



THE 5 CORE ELEMENTS

OF

DEEP PERFORMANCE COACHING



DEEP PERFORMANCE COACHING:

Mastering the 5 Core Elements

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Introduction: A New Leadership Coaching Approach

In an era marked by unprecedented complexity and intensifying change, leadership coaching is called to rise to a new standard—one that reimagines impact within a broader and deeper framework that addresses a profound unmet need of our time. Traditional paradigms of goal- and performance-based coaching increasingly fall short in effectively addressing today's challenges. What's needed is an approach that stewards transformation as a natural outcome of a generative way of being, bringing wisdom into real-time responses to the evolving nature of who we are becoming amid these challenging times.

Deep Performance Coaching (DPC) answers this call with a deeply integrated approach that draws from the depths of our innate wisdom, cultivating authentic presence and enhancing our generative capacity at its source. In the DPC journey, coaches apprentice with an array of deep *stillness*, *presence*, and *presencing* methods and transformative practices, cultivating grounded clarity, attuned fluidity and a dynamically co-creative responsiveness—preparing them to meet the complex demands of our world with renewed vision and embodied ease.

At the heart of DPC is an in-depth focus on presence, not as a static state, but as a dynamic, unfolding process that reveals the essence of who we are and puts us in accord with the inner nature of life itself. By weaving the cultivation of advanced levels of *stillness*, *presence* and *presencing* into a unified, transformative coaching system, DPC offers a powerful path forward.

DPC redefines mastery, shifting the focus from peak performance to *deep performance* in an ever-deepening apprenticeship journey. This ground breaking approach creates a sustainable, resonant path for unprecedented personal and professional growth, inviting coaches to cultivate their unique DPC signature way of being in their coaching practice.

Overview of the DPC OS

This article introduces the *DPC OS* (Operating System) with its *5 Core Elements*, each shaping the broader developmental journey in Deep Performance Coaching. From a methodological standpoint, the DPC OS is composed of the *3 Point-Axis of Being Stillness*, the *5 Level-Depths of Being Presence*, the *5 Field-Stages of Presencing*, the *10 Forms of Transformation* and the *DPC Inquiry Method*. Together, these five elements form a cohesive, integrated framework that catalyzes vertical shifts and evolving capacities for both coach and client. Rather than a conceptual overview, our exploration invites you to discover how these elements interweave to form a next-generation coaching model, empowering individuals and teams to uncover a new basis of presencing to thrive in our ever-changing world.

Integrating the DPC OS generates a seamless alignment between inner depth and outer impact, fostering a unified flow that gradually transforms our experience from its source. This approach cultivates a way of being that infuses action with depth, fostering a more embodied, impactful, and regenerative way of living. As DPC Coaches and clients progress through each training, they continuously evolve within a context of *emergent transformation*, unlocking new dimensions of growth with the DPC mastery path.

The 5 Core Elements of the DPC OS:

The DPC OS is designed to serve as a dynamic framework that guides and renews each stage of the apprenticeship, enabling coaches to embody the 5 Core Elements in ways that continually deepen presence, enhance relational attunement, and expand transformative impact.

- **The Axis of Being Stillness:** At the heart of this journey, there are three axis-points of deeper stillness that activate our inner presencing body and provide a stable foundation for the coach, anchoring the entire DPC OS in the depths of stillness.
- **The Apprenticeship Journeys—Being Presence and Being Presencing:** Built on a foundation of well sourced stillness, the DPC OS unfolds through two distinct apprenticeship paths tailored to the DPC Coach's mastery journey. *Being Presence* (Level 1 training) guides coaches in the 5 Level-Depths of Presence, developing their own depth of presence and inner awareness. In *Being Presencing* (Level 2 training), coaches are introduced to the 5 Field-Stages of Presencing, learning to work dynamically with the sovereign and relational fields of presence. Together, these apprenticeship paths prepare the coach to integrate presence and presencing across the full spectrum of the DPC process to optimally support their clients in navigating their unique journeys of self-discovery and transformation.

