

9 Principles of Systemic Coaching

After Alain Cardon · Metasysteme
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1

Be present, don't do

Offer a silent, attentive space with no intention. Posture matters more than any tool.

2

The client knows

Stay low and equal. Never give solutions, never act in the client's place.

3

Reframe, don't solve

Listen to how the problem is framed, not to its content. A stuck problem is a badly framed one.

4

Here is there

What happens in the session mirrors the client's whole system. Work on it live.

5

You are never outside

You are part of the system. What you feel is data: share it openly, and change with the client.

6

Coach the system

Focus on interactions and interfaces, not individuals. Bring the absent stakeholders in.

7

Less is more

Intervene rarely, briefly, on form: time, space, roles, flow. Small local shifts spread to the whole.

8

Frame, explore, land

Clear contract, open exploration, then a measurable decision with one owner and a deadline.

9

Practise what you coach

Learn by doing and supervision. Model the change: repeating the problem's form never solves it.