



ivalyu
Ringcoaching

ivalyu Ringcoaching contract

(Stand June 6, 2016)

Between the organization
Potenzialentwicklungsraum e.V., hereafter referred to as **ivalyu**

and you as donor and recipient of ivalyu coaching, will be referred to hereafter as **ivalyu coach**.

As founders we believe that with ivalyu Ringcoaching we can discover the potential and the unique abilities of many individuals and support them in becoming more effective in their lives. Led by appreciation we stand for the greatness in people and, at the same time, promote appreciation and coaching competencies.

ivalyu offers a service to impart ivalyu Coaching as well as to create a learning space to enhance one's own coaching competency. This happens mainly through offering an ivalyu coach and connecting him/her with another ivalyu coachee (so-called ring-coaching). ivalyu coach and coachee are always different persons. In principle, ivalyu always assesses the listening competencies of all interested persons before they get access to the ivalyu coaching ring.

ivalyu offers the following **services**:

- Conveying of an ivalyu coach.
- A hotline available to address any questions and support any challenges being experienced regarding ivalyu Ringcoaching (s.o. ring-coaching), with a return call, within 48 hours..
- The participation in a 6-part basic training for ivalyu coaches.
- Providing and maintaining the ivalyu homepage www.ivalyu.com/en-gb

Each ivalyu coach commits to the following:

- In principle, he/she is available via telephone for an ivalyu coachee for one hour per week according to an agreed schedule with the exception of vacation and sick leave.
- Within 2 weeks after signing this contract he/she puts his/her coaching profile on the website www.ivalyu.com/en-gb
- He/she agrees to keep it up to date by responding to the monthly e-mail regarding the following information:
 - Name of the current coachee/coach
 - As coach/coachee occupied / occupied till ...
 - Number of actual coaching conversations during the last month
- He/she uses ca. one hour ivalyu ring-coaching per week for self-reflection
- Within one year he/she undergoes a 6-8 part basic training
- To limit the time frame with the current coach or coachee to 12 months maximum and then to switch/change to a new ring-coaching partnership. He/she also accepts an earlier termination of a coaching process by his/her ivalyu coach or ivalyu coachee.

Relevant instructions and recommendations concerning this process, as well as contact persons for support can be found on the website www.ivalyu.com/en-gb

The current membership fee is 40- Euro + VAT of 19%, $40 + 7,60 = 47,60$ Euro (Stand July 2016). This is payable by debit authorization from the ivalyu coach's account by the 15th of each month and is valid for the complete current calendar month.

By accepting this contract the ivalyu coach declares that he/she agrees with the following recommendations and guidelines and is willing to deal with it in an active and learning way.

1. The ivalyu coach provides a **regular call time** for coaching his/her coachee. During this time the ivalyu coach is the committed listener!
2. He/she uses **active listening and inquires**, if what has been heard was understood correctly and demonstrates this through repeating what has been heard in his/her own words. Trustworthy communication often happens by simply feeling understood. As ivalyu coach we train ourselves in putting on hold our own impulses.
3. No **unsolicited advice** is given – however well intended. If advice is given, please ask for permission first.
4. He/she **refrains from sharing his/her own judgements**. Never and at no time is there anything wrong about what the coachee does. Working as an ivalyu coach means: to train oneself to be non-judgemental. Failing in this, he/she clears this matter with his/her own coach.
5. Usually people have matters of concern – mostly there are fundamental needs and motives behind the apparent “loud” topics. It is helpful to disclose these. In order for the ivalyu coach to provide an **easy and regular reflection space**, he/she could ask the following questions:
 - What is really, really important to you?
 - Is your current perspective really true?
 - What could be a next growth/development step on this topic for you?
 - What could it really be about?
 - Why do you react so strongly especially on this topic? What is your real concern?
6. The fundamental **focus in ivalyu Ringcoaching is on success stories and strengths**. The ivalyu coach refers to the greatness of his/her counterpart.
7. The ivalyu coach has confidence in his/her coachee being able to find the solution to his/her own situation. Often coachees do have all **inner knowledge about their situation**. He/she trains himself/herself to leave possible tensions and dilemmas to his/her coachee. Trust in the competence of the coachee relaxes the ivalyu coach. Thus surprising ways for solution often emerge.
8. A coaching partnership lasts **between 6 to 12 months**. Coach and coachee respect the wish, if one of the two wants to terminate the coaching.
9. He/she commits to absolute confidentiality with respect to the coaching content.

ivalyu ring-coaching is usually done by telephone. This provides an optimal safe space for both sides. A regular telephone call can be easily integrated into everyday life.

This coaching contract runs with no time limit and can be terminated by the ivalyu coach any time before the end of the month without explanation. A termination by ivalyu is only possible for good cause. A termination for good cause can be executed any time with immediate effect. A good cause is particularly given, if an ivalyu coach flouts the principles and coaching guidelines described herein even after repeated notice. For clarification reasons, ivalyu reserves the right to exclude members temporarily from the ivalyu membership area. Apart from that, the statutory provisions regarding the termination of the contract are valid.

ivalyu only connects coaching partners and only gives recommendations, guidelines and basic training for performing ivalyu coaching. Therefore ivalyu cannot be held liable in any way regarding the result of an ivalyu coaching partnership nor for the quality of the coaching relationship or for the conduct of the persons involved. Furthermore the contractual and non-contractual liability of ivalyu and its agents is limited to intent and gross negligence insofar as it does not concern the breach of a contractual obligation or an injury to life, limb or health.

The ivalyu coaches will be notified by ivalyu about planned changes of these terms of conditions for ivalyu coaches and the terms of payment as well as the internet guidelines as far he/she is concerned. Should the ivalyu coach not oppose within one month of notification, his/her consent to the proposed amendment shall be deemed granted. ivalyu agrees with the respective changes and it should be noted that a failure of timely avowed opposition is deemed consent. The ivalyu coach agrees to the storage and disclosure of his/her personal data so far as it is useful and necessary for the conveying of the coaching relationship.