- **The Lenses of Transformation:** This guiding meta-framework illuminates ten significant forms of transformation. For the DPC Coach, it serves as a map for their apprenticeship journey toward mastery, providing powerful catalysts that deepen their ability to facilitate transformative processes. For the client, it offers touchpoints to engage specific dimensions of transformation as they progress through each phase of their client journey. This framework enhances both coach and client journey by aligning transformation within the unique developmental arc of each journey, enriching the process and outcomes for both coach and client.
- **The DPC Inquiry Method:** The DPC Living Inquiry Method engages the DPC presencing process through three stages: enfolding (letting go), indwelling (letting be), and unfolding (letting come). As a central method, it integrates the four other core elements as a living inquiry and dynamic, embodied exploration from presence. Grounded in integrated stillness, relational openness, and co-creative emergence, the DPC Living Inquiry Method serves as the primary vehicle for presencing.

I. Being Stillness: The 3 Axis-Points of Stillness

At the center of the DPC OS lies the *Axis of Being Stillness*—a vertical grounding line that is accessed within the coach’s inner presencing body. This axis contains the deeper energetic core of your inner presenced experience, offering a subtle structure that keeps you grounded, aligned, and centered as you navigate both the internal and external demands of coaching. The *Axis of Being Stillness* is comprised of three core axis points, forming the first developmental arc in deepening stillness for the DPC Coach:

The Presence Point is the first axis-point in the DPC framework, anchoring the coach’s connection to presence and serving as the gateway to deeper stillness. Activating the Presence Point grounds the coach in the present moment, providing a stable interface for integrating stillness within their *inner presencing body*.

Through practice, the DPC Coach refines their Presence Point, deepening into stillness, which reduces interference from reactive thoughts and habitual patterns. When fully activated, the Presence Point enables a broader, integrated state of presence, aligning the coach’s embodiment of inner stillness with the dynamics of the coaching process. This creates a fluid experiential reference from which to discern the multiple layers of reality, supporting the coach in serving as a conduit for a deeper level of presencing.

The Still Point, located at the deep center of your being, is the next axis-point in the DPC framework. It provides a space of inner quiet, strength, and stability, anchoring the DPC Coach from depth in presence through underlying stillness. Positioned in the solar plexus

or sacral region, the Still Point supports a more robust grounding and centering, creating equilibrium and coherence within our inner presencing body.

At the Still Point, the coach connects to a stable reservoir of being, enabling them to maintain presence as they coach. Working with the Still Point helps the coach access a calm, resilient inner space that allows them to tap into a deeper grounding resource while coaching. As our capacity to coach from our Still Point develops, it enables the coach to attune to the client's emotional landscape without becoming entangled in it, fostering a calm container for the client's process. Ultimately, the Still Point serves as a stillness-based center in the DPC method, allowing the coach to coach from a deeper, centered presence.

The Source Point represents the deepest point on the Axis of Stillness in the DPC framework, connecting the coach with a generative depth of stillness rooted from the ground of presence. Located in the gut and lower body, the Source Point draws energy from the earth and immediate environment, to catalyze and sustain embodiment and connection. Here, stillness becomes dynamic and creative, resourcing consciousness with vitality from the wider field of life.

To open into this axis-point, the DPC Coach engages practices for generating source-based stillness. Here the coach attunes to the generative source of presence itself, exploring new possibilities for Being Stillness. As the Presence, Still, and Source Points develop into a subtly active channel, it becomes a tangible reference for the coach to draw from when coaching. When serially activated, these three points provide a foundation for Being Stillness, where the DPC Coach learns to dynamically be with the client's creative emergence from this place.

II. Being Presence: The 5 Level-Depths of Presence

In DPC, the first apprenticeship journey, Being Presence, introduces the 5 Level-Depths of Presence as a transformative pathway toward mastering the DPC way of presence. This journey invites the coach to undertake a spiral descent into their own presencing nature, uncovering progressively deeper levels of presence-based awareness, insight, and embodiment. Unlike conventional approaches that may view presence as a static state, the DPC journey through the Level-Depths of Presence is ever-evolving, bringing forth new dimensions of discovery and presence within each lifeworld encountered. With each level-depth, coaches integrate and reclaim previously untapped dimensions of presence, fostering a rich, multi-dimensional experience that permeates their coaching practice.

The developmental path of the 5 Level-Depths serves as an ongoing process of presence mastery, where DPC coaches cultivate each form of presence across five essential

dimensions of being. This journey begins with Being Real, focusing on immediate presence, groundedness, and authenticity, where the coach first learns to access the present moment with full-bodied attention. As they deepen into Being Witness, coaches develop a spacious awareness that expands their ability to observe themselves and others from a place of dispassionate equanimity, holding a released perspective that opens the door to new insights. In Being Essence, they encounter the core of their authentic presence, connecting to one's core sense of purpose, alignment, and inner truth that anchors their practice in a deeply personal and soulfully resonant way.

