ERSHAD COACHING

The Principles and Practice of Coaching in Islamic Culture

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Our time together

Why we embarked on this project

Ershad coaching framework

Key differences

Coaching for alignment

Roundtable discussion
Why we embarked on this project

“Unlocking a person’s potential to maximise their own performance”

Sir John Whitmore
Coaching Definition from Islamic History

Is the assistance from one individual to another to achieve the following

➢ Solve problems

➢ Take advantage of its potential

➢ Take appropriate decisions

➢ Reach consensus

➢ To help individuals to develop their independence and develop their abilities to be responsible for themselves

*Ibn Manthoor* Year 1232 - 1311 (more than 700 years ago)
THE ERSHAD COACHING FRAMEWORK

(van Nieuwerburgh & Al-Laho, 2017)
Coaching Practice
Religion in Practice
ones in life
%2.5 ones a year
%5 day hours
%8.5 Year days
Relating to others

Worship goes beyond rituals

Includes:

• Helping others
• Supporting those in need
• Taking care of family members
• Being kind to strangers
• Standing up for people’s rights
• Smiling and greeting others
• Controlling your anger
• Speaking well of others
• Being gentle in your interactions
• Being humble and respectful

(van Nieuwerburgh & Al-Laho, 2017)
Alignment

The Whole Person

Spirit

Mind

Self

Connection with religious beliefs
Not only rituals

Reflection and learning
Self-control
No control: led by desires

Eat, Drink, Play, Rest
Experiencing life fully
Lacking humanity

Best stature

### Key differences

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<tr>
<th>Ershad Coaching Framework</th>
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<tbody>
<tr>
<td>Values and principles are integral</td>
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<td>Intention rather than “goal”</td>
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<td>Facilitator rather than “coach”</td>
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<td>Learner rather than “coachee”</td>
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<td>Based on trust and generates trust</td>
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<td>Coaching focuses on the person as a whole</td>
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The three elements of effective coaching

**Coaching process**
- For example, the GROW model

**Coaching skills**
- Skills such as asking powerful questions, active listening and summarising

**Way of Being**
- Humanistic, person-centred approach

(van Nieuwerburgh, 2017)
Your thoughts, observations, comments and questions