

Shadowmatch 2022 Events Calendar				
Business Application Webinars	Group Coaching and Q&A Sessions for Coaches	Certification Coaching Accreditation	Advanced Certificate in Coaching	Community Initiative: How to be a good Parent
12 January 2022		<b>Shadowmatch 2022 Overview</b> <ul style="list-style-type: none"> <li>A Webinar for all Shadowmatch coaches, system users, promoters, and consultants.</li> </ul>		
19 January 2022		<b>The Psychology of Recruitment</b> <ul style="list-style-type: none"> <li>Why do we appoint specific people?</li> <li>What is the psychology of people preference?</li> <li>What are the benefits of factual recruitment?</li> <li>Should the newly recruited employee know why they were appointed?</li> <li>Common mistakes made during the recruitment process.</li> </ul>		
26 January 2022		<b>Optimal Recruitment Practices</b> <ul style="list-style-type: none"> <li>Benchmarks.</li> <li>Match and Multimatch.</li> <li>Interview Pack and Interview Scoring System.</li> <li>Recruitment Specification.</li> </ul>		
2 February 2022		<b>Coaching a Group: Reality Training: Pieter de Villiers</b> <ul style="list-style-type: none"> <li>This is a training session for Shadowmatch coaches. A reality display of the Shadowmatch Coaching System and advanced coaching techniques. Only for registered Shadowmatch coaches.</li> </ul>		
7 February 2022		<b>Certificate for Official Accreditation as a Shadowmatch Coach:</b> Understanding habits.		
9 February 2022		<b>Questions and Answers for Shadowmatch Coaches.</b>		

14 February 2022	<b>Certificate for Official Accreditation as a Shadowmatch Coach:</b> Understanding context/circumstances.
16 February 2022	<b>Shadowmatch Advanced Certificate in Coaching: Habits of the Coach: Module 1</b> <ul style="list-style-type: none"> <li>• What to use and avoid.</li> <li>• Be aware of specific mismatches with your client.</li> <li>• Habits define the way we talk.</li> </ul>
21 February 2022	<b>Certificate for Official Accreditation as a Shadowmatch Coach:</b> Injury
23 February 2022	<b>Succession Planning</b> <ul style="list-style-type: none"> <li>• Multimatch- Benchmark based search.</li> <li>• Development plans for behavior.</li> <li>• Leadership Development: Benchmark top leaders in the business and search.</li> </ul>
28 February 2022	<b>Certificate for Official Accreditation as a Shadowmatch Coach:</b> Stacking.
2 March 2022	<b>Career Building and Business Development</b> <ul style="list-style-type: none"> <li>• The tension between growth and stagnation.</li> <li>• Why do people stagnate in their careers?</li> <li>• Business Development through Personal Development – PDPs grow the business, not only the person.</li> </ul>
7 March 2022	<b>Certificate for Official Accreditation as a Shadowmatch Coach:</b> Break down and Recovery: One approach.

9 March 2022	<b>Coaching a Group: Reality Training: Pieter de Villiers</b> <ul style="list-style-type: none"> <li>This is a training session for Shadowmatch coaches. A reality display of the Shadowmatch Coaching System and advanced coaching techniques. Only for registered Shadowmatch coaches.</li> </ul>
14 March 2022	<b>Certificate for Official Accreditation as a Shadowmatch Coach:</b> Critical focus areas for successful coaching.
15 March 2022	<b>Shadowmatch Community Initiative Shadowmatch for All: How to be a Good Parent.</b> <ul style="list-style-type: none"> <li>Focus on Parents of Adult Children – children older than 20 years of age.</li> </ul>
16 March 2022	<b>Workshop, Questions and Answers for Shadowmatch Coaches.</b>
22 March 2022	<b>Certificate for Official Accreditation as a Shadowmatch Coach:</b> Talking as a coach: The conversation.
23 March 2022	<b>Shadowmatch Advanced Certificate in Coaching: The principle of recovery: Module 2</b> <ul style="list-style-type: none"> <li>The power of repetition and routine: Behavioristic Coaching Model. Habits Transformation Coaching. The principle of process-based development and coaching.</li> </ul>
28 March 2022	<b>Certificate for Official Accreditation as a Shadowmatch Coach:</b> What not to do as a Shadowmatch Coach.