As the journey continues to Being Source, presence takes on a generative quality, deepening into a wellspring of creativity, insight, and possibility that not only guides the coach's interactions but also infuses the coaching space with inspiration and clarity. Finally, in Being Presence, the coach embodies an integrated, dynamic form of presence that is adaptive, responsive, and capable of moving fluidly with the demands of each unique coaching moment. Each of these level-depths are encompassed by a lifeworld that, through ongoing mastery, gradually transforms into an emergent homeworld for the coach—a depth of presenced being that sustains and guides them as they masterfully navigate each layer of presence in the coaching relationship.

For the client, the Level-Depths of Presence offers a profound path of self-discovery and transformation that catalyzes growth, resilience, and a strengthened connection to their emerging self. Each level introduces clients to a specific quality of presence, providing clients with more than just insight; it serves as an ongoing process of deepening into their unique client journey of transformation that unfolds naturally as clients connect more deeply to their core. Overall this mastery journey of presence shapes both the coach's and client's capacity for growth and self-discovery, evoking a profound sense of coming home to oneself and serving as a powerful catalyst for transformation.

Immediate Presence (Being Real): As the journey into Being Presence begins, the DPC Coach and client first connect with Immediate Presence. This initial step allows presence to be experienced through the full depths of immediate reality—self, situation, and surroundings. In this context, the lifeworld of Being Real serves as a foundational space for coaches to embody a tangible immersion in the existential ground of reality.

Apprenticing with the Real involves releasing the ordinary sense of self and engaging in an unfiltered, raw encounter with both oneself and the world as it is. Within this lifeworld, the DPC Coach aligns with the gravitational pull of Immediate Presence, nurturing a willingness to engage with the full weight of what is. Through this process, the coach cultivates expanding trust and an affinity for allowing reality to exist in its rawness, embracing its immediacy and depth.

In cultivating Immediate Presence within the lifeworld of Being Real, the DPC Coach grounds themselves, establishing a foundation for direct and transparent interactions with clients. As the coach's attunement to Immediate Presence deepens, they develop the capacity to hold presence with stability and coherence, sensitively responding to subtle shifts within both the client and themselves. This ongoing engagement enables the coach's lifeworld to gradually transform into an emergent homeworld, where they experience a deeper embodiment of being real.

This emergent homeworld invites the coach to rest in an authentic connection with their present experience, enhancing their ability to engage meaningfully with clients. At advanced stages, the coach's presence in Being Real becomes an anchor of authenticity, fostering an environment where clients feel safe to explore their own realities. Through this journey, the DPC Coach embodies a grounded and empowered presence, inviting clients to authentically engage with their experiences and navigate their own transformative journeys.

Expansive Presence (Being Witness): As the journey progresses, we arrive at the lifeworld of Being Witness, where we open into Expansive Presence—a level-depth that broadens our awareness beyond the immediate horizon of reality into a vast field of witnessing. Here, the DPC Coach enters a transcendent state of being, where their awareness expands to encompass both inner and outer experiences with an easeful, released quality. Being Witness allows the coach to transcend the ordinary, separate self, connecting with a spacious wisdom that embraces each unfolding moment with equanimity—a presence that is both subtly detached and attuned to the underlying fabric of experience.

As the coach matures in this journey, they cultivate an expansive presence that softens the frictions of the immediate self, providing clear and open seeing. In the early stages of cultivating Expansive Presence, the focus is on holding awareness that includes both their own and the client's experiences, creating a safe container for exploration without immediate intervention. As the coach's practice deepens, this awareness broadens to embrace the client's emotions, thoughts, and overall context, facilitating a meta-perspectival engagement with the client's narrative.

Through this expanding capacity, the lifeworld of Being Witness gradually transforms into an emergent homeworld for the coach, where they experience a deeper embodiment of expansive presence. This homeworld invites the coach to rest in a more inclusive and meta-aware perspective, grounded in openness and receptivity. At advanced stages, the coach's presence in Being Witness evolves into a wellspring of expansive meta-awareness, empowering both coach and client to engage in exploration from a place of deepened insight and resonant clarity.

