meyler Campbell, a UK business coach training programme.