30 March 2022	<b>The Impact and Management of Retrenchments</b> <ul style="list-style-type: none"> <li>• What is the psychological impact of retrenchment?</li> <li>• What is the social impact of retrenchment?</li> <li>• Most critical business risks related to retrenchments.</li> <li>• How should it be managed?</li> </ul>
4 April 2022	<b>Certificate for Official Accreditation as a Shadowmatch Coach:</b> People come with an attitude.
6 April 2022	<b>Planned Retrenchments</b> <ul style="list-style-type: none"> <li>• Keep most skilled people.</li> <li>• Keep individuals who best fit top performing Benchmarks.</li> <li>• Provide those retrenched with Career Reports and Career Coaching.</li> </ul>
11 April 2022	<b>Certificate for Official Accreditation as a Shadowmatch Coach:</b> Reading the Shadowmatch Results Graph.
13 April 2022	<b>Coaching a Group: Reality Training: Pieter de Villiers</b> <ul style="list-style-type: none"> <li>• This is a training session for Shadowmatch coaches. A reality display of the Shadowmatch Coaching System and advanced coaching techniques. Only for registered Shadowmatch coaches.</li> </ul>
19 April 2022	<b>Certificate for Official Accreditation as a Shadowmatch Coach:</b> What do coaches do to be successful?
20 April 2022	<b>Workshop, Questions and Answers for Shadowmatch Coaches.</b>

25 April 2022	<b>Certificate for Official Accreditation as a Shadowmatch Coach:</b> How is coaching different? – Dr Jan Niemand.
28 April 2022	<b>Shadowmatch Advanced Certificate in Coaching: High Impact Intervention and Coaching: Module 3</b> <ul style="list-style-type: none"> <li>• What to do when confronted with a high impact trauma? The attitude of an individual determines the process of trauma recovery.</li> </ul>
3 May 2022	<b>Certificate for Official Accreditation as a Shadowmatch Coach:</b> Certification Ceremony
4 May 2022	<b>Team Dynamics – The Psychology of Teams</b> <ul style="list-style-type: none"> <li>• Different Team Types.</li> <li>• Diverse single goal.</li> <li>• Diverse single task.</li> <li>• Diverse single goal with task diversity.</li> <li>• Cohesive goal oriented vs dynamic &amp; diverse oriented .</li> <li>• We work with one idea vs we work with multiple ideas.</li> </ul>
11 May 2022	<b>Recruitment On-boarding</b> <ul style="list-style-type: none"> <li>• New members team on-boarding.</li> <li>• This is part of the recruitment process.</li> <li>• Team building with the receiving team must be done as part of the recruitment process.</li> </ul>

18 May 2022	<b>Coaching a Group: Reality Training: Pieter de Villiers</b> <ul style="list-style-type: none"> <li>This is a training session for Shadowmatch coaches. A reality display of the Shadowmatch Coaching System and advanced coaching techniques. Only for registered Shadowmatch coaches.</li> </ul>
25 May 2022	<b>Shadowmatch Advanced Certificate in Coaching: Ten Advanced Coaching Skills: Module 4</b> <ul style="list-style-type: none"> <li>Good coaches are skilled people. These are some of their smartest skills.</li> </ul>
1 June 2022	<b>Workshop, Questions and Answers for Shadowmatch Coaches.</b>
8 June 2022	<b>Understanding Relationships: The Psychology and Principles</b> <ul style="list-style-type: none"> <li>The Shadowmatch Relationship Model.</li> <li>The easy but sometimes impossible challenge!</li> </ul>
14 June 2022	<b>Shadowmatch Community Initiative Shadowmatch for All: How to be a Good Parent.</b> <ul style="list-style-type: none"> <li>Focus on Parents of Teenagers – children 13 to 19 years of age.</li> </ul>
15 June 2022	<b>Understanding Relationships: Practical and Relationship Types</b> <ul style="list-style-type: none"> <li>The Shadowmatch Relationship Reports.</li> <li>How they work?</li> <li>Where to get them?</li> <li>How to use them?</li> </ul>

