

C-MAPs in Action



Coaching MAPS Case Study: Vasco Gaião, Trainer

Introduction:

Vasco is currently a project manager and a trainer and has been a teacher for the last 15 years.

Being a teacher and a trainer in different schools, training centers and organisations involves working with a wide range of colleagues and learners regarding their age, cultural backgrounds, nationalities, and attitudes.

This requires several interpersonal skills, such as effective communication, empathy, collaborative spirit, flexibility, and problem-solving. The C-MAP model and the C-MAPs meet these skills in the coaching questions they suggest.

Summary:

This case study explains how Vasco has been using the knowledge and skills he acquired during the C-MAP learning activity in its professional life during the last months.

“Although I am a qualified teacher and a certified trainer, the topic of coaching was never approached during my studies. I wish I could have had contact with a project like C-MAP much longer ago as it would have improved the way I deal with some of the issues that arise during teaching and training.”

Vasco Gaião, Trainer



Coaching: a new technique to use as a trainer

Although the subject of coaching has become common in recent years, and even having some colleagues who had already attended certified training in coaching, I did not have knowledge of the methodology behind coaching.

Through my participation in the learning activity of the C-MAP project, I had the opportunity to learn about the underlying principles of coaching and the specific framework and guidelines developed by the C-MAP project.

There were two topics approached that I would like to highlight because they seem to me fundamental in a coaching relationship: the importance of maintaining active listening, without interrupting our speaker and giving them space to express themselves, and the need to ask them powerful questions to make them reflect about their present context and about how they can reach what they seek for their future.

Each individual has own potential

“Probably the biggest learning I had with C-MAP is that we should not tell others which way they should go to solve their problems because



we can make the mistake of guiding them in direction to something that seems right for us but that may not be the best solution for them regarding their needs and aims.”

“Being one of the trainers responsible for delivering the C-MAP course in Portugal brought me additional knowledge on the subject as the managers and coordinators I worked with were experienced in solving different kinds of conflicts at work. They were happy to know more about coaching and were especially pleased with the pre-prepared C-MAPs as they can save them a lot of time,” said Vasco.

Coaching MAPs is a project funded by the Erasmus+ programme. The project set out to develop and test a new coaching model called Coaching MAPS. In addition to a set of pre-prepared C-MAPs, there is a handbook and a training course all of which are available in English, Bulgarian, Italian, Dutch and Portuguese.

For further information visit:

www.coachingmaps.eu



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