



W-RETURN

Empowerment and Reemployment Route

INNOVATIVE COACHING METHODS



Kofinanziert von der
Europäischen Union



Below are some of the approaches used for W-Return.

1. **Systemic coaching**, meaning a solution-oriented approach that considers relationships, roles, dynamics, and the environment, was used to identify the best and worst possible outcomes.



2. **The Grow model (Goal, Reality, Options, Will)** to create clarity.



3. **AI-supported coaching** where AI tools help provide personalized feedback.





4. **Peer coaching**, where participants support each other in small groups, often leads to stronger and more sustainable learning experiences.

5. **Design Thinking** for coaching to find creative solutions to problems. This means we proceed empathetically, understand people's needs, develop ideas as a team, test them in rapid prototypes, and refine them.



6. **Gamified methods** where goals and progress are visualized in a playful way



7. **Somatic approaches**, in which body perceptions play a major role