Core Presence (Being Essence): Continuing our journey inward, we arrive at the lifeworld of Being Essence, where the DPC Coach and client connect with the soul-essence of who they are. In this space, the presencing journey shifts from witnessing to engaging with the felt texture of our innermost being. This lifeworld evokes a soulful connection, inviting the DPC Coach to access their deepest sense of self while also connecting with the core essence of their client. Here, presence is rooted in the authentic, soulful nature of being, grounding the coach in a profound recalibration to their inner essence and creating space to explore rich dimensions of meaning, intimacy, and vulnerability.

At this level, the DPC Coach cultivates resonance with the innermost depth of the client's being, guiding them toward a stronger establishment in their unique essence. In the initial stages of cultivating Core Presence, the coach draws from their essential self, fostering an environment for clients to explore their core values and essence-based qualities. As the journey deepens, the coach coheres with their inner essence, facilitating an Essence to Essence resonance where both can connect at this profound level of being.

This deepening process allows the lifeworld of Being Essence to transform into an emergent homeworld for the coach, enriching their journey as they embody their core self. As the coach fully embodies Core Presence, they become open to unexpected expressions of authenticity and depth. The soulful intimacy that emerges fosters transformative openings on both personal and existential levels, enriching the coach-client relationship with mutual depth, authenticity, and a shared commitment to self-discovery. This Essence to Essence connection invites both coach and client into a transformative experience that is grounded in their essential being.

Originating Presence (Being Source): As the spiral descent deepens further, we touch the lifeworld of Being Source, where Originating Presence resides. Here, the DPC Coach connects with the still, generative source from which all form arises. In this lifeworld, the coach moves beyond the boundaries of known forms and structures, attuning to the generative, formless dimension of reality. This depth invites the DPC Coach to access a source-based way of being, allowing them to connect with unseen depths and draw forth new possibilities, insights, and creative potential. Originating Presence empowers the coach to become a living expression of their generative source, shaping their own emerging sense of being and experience.

In cultivating Originating Presence within Being Source, the DPC Coach explores the source energy that underlies all generativity. As work in this lifeworld deepens, Originating Presence begins to guide the coach toward uncovering a generative path in the coaching space. As this lifeworld grows to become second-nature for the coach, it gradually

transforms into an emergent homeworld, where source-based generativity becomes more accessible, cultivating a new way of being with the growth and transformation process.

At advanced levels, the DPC Coach engages directly from Originating Presence, demonstrating generativity, intuitive depth, and creative flow that facilitate insights and new possibilities. At this stage, Originating Presence connects the coach to the evolutionary impulse of life itself, allowing them to serve as a conduit for emergence and catalyze transformation from the deepest levels of being. Within this homeworld, the coach embodies profound trust in life's inherent generativity, inviting the unfolding of new realities grounded in the timeless, formless essence of existence.

Originating Presence thus establishes a bridge to the future, opening a path for the coach to engage with the dynamic evolution of their being as they move into the emerging future. This emergent homeworld, rooted in the lifeworld of Being Source, supports the coach in experiencing a deeper generative connection to their own essence, empowering them to live from a place of profound, timeless creativity and openness.

Dynamic Presence (Being Presence): At the final stage of the journey into Being Presence, presence becomes dynamic, fluid, and integrated. This culmination weaves together the gifts of each of the previous levels—Immediate, Expansive, Core, and Originating Presence—into the cohesive flow of Dynamic Presence. In this fifth lifeworld, the DPC Coach apprentices in the lifeworld of Dynamic Presence, skillfully moving among various levels to meet the unique needs of each moment. Here, the coach embodies a core movement that weaves the full expression of presence into a seamless engagement with the client's ever-emerging world.

From this final stage, the DPC Coach surrenders into becoming a living conduit for the flow of Being Presence, adapting to each unfolding moment in a fluid, effortless manner that reveals the way forward in the coaching relationship. As this practice matures, the coach maintains inner coherence by grounding themselves in their Axis of Being Stillness while connecting with each Level-Depth of Presence during coaching sessions.

At advanced stages, the DPC Coach integrates Being Stillness within the subtle action of Being Presence, embodying a state that is both deeply rooted and fully responsive. This level becomes a journey home, where the coach explores the full spectrum of presence through an attuned way of being with themselves, the client, and the DPC process.

Through this gradual transformation, the lifeworld of Dynamic Presence emerges as an unified homeworld for the DPC Coach, supporting a way of being in flow together with one's client. Each return to Being Presence reveals new layers of understanding, building upon the wisdom gained from previous lifeworlds in an ever-continuous unfolding.