22 June 2022	<p>Coaching a Group: Reality Training: Pieter de Villiers</p> <ul style="list-style-type: none"> <li>• This is a training session for Shadowmatch coaches. A reality display of the Shadowmatch Coaching System and advanced coaching techniques. Only for registered Shadowmatch coaches.</li> </ul>
29 June 2022	<p><b>Shadowmatch Advanced Certificate in Coaching: Resistance Habits: Module 5</b></p> <ul style="list-style-type: none"> <li>• Why people struggle to get on with their coaching actions. It could be a habit that controls them.</li> </ul>
6 July 2022	<p><b>Workshop, Questions and Answers for Shadowmatch Coaches.</b></p>
13 July 2022	<p><b>The Psychology of Skills and Effective Learning</b></p> <ul style="list-style-type: none"> <li>• Which habits support the skills learning process?</li> <li>• What can be done to improve and enhance skills learning?</li> <li>• What is the difference between skills learning &amp; academic learning?</li> <li>• Should an employer recruit or develop skills? Or both?</li> </ul>
20 July 2022	<p><b>Team Building &amp; Team Analysis</b></p> <ul style="list-style-type: none"> <li>• General team building.</li> <li>• Optimal team task allocation.</li> <li>• Team On-boarding.</li> <li>• Dysfunctional teams: Recovery.</li> <li>• Optimal team management for team leaders and managers.</li> </ul>
27 July 2022	<p><b>Shadowmatch Advanced Certificate in Coaching: Understanding Relationships Module 6</b></p> <ul style="list-style-type: none"> <li>• Relationship Frames. The fundamentals of relationships for coaching purposes.</li> </ul>

<p><b>3 August 2022</b></p>	<p><b>Coaching a Group: Reality Training: Pieter de Villiers</b></p> <ul style="list-style-type: none"> <li>• This is a training session for Shadowmatch coaches. A reality display of the Shadowmatch Coaching System and advanced coaching techniques. Only for registered Shadowmatch coaches.</li> </ul>
<p><b>10 August 2022</b></p>	<p><b>Workshop, Questions and Answers for Shadowmatch Coaches.</b></p>
<p><b>16 August 2022</b></p>	<p><b>Shadowmatch Community Initiative Shadowmatch for All: How to be a Good Parent.</b></p> <ul style="list-style-type: none"> <li>• Focus on Parents of children – children 6 to 12 years of age.</li> </ul>
<p><b>17 August 2022</b></p>	<p><b>Personal Wellness</b></p> <ul style="list-style-type: none"> <li>• The building blocks of wellness.</li> <li>• The absence of trauma.</li> <li>• The key role of success.</li> <li>• Conflict handling: Team Conflict (Team Analysis System). Personal Conflict. Relationship Reports.</li> <li>• Relationship building: Eight Relationship Reports.</li> <li>• Personal enrichment reports: Full Feedback, Career Report, Study Methods Report.</li> </ul>
<p><b>24 August 2022</b></p>	<p><b>Shadowmatch Advanced Certificate in Coaching: Understanding Relationships Types: Module 7</b></p> <ul style="list-style-type: none"> <li>• Relationship Types. A Coaching Perspective.</li> </ul>
<p><b>31 August 2022</b></p>	<p><b>Coaching a Group: Reality Training: Pieter de Villiers</b></p> <ul style="list-style-type: none"> <li>• This is a training session for Shadowmatch coaches. A reality display of the Shadowmatch Coaching System and advanced coaching techniques. Only for registered Shadowmatch coaches.</li> </ul>



