

**Signe Vesso, PhD**

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Estonia



**Workshop title:**

Practical workshop: how to use question cards in group coaching and supervision.

**Duration:** 1x 1h 45min

**Goal of the workshop:**

To give participants the tools to support people in finding solutions and learning in an incomprehensible world.

**Concept:**

During the workshop the participants will work with the COACHING WHEEL MODEL, which she created, consisting of four main themes: Design of the future / Implementation planning / Working with challenges / Learning from success

Based on the COACHING WHEEL MODEL, she created a professional practical toolset called "COACHING QUESTION CARDS", which allows for enriching and deepening client work in a very diverse way. In addition to designing for the future and planning for implementation, the questions make it possible to systematically examine the challenges that emerged in the implementation process and learn from successes. The questions concern behavior strategies, perspectives of different parties, as well as the so-called "underwater part of the iceberg" - beliefs, habits, skills, and feelings. The participants will practice in groups and pairs using coaching question cards in different creative ways. In addition, by practicing the methodology, the participants can work with themselves.

**Learning outcome:**

Participants will

- be able to use questions to support clients more consciously.
- receive a model of how to work with success cases in group coaching or supervision.
- receive a model of how to work with goals in group coaching or supervision.

**Profile**

Signe Vesso is a founding member and senior trainer at International Supervision and Coaching Institute ([www.isci.ee](http://www.isci.ee)) for almost 10 years and was the president of the Estonian Association for Supervisors and Coaches from 2008-2016. She has a Ph.D. in Management Sciences (2016). She was educated as a gestalt psychotherapist and NLP practitioner. She has been working with organizations for more than 25 years, mostly with teams and groups. Her personal style has been influenced by gestalt therapy, the solution-oriented approach, the systemic approach, the narrative approach, and appreciative inquiry. In her developed methodology, it has been important for her to support awareness of people's values and identities through questions. She published two books beside her Doctoral thesis, and a professional question card toolset for managers, coaches, supervisors and teachers.