Progressing through these levels is a gradual process that ultimately facilitates a transformed, living sense of who the coach is, as they embody a resonant, unified presence that guides both their and the client's transformative journeys forward.

III. Being Presencing: The 5 Field-Stages of Presencing

Traditional leadership coaching focuses on individual growth and effectiveness, emphasizing goal-setting, behavior change, and leadership competencies. The DPC approach, however, expands beyond these frameworks by inviting both coach and client into the dynamic, co-creative journey of the 5 Field-Stages of Presencing. For the DPC Coach, this journey represents an advanced path of mastery, where each field-stage deepens their skill in guiding and engaging within individual, relational, and collective fields of presencing. For the client, these field-stages open a pathway to transformative growth within a relational presencing process, guiding them from self-focused awareness to fostering emergent insights through a deepened, shared process of interconnectedness, generativity, and flow.

A core distinction of the 5 Field-Stages of Presencing is the evolution of the I-Thou relation across all five stages. Each field-stage introduces a unique I-Thou modality of connection, progressing from the coach as Thou to the client, to the relational field, the generative process, and, finally, to the flow of presencing itself. This weaving of I-Thou through each field-stage brings a new depth and dynamism in the relational engagement, empowering the coach to work with the evolution of the presencing field in ways that transcend traditional coaching models.

In each field-stage, an emergent third position arises, representing the presencing field itself and seamlessly integrating the coach's inner presencing body, presencing self, and the wider presencing field. This third position embodies both the collective intelligence of the field and the embodied presencing intelligence of the coach, becoming a wellspring of meaning and insight within the DPC coaching process. Transformation unfolds as this third position activates a deep, emergent engagement where individual and relational dynamics converge naturally within the coaching conversation.

This transformative engagement connects the presencing inner body, self, and field, aligning them in a dynamic, living system. The Axis of Being Stillness activates the DPC Coach's inner presencing body; the Level-Depths of Being Presence awaken the presencing self; and the Field-Stages of Being Presencing bring the presencing field itself to life. By sequentially activating the inner presencing body, presencing self, and presencing field, DPC unfolds as an interconnected system, with each core element—Being Stillness, Being Presence, and Being Presencing—catalyzing the next. Here, the inner presencing

body doesn't merely support the presencing self; it awakens it. Similarly, the presencing self catalyzes engagement with the presencing field, shifting from passive connection to active, co-creative involvement.

In Being Presencing, the journey begins with two foundational fields. In Field-Stage 1, the DPC Coach activates their inner presencing body, self, and field, anchoring deeply in a centered presence. In Field-Stage 2, the DPC Coach engages the presencing nature of the client, helping them establish a grounded sense of self. As we progress through the relational, generative, and flow stages of presencing, the coaching journey deepens into a shared we-space, where coach and client co-create a resonant field attuned to the client's core process.

In working with a polarity of presence, each field-stage gives rise to an emergent third position—living, co-active positions that align both participants with a deeper source of meaning and insight. These third positions, such as Being Presence or Being Sovereign, are more than just spaces; they are adaptive, embodied, relational ways of being that arise from the dynamic integration of the polarities of presence within each field-stage. This progression supports the client's journey in a more aligned and responsive way, allowing their inner purpose to unfold naturally through the dynamic interplay of these collective fields.

This progression introduces a new approach to leadership coaching: a unique alchemy where the DPC Coach engages new forms of generativity across each of the five fields, setting the stage for an unprecedented client journey. This journey evolves from individual presence to shared flow within the presencing field, inviting both coach and client into a state of co-active emergence, aligned with their unfolding potential and the deeper essence of their being.

Below are the five presencing fields of Being Presencing.

The Coach's Field: In this first field-stage, the focus centers solely on the DPC Coach, who activates their inner presencing body and presencing nature, enfolding into Dynamic Presence within their individual field to serve as a conduit for presencing. Here, the coach moves fluidly between stillness and dynamic responsiveness, embodying Being Presence within their presencing field. Anchored in *Being Presence*—the emergent third position of Field-Stage 1, arising from the dynamic integration of the polarity between Immediate Activation and Integrated Being—the coach progressively enters deeper stillness, oriented by the Axis of Being Stillness.

An essential part of Field I is the I-Thou relationship with the self. The coach regards their own inner presence as Thou, fostering a reverent, attuned connection that deepens their

inner alignment. This I-Thou relationship empowers the third position of Being Presence by grounding the coach in a centered, integrated self-system that can hold both stillness and dynamic responsiveness. Working with the polarity of Immediate Activation and Integrated Being allows the coach to learn the fluidity of moving between active engagement and deep stillness, creating a dynamic equilibrium within their field.

