

# QUANING

## Infosheet

Quaning: a coaching methodology with which a goal is reached within a maximum of 7 weeks, with minimal time investment, for a fixed price and with a lifelong guarantee on the sustainability of the achieved result.

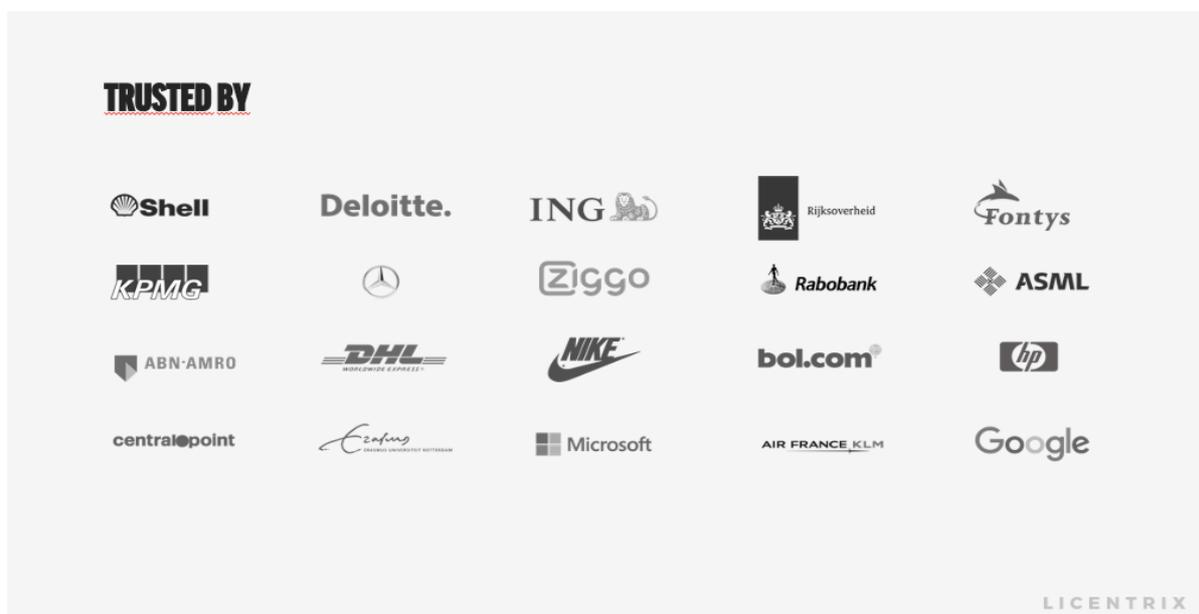
### ORIGINATE

Helma Lieberwerth worked for decades as a trainer and coach in the business world. She used a combination of Neuro Linguistic Programming, Transactional Analysis and her experience as a shaman. She trained coaches, trainers and consultants to work her way.

She was increasingly frustrated that there was too little sustainable return from training and coaching. She thought (and thinks) that too much time, money and energy was wasted in the coaching industry. That had to be different. She wanted to find a solution that could deliver results quickly and sustainably.

In 2008 she therefore started researching how this could be done. Years of research, development, testing and further development have resulted in the Quaning guidance methodology. A methodology that has proven in practice to deliver that fast and sustainable result that Helma was looking for at the time.

Helma is a Master Trainer for Licentrix. She has trained more than 40 people to become Certified Quaner. A Quaner is certified to guide its customers (called Quanees) through Quaning-RGprograms in achieving their goals. Meanwhile, the Quaners have jointly assisted more than 10,000 employees at these organizations, among others:



## **RECOGNITION OF SUSTAINABLE RESULT**

In 2017, the Agency for Social Affairs and Employment recognized the Quaning-RGprogram as a methodology that increases sustainable employability. Read here about the Team-Quaning in which this recognition has been awarded:

<https://www.quaningmethodology.com/post/erkenning-duurzaamheid-quaning-rgprogram>

## **COACHING**

Coaching is generally seen as helping conversations. Coaching mainly works on a person's behavior, thoughts or it concerns the mission or life goal dictated by reason. Much is discussed, the past is discussed thoroughly, the focus is on what bothered someone, on conscious change, dealing with or accepting what bothered someone.

More and more research is being done on coaching. Among others by professional organizations such as ICF and Nobco, but also the VU University Amsterdam. The conclusions are unanimous: coaching has a negative image; anyone can call themselves a coach just like that; coaches struggle with setting the right goal and choosing the right intervention based on the information the coachee shares; coaching takes a long time, requires continuous investment and the result is only temporary. Yet coaching is the number 2 growth market worldwide. There is an increasing demand for coaching, especially effective coaching.

