JUPITER PRIME

Consulting • Training • Advisory

جوبيتر برايم للاستشارات والتدريب

COURSE BROCHURE

Scenario and Experiment Coaching for Uncertain Conditions Training

jupiterprime.uk

info@jupiterprime.uk

Registered in the United Kingdom and Saudi Arabia

Scenario and Experiment Coaching for Uncertain Conditions Training

Scenario and Experiment Coaching for Uncertain Conditions is a 1-week training course for leaders and coaches who guide people through shifting priorities, and it produces a Coaching Experiment Portfolio that pairs each coachee's hardest open question with plausible futures, small tests and review points. Organisations now face choices where past patterns predict little, so coaching that rehearses futures and tests assumptions quickly keeps decisions moving. The course is delivered by Jupiter Prime Training.

Why Scenario and Experiment Coaching Matters Now

Three forces shape this subject. Technology shifts and supply shocks leave leaders with problems that have no tested answer. Employees carry longer stretches of ambiguity, and fatigue rises when every decision feels final. Boards and sponsors also expect faster learning from initiatives rather than long plans that age before launch. A coach who helps people frame futures, run safe-to-fail probes and read the results keeps judgement sharp and morale steady. The course rests on the International Coaching Federation ICF Core Competencies and the GROW model, extended with scenario and experiment techniques.

Who Gains Most from Scenario and Experiment Coaching

- Leaders who coach direct reports through restructures, launches and market swings
- Internal coaches whose coachees bring problems without a precedent or clear owner
- Change and transformation specialists who support teams through repeated pivots
- Talent and leadership development professionals who design coaching for emerging leaders
- Project and product heads who must decide with partial evidence and short cycles

A leadership group facing the same strategic shift gains most when several members attend and share one set of scenarios.

Scenario and Experiment Coaching Capabilities

The outcomes centre on turning a coachee's uncertainty into framed futures, testable bets and steadier choices.

- Apply provocative questioning that unsettles fixed assumptions without damaging trust — coachee reframing
- Build two-axis scenario sets from a coachee's critical uncertainties — strategic option choices
- Design safe-to-fail experiments with clear signals and stop rules — sponsor investment decisions
- Test assumptions through rapid learning cycles and structured debriefs — next-step commitments
- Weigh reversible and irreversible decisions using pre-mortems and option value — leadership risk appetite
- Specify resilience routines that sustain energy across long ambiguity — team wellbeing and retention

Key Scenario and Experiment Coaching Terms

- Provocative question — a deliberately challenging question that exposes a hidden assumption and opens new options for the coachee.
- Critical uncertainty — a driving factor that is both highly influential and highly unpredictable for the decision at hand.
- Scenario matrix — a two-axis grid that crosses two critical uncertainties to produce four distinct, plausible futures.
- Safe-to-fail probe — a small, low-cost action designed so that failure teaches something without serious harm.
- Pre-mortem — an exercise that imagines a decision has already failed and works backwards to its likely causes.
- Reversible decision — a choice that can be undone cheaply, so it suits fast experimentation rather than long deliberation.

Scenario and Experiment Coaching Day by Day

Day 1: Reading Uncertain Conditions

- Cynefin Domains — Matching Coaching Stance to Problem Type
- Uncertainty Mapping — Separating Known Facts From Open Questions
- Coachee Assumption Inventory — Surfacing Beliefs That Drive Choices
- ICF Core Competencies — Keeping Presence When Answers Are Absent
- Stakeholder Pressure Scan — Who Shapes the Coachee's Room to Move

Day 2: Provocative Questioning

- Provocative Question Ladders — Escalating Challenge Without Losing Rapport
- Devil's Advocate Framing — Testing Commitment to a Preferred Option
- Reverse Brief Technique — Exposing What the Coachee Avoids Saying
- Silence and Pacing — Giving Unsettled Thinking Room to Form
- Psychological Safety Check — Deciding How Far to Push

Day 3: Scenario Thinking in Coaching

- Driving Forces Canvas — Selecting Two Critical Uncertainties
- Two-Axis Scenario Matrix — Building Four Plausible Futures
- Scenario Narratives — Making Futures Vivid for the Coachee
- Wind-Tunnelling — Testing Current Plans Against Each Future
- Early Warning Signals — Choosing Indicators That Show Which Future Arrives

Day 4: Rapid Experiment Cycles

- Hypothesis Statement Format — Turning Hunches Into Testable Bets
- Safe-to-Fail Probe Design — Sizing Cost, Signal and Stop Rule
- Pre-Mortem Session — Anticipating Failure Before Committing Resources
- GROW Model Adaptation — Coaching Goals as Evolving Hypotheses
- Experiment Debrief Protocol — Deciding to Amplify, Adjust or Abandon

Day 5: Practising the Coaching Experiment Portfolio

- Live Coaching Rounds — Applying Questioning and Scenarios Together
- Reversible Versus Irreversible Choices — Pacing Decisions Under Ambiguity
- Resilience Routines — Sustaining Coachee Energy Across Long Uncertainty
- Peer Observation Feedback — Refining Probe Design and Debrief Quality
- Coaching Experiment Portfolio — Assembling Futures, Probes and Review Points

Applying Scenario and Experiment Coaching After the Course

- Run a scenario matrix session with one coachee facing an open strategic choice, then agree two early warning signals to track.
- Coach a team through one safe-to-fail probe with a written hypothesis, stop rule and structured debrief within four weeks.

Scenario and Experiment Coaching Questions FAQ

What is scenario and experiment coaching and why does it matter now?

Scenario and experiment coaching helps people decide when the future is unclear by rehearsing plausible futures and testing assumptions through small probes. It matters now because many leadership choices in sectors such as energy and healthcare have no precedent to copy.

Which roles gain most from scenario and experiment coaching?

Leaders, internal coaches and change specialists gain most from scenario and experiment coaching. Each regularly supports people through decisions with partial evidence, from a logistics manager reshaping routes to a hospital lead redesigning patient flow.

How does scenario and experiment coaching differ from a general coaching skills course?

Scenario and experiment coaching goes beyond listening and goal setting. A general coaching skills course builds core conversation habits, while this course adds provocative questioning, scenario matrices and rapid experiment cycles for problems where the goal itself keeps moving.

What do you bring back from scenario and experiment coaching?

You bring back a structured way to coach uncertainty and a working record of futures, probes and review points for a real coachee.

Scenario and Experiment Coaching: The Way Forward

The Coaching Experiment Portfolio first informs which probe a coachee runs next and when the scenario set needs refreshing. Leaders and internal coaches use it in follow-up sessions, and sponsors read its debriefs to decide where to invest further. After the first probe closes, revisit the early warning signals, since the futures that seemed distant may now be the ones arriving.