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CoachingHer: Coaching for Empowerment and Success

Training course for mothers

Guide for Coaches

Lesson 3

Flexibility and adaptability

The CoachingHer project is based on the realization that many women, especially working mothers or job seekers, are faced with the difficult decision of reconciling work and each other. In many cases, the lack of adequate social policies and the persistence of traditional cultural norms limit women's career opportunities, forcing them to abandon their professional ambitions or reduce their professional commitment.

Our goal is to create an environment where women can continue to work and pursue their ambitions without having to choose between career and family. The project focuses on two European countries, Italy and Germany, with different socio-economic and cultural contexts, but facing similar challenges regarding the role of women in the labour market and society.

In a context where women face numerous barriers to accessing positions of power and responsibility, CoachingHer offers a concrete solution; participants will be able to develop leadership, time management and multitasking skills that are crucial for successfully coping with the challenges of work and family.



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1. Presentation of the topic "Flexibility & Adaptability" (10 min)

- The aim of the unit: The participants should find spontaneous solutions to unforeseen problems. They understand how to deal with changes in the family and at work. They are to find and evaluate alternatives

2. Introduction: What does "flexibility & adaptability" mean to you? (15 min)

- Group discussion or Mentimeter/pinboard:
 - "Why is adaptability important?"
 - "How open are you to your everyday life at the moment?"
 - "What stresses you out the most in your daily routine?"
- Joint collection of typical challenges faced by mothers

Impulse 3: Basics of "Flexibility & Adaptability" (25 min)

Short presentation (with PowerPoint or flipchart)

A. The flexibility:

- Openness to new things
- Willingness to learn
- Positive attitude
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B. Adaptability:

- Self-reflection
- Stress management
- Flexible thinking

4. Exercise: Role play (20 min)

- Present case studies in different situations
- Group work: Compare – Can I adapt? What is positive and negative? How would they behave?
- Goal: Develop mindfulness for one's own personality

5. Break (15 min)

Gladly with a snack table and exchange in small groups.

6. Exchange: Reflecting on one's own attitude (20 min)

- Group work:
 - "How do I react to changes?"
 - "What is difficult for me?"
 - "How can I react more flexibly?"
- Collect and present results on flipcharts

7. Tools & Tips (15 min)

- Apply individual reference standard
- Develop and follow your own rules

8. final round (10 min)

- "What do I take with me today?" (1 set from each participant)
- Personal objectives
- Hand out worksheet (digital or paper)
- Optional: Invitation to the WhatsApp/Telegram group for further exchange