## **QUANTUM MECHANICS**

Quaning is based on the philosophy of quantum mechanics, the modern physical science that relates to the mechanics of the smallest particles. Matter, energy, everything is composed of and held together by tiny particles. Each particle is informed with an intention.

A human being, an organization, both are composed of small particles with information about who they really are, what their Intention of Being is, what their unique contribution is to themselves and other people. Thoughts and behaviors spring from there. Read more about this in the whitepaper Intention of Being, <https://helimalieberwerth.info/intention-of-being>

## **TECHNOLOGY**

Quaning works with technology, called the Quaning Communicator, that connects to this information. In this way, underlying reasons can be objectively analyzed within seconds. Another module of the Quaning Communicator immediately changes that information, so that the Quanee will think and act naturally and in line with who they are intended to be. The Quaner can also make a status analysis to objectively measure how far away the Quanee is from their goal.

## **QUANING METHODOLOGY**

Quaning is offered by a Certified Quaner in a Quaning-RGprogram. This is a guidance program in which Quaner and Quanee work on achieving a goal agreed upon during the first Quaning session. A Quaning-RGprogram consists of a maximum of seven sessions each with one week in between. The Quaning-RGprogram is completed so much earlier if the goal is reached.

In contrast to the hourly rate that is usually chosen in coaching, the Quaning-RGprograms are offered for a fixed amount to be paid in advance. The end result has been purchased for this purpose and the investment has been made in the lifelong result guarantee.

During the Quaning-RGprogram, the Quanee works in the Q-Report, a digital report. The Q-Report includes the benchmarks that express the result for achieving the Quaning goal. Insights, agreed actions and progress are also recorded by the Quanee in the Q-Report. This takes place in a daily and weekly rhythm, during the term of the Quaning-RGprogram. A Quanee spends about a maximum of 10 minutes per day on their Q-Report. At the end of the evening before the next Quaning session, the Quanee sends the Q-Report to the Quaner in preparation for this Quaning session.

The structured and tissue thin approach of the Quaning methodology and the combination of the 3 pillars Quaner, Q-Report and the Quaning Communicator, ensure the fast and sustainable result of the Quaning-RGprograms.

## **QUANING-RGPROGRAMS**

### **Introduction**

Before a Quaner works with a Quanee, they first have an Introduction. In this live conversation, the Quanee explains his goal and the Quaner explains his working method and the do's and don'ts in a program. When both are in agreement, the Quaner sends a proposal on which the Quanee gives its digital approval. The Quaner then sends the invoice that must be paid by the Quanee before the start of the Quaning-RGprogram.

In the Introduction, the Quaner decides which program suits the purpose of the Quanee: the Quaning-RGprogram Personal, the Quaning-RGprogram Intention of Being, the Quaning-RGprogram Business. In addition, Quaners guide teams that have a common goal with Team-Quaning.

### **Quaning-RGprogram Personal**

This is the program that is used when it comes to a personal and/or work-related goal. For example, someone wants to be able to indicate their boundaries or give a presentation in a natural way or communicate effectively with customers.

The schedule below is followed:

#### **1. TAKE-OFF**

The TAKE-OFF is the first live Quaning session between Quaner and Quanee. It takes up to two hours. The desired result of the Quaning-RGprogram Personal is discussed. A person analysis is done and discussed with the technology. An intervention is being made with the technology. Agreements are made for the coming week, including about the use of the Q-Report and when the Quanee will contact the Quaner in the meantime.

The day of the TAKE-OFF the Quanee starts by formulating the benchmarks, which, if the Quanee has experienced them all at least once, confirm that the Quaning goal has been achieved. The Quanee e-mails his proposal for the benchmarks to the Quaner the day of the TAKE-OFF or no later than the day after. Quaner and Quanee then enter into consultation, via e-mail or telephone, to finalize the benchmarks and to approve both. The benchmarks are final no later than the day after the TAKE-OFF.

During the Quaning-RGprogram Personal, the Quanee works daily and weekly in his Q-Report.

## **2. CONTINUATION**

A week after the TAKE-OFF, the second Quaning session, the CONTINUATION, takes place. This takes a maximum of 15 minutes. The CONTINUATION is done by telephone. In this session, after permission from the Quanee, an intervention is done, progress is discussed and agreements are made for the coming week.

## **3. CONTINUATION**

A week later a CONTINUATION follows, as described in 2. CONTINUATION.

## **4. INTENSIFYING**

A week later there is a live Quaning session, the INTENSIFYING. This session lasts a maximum of two hours. It will of course be discussed what the result of the Quaning-RGprogram Personal has been up to then and which benchmarks are still open. Analyses with the technology are made and discussed. An intervention is being made with the technology. The actions for the coming week are discussed. This session can also be done via videocall if the travel distance between Quanee and Quaner is too long.