7 September 2022	<b>Workshop, Questions and Answers for Shadowmatch Coaches.</b>
14 September 2022	<b>Development of Employees</b> <ul style="list-style-type: none"> <li>• The problem with generic development.</li> <li>• The benefit of individualized specific development.</li> <li>• PDPs are individualized and workplace focused.</li> <li>• Coaching as employee development.</li> <li>• Coaching as performance optimization – see webinar please.</li> </ul>
21 September 2022	<b>Coaching a Group: Reality Training: Pieter de Villiers</b> <ul style="list-style-type: none"> <li>• This is a training session for Shadowmatch coaches. A reality display of the Shadowmatch Coaching System and advanced coaching techniques. Only for registered Shadowmatch coaches.</li> </ul>
28 September 2022	<b>Shadowmatch Advanced Certificate in Coaching: Habits for Purpose: Module 8</b> <ul style="list-style-type: none"> <li>• Replacement habits – a powerful coaching resource. Using habits to do nonrelated tasks. Habits adapted for purpose. Use people habits to get tasks done. Use task habits to get people things done. How does it work?</li> </ul>
5 October 2022	<b>Workshop, Questions and Answers for Shadowmatch Coaches.</b>
12 October 2022	<b>Skills Audits</b> <ul style="list-style-type: none"> <li>• All employees must do Skillsgrid.</li> <li>• Set the Skillsgrid Benchmarks.</li> <li>• Export a full Skills Audit Spreadsheet for training identification purposes.</li> <li>• Keep an updated list of skills, critical skills, and continuous skills development as a business asset.</li> </ul>

18 October 2022	<b>Shadowmatch Community Initiative Shadowmatch for All: How to be a Good Parent.</b> <ul style="list-style-type: none"> <li>• Focus on Parents of Toddlers &amp; Talkers – children younger than 6 years of age.</li> </ul>
19 October 2022	<b>Coaching a Group: Reality Training: Pieter de Villiers</b> <ul style="list-style-type: none"> <li>• This is a training session for Shadowmatch coaches. A reality display of the Shadowmatch Coaching System and advanced coaching techniques. Only for registered Shadowmatch coaches.</li> </ul>
26 October 2022	<b>Shadowmatch Advanced Certificate in Coaching: Ego Strength: Module 9</b> <ul style="list-style-type: none"> <li>• Ego strength, context, and habits. Strong habits are ego builders and protectors. How to use it as a coach.</li> </ul>
2 November 2022	<b>Workshop, Questions and Answers for Shadowmatch Coaches.</b>
9 November 2022	<b>Behavior and Context</b> <ul style="list-style-type: none"> <li>• Habits and context.</li> <li>• Understanding contextual behavioral patterns.</li> <li>• Reading the Shadowmatch Results with a context lens.</li> <li>• Top performers vs poor performance psychology.</li> </ul>
16 November 2022	<b>Coaching a Group: Reality Training: Pieter de Villiers</b> <ul style="list-style-type: none"> <li>• This is a training session for Shadowmatch coaches. A reality display of the Shadowmatch Coaching System and advanced coaching techniques. Only for registered Shadowmatch coaches.</li> </ul>
23 November 2022	<b>Workshop, Questions and Answers for Shadowmatch Coaches.</b>

<b>30 November 2022</b>	<b>Shadowmatch Advanced Certificate in Coaching: Module 10</b> <ul style="list-style-type: none"><li>• Habits and failure – A must prevent! Failure is the most dangerous injury!</li><li>• The scars of failure tend to be permanent.</li><li>• Prevent, manage, and recover. This is what coaches do!</li></ul>
<b>7 December 2022</b>	<b>Advanced Certificate in Coaching: Certificate Ceremony.</b>