## **5. CONTINUATION**

One week after the INTENSIFYING, a CONTINUATION will take place, as described under 2. CONTINUATION.

## **6. CONTINUATION**

Then the following week another CONTINUATION, as described under 2. CONTINUATION.

## **7. FINAL**

A week later the last Quaning session, the FINAL, takes place live. In this maximum two-hour session it will be discussed that the goal has been achieved. The agreements about the result guarantee will be discussed. The FINAL is done as much earlier as the goal has been achieved.

### **Quaning-RGprogram Intention of Being**

If someone wants to live and/or work from fulfillment, to be of meaning to others, to do that which gives him pleasure and energy, then the Quaning-RGprogram intention of Being is the program that is used.

The schedule of the Quaning-RGprogram Intention of Being is as follows:

#### **1. TAKE-OFF**

The TAKE-OFF is the first live Quaning session between you and the Quanee. It takes a maximum of two hours. The desired result of the Quaning-RGprogram Intention of Being will be discussed. A personal analysis with the technology is done and discussed. There will be an intervention with the technology, so that the goal will be achieved easier and faster. Agreements are made for the coming week, among other things about the use of the Q-Report and when the Quanee will contact you in the meantime.

During the Quaning-RGprogram the Quanee works in the Q-Report, a digital report. The Q-Report is made available to you by Licentrix for strictly personal use of your Quanee. The Q-Report contains the benchmarks that express the result for achieving the Quaning goal. Insights, agreed actions and progress are also recorded by the Quanee in the Q-Report. This happens in a daily and weekly rhythm, during the term of the Quaning-RGprogram Intention of Being. At the end of the evening before the next Quaning session, the Quanee sends the Q-Report to you in preparation for this Quaning session.

## **2. CONTINUATION**

One week after the TAKE-OFF, the second Quaning session, the CONTINUATION, will take place. This takes a maximum of 15 minutes. The CONTINUATION is done by phone. In this session information will be communicated after permission by the Quanee, progress will be discussed and appointments for the coming week will be made.

## **3. CONTINUATION**

One week later, a CONTINUATION follows, as described at 2. CONTINUATION. If there is sufficient progression, the Quanee receives after this CONTINUATION the document 'Intention of Being Information'. The Quanee fills this in during the course of the week and sends it to you no later than the evening before the INTENSIFYING.

## **4. INTENSIFYING**

A week later there is a live Quaning session, the INTENSIFYING. This session lasts a maximum of two hours. At the end of the INTENSIFYING, the Quanee knows their Intention of Being. A personal analysis with the technology is also made and discussed. There is an intervention done with the technology. There are agreements made for the coming week. After this INTENSIFYING, the Quanee receives the document 'Intention of Being Elaboration'. Together with you, they will make sure that this document is ready at the latest the day before the next CONTINUATION.

## **5. CONTINUATION**

One week after the INTENSIFYING, the next CONTINUATION takes place, as described at 2. CONTINUATION. Usually all the benchmarks are now filled in and you can plan the FINAL.

## **6. CONTINUATION**

Then the following week another CONTINUATION, as described at 2. CONTINUATION.

## **7. FINAL**

A week later the last Quaning session, the FINAL, takes place live. In this maximum two-hour session it will be discussed that the goal has been achieved. You talk about the signals resulting from living from the Intention of Being. You confirm the agreements about the result guarantee. The FINAL is done as much earlier as the goal has been reached.

You can read experiences with the Quaning-RGprogram Intention of Being here:  
<https://www.helmalieberwerth.info/blog>

### **Quaning-RGprogram Business**

The Quaning-RG program Business is used to achieve an organizational goal. This can be about a negative business situation as well as about achieving further improvement and growth. An organization consists of people who manifest their Intention of Being through the organization. Therefore, we work with the person within the organization who is responsible for the set organizational goal within his range of duties. The first 3 sessions are only about the person doing the Quaning-RGprogram. From the INTENSIFYING onwards, in addition to a personal analysis and intervention, organizational analyses will also be done and discussed. The Quaning-RGprogram is completed so much earlier than the Quaning goal has been reached. The schedule below is followed:

### **1. TAKE-OFF**

The TAKE-OFF is the first live Quaning session between Quaner and Quanee. It takes a maximum of two hours. The desired result of the Quaning-RGprogram Business will be discussed. A personal analysis with the technology is done and discussed. This is about what needs to become conscious personally at the Quanee and where an intervention with the technology is done, so that the organizational goal can be achieved more easily and quickly. Agreements are made for the coming week, including the use of the Q-Report and when the Quanee contacts the Quaner in the meantime.

The day of the TAKE-OFF the Quanee starts with formulating the benchmarks, which, if the Quanee has experienced all of them at least once, confirm that the Quaning goal has been achieved. The benchmarks are final no later than the day after the TAKE-OFF.

You will receive their proposal for benchmarks by e-mail. You then give the Quanee feedback on their benchmarks via e-mail. You e-mail back and forth until the benchmarks meet the criteria for benchmarks. Then you ask the Quanee for his agreement. Only after approval do you instruct the Quanee to write down the benchmarkss in their Q-Report.

During the Quaning-RGprogram, the Quanee works in the Q-Report. The Q-Report is made available to you by Licentrix for strictly personal use of your Quanee. Insights, agreed actions and progress are recorded by the Quanee in the Q-Report. This takes place in a daily and weekly rhythm, during the duration of the Quaning-RGprogram Business. At the end of the evening before the next Quaning session, the Quanee sends the Q-Report to you, in preparation for this Quaning session.

## **2. CONTINUATION-A**

One week after the TAKE-OFF, the Quaning session CONTINUATION-A will take place. It takes a maximum of 15 minutes. This session is only about the Quanee personally. The CONTINUATION-A is done by phone. In this session, after approval by the Quanee, information will be communicated, progress will be discussed and agreements for the coming week will be made.

## **3. CONTINUATION-A**

One week later a CONTINUATION-A follows, as described at 2. CONTINUATION-A.

## **4. INTENSIFYING**

A week later there is a live Quaning session, the INTENSIFYING. In this session the next step will be made. It will be discussed what the result of the Quaning-RGprogram Business is until then and which benchmarks are still open. A person analysis is made. Information is communicated to the Quanee personally. Organization analyses are made and discussed. Agreements are made for the coming week. The INTENSIFYING takes a maximum of two hours.

## **5. CONTINUATION-B**

One week after the INTENSIFYING, the CONTINUATION-B takes place for up to 45 minutes. The CONTINUATION-B is done by phone. An intervention with the technology is done for the benefit of the Quanee personally, progress is discussed, organization analyses are made and discussed, and agreements are made for the coming week.

## **6. CONTINUATION-B**

Then the following week another CONTINUATION-B, as described at 5. CONTINUATION-B.

## **7. FINAL**

A week later the last Quaning session, the FINAL, takes place live. In this maximum of two-hour session it will be discussed that the goal has been achieved. The agreements about the result guarantee will be discussed. The FINAL is done as much earlier as the goal has been reached.

## **TEAM-QUANING**

If a team faces a major challenge, or if it is jointly in need of renewal, for example, different leadership is expected, then Team-Quaning is deployed. Team-Quaning consists of three parts:

1. **Kick-off:** the entire team is present, the Quaner leads the team day. This day discusses what needs to be changed, what the goal is, and what needs to be in order internally to achieve the goal. This includes a description of processes and procedures, a description of tasks and the allocation of responsibilities.

2. **Quaning-RGprogram:** one week after the kick-off, each team member starts with his Quaning-RGprogram. The Quaning goal is the goal that was jointly agreed upon during the kick-off.

3: **Kick-out:** a week after everyone's FINAL of the Quaning-RGprogram, a closing team day will take place. We look back and see where the team is now. Follow-up actions are agreed.

### **Experience of a team manager within a municipality**

"The managers are now well able to guide the changes for the employees within their teams to a new phase. They demonstrate exemplary behavior that inspires their employees and, of course, follow them. In times of change, this is the basis for providing trust and security. Employees also notice and indicate that they now have confidence in the new course that has been set in motion."

Read [here](#) in the press release about the recognition of Quaning as a methodology that increases sustainable employability and experience with Team-Quaning.

### **RESULT GUARANTEE**

A lifelong guarantee is given for the sustainable achievement of the goal. This means that if, after completing the Quaning-RGprogram, a Quanee doubts at any point whether he has still achieved the agreed goal, he can always contact the Quaner to discuss this. They then jointly evaluate the current situation against the benchmarks agreed at the time. If one or more benchmarks need to be experienced again, they will resume the Quaning sessions on the same Quaning goal with an INTENSIFYING and then continue in the rhythm of a Quaning-RGprogram until all benchmarks agreed at the time have been experienced again at least once. These sessions are part of the financial investment already made by Quanee in the Quaning-RGprogram. The result guarantee lapses if the Quanee, after successfully completing the Quaning-RGprogram, is guided at any time in achieving a personal goal with a different coaching method.



Learn more?

Request the whitepaper Intention of Being: <https://www.helmalieberwerth.info/intention-of-being>

Visit Helma's YouTube channel: <https://www.youtube.com/user/helmalieberwerth>