Through the DPC Inquiry Method, letting be serves as a foundational holding space, supporting the coach as they engage this polarity of presence. This non-reactive space allows the coach to dwell fully within both Immediate Activation and Integrated Being, enabling a natural convergence into the emergent third position of Being Presence. As the DPC Coach advances, they embody Dynamic Presence more fully, managing their internal state to remain fluidly responsive while deeply grounded. Mastery of the Coach's Field is marked by the ability to embody a deeply integrated presence, where the coach activates their whole presencing self and inner body from a place of active stillness within their presencing field.

The Client's Field: In Field-Stage 2, the coach works within the Client's Field, focusing on Being Sovereign—an emergent third position that arises from the dynamic, embodied integration of the polarity of presence. This involves engaging both Immediate Presence, which is grounded and direct, and Expansive Presence, which opens a transcendent, witnessing view. Through this polarity work, the coach establishes a strong foundation that robustly supports the relational depth of later field-stages, inviting the client into a deeply sovereign experience of their own unfolding. This process strengthens the client's inner authority and self-trust, creating a stable ground for their transformative journey.

The I-Thou relationship in this field-stage evolves to include both the client and the client's field as Thou. This expanded I-Thou relationship enables the coach to fully engage with the client's individual presence and the wider relational field they bring. The third position of *Being Sovereign* allows the coach to hold the client's individuality with respect and depth, fostering the client's inner authority and self-trust. By honoring both the client and their field as Thou, the coach invites the client into a space where they can explore both personal and relational dimensions of their presence, building a sovereign foundation for transformative growth.

Through the DPC Inquiry Method, the coach facilitates a dynamic interplay within the presencing holding space of letting be, creating optimal conditions for the client's awareness, presence, and presencing process to deepen organically. As the client is invited to dwell within this space, they can explore both poles of presence, allowing a natural integration that fosters phenomenological shifts aligned with their emerging self. In this presencing field container, the coach supports the client in engaging the generative

tensions within this polarity, fostering insights and transformative breakthroughs as part of the unfolding presencing journey.

The Relational Coaching Field: In Field-Stage 3, the focus shifts from the client's individual i-space to the emergence of a presencing we-space, or Relational Coaching Field, that informs the coach, client, and the coaching process. This relational field is an emergent, dynamic third position that arises from the quality of the presencing between coach and client, facilitated by the DPC Coach's deeper engagement with their inner axis of stillness, presencing body, and presencing nature.

A foundational aspect of Field-Stage 3 is that it builds upon the self-enfolded sovereignty of both coach and client, who are anchored in their individual presencing fields from earlier stages. In this presencing stage, the DPC Coach works with the polarity of presence: Expansive Presence (Being Witness) and Core Presence (Being Essence), which cultivates the emergent third position of *Being Relational*, creating a sacred, attuned we-space of mutuality where both coach and client inhabit a shared field of being.

The I-Thou relationship in this stage shifts to encompass the Relational Coaching Field as Thou, bringing coach and client into a unified we-space. This shared I-Thou relationship strengthens the third position of Being Relational, allowing both participants to experience the relational field as a co-created, sacred entity. Here, the coach and client experience a powerful mutual presence, where resonance and shared insight arise from the relational field itself, enhancing the client's self-awareness, connection, and relational authenticity.

The DPC Coach engages this relational stage of the coaching field through the DPC Inquiry Method and presencing process, drawing from over 25 specialized relational practices to sustain this co-active, resonant space. This allows the relational field to amplify the client's insights, relational patterns, and strengths, while also revealing both vulnerabilities and possibilities within their relational dynamics. Through this process, the client experiences relational presencing as a pathway to self-awareness, connection, and relational authenticity.

The Generative Coaching Field: In Field-Stage 4, the focus shifts into the unfolding of the generative stage of the Coaching Field. Here, the relational depth of Field-Stage 3 matures from a dynamic I-Thou relationship between coach, client, and field into a co-created, generative space that establishes an I-Thou relation with the generative process itself. In this field, both DPC Coach and client become conduits for the generative impulse, as this stage of the presencing field invites the client's potential into an emergent form of transformative becoming.

At the heart of Field-Stage 4 is the DPC Coach's work with the polarity of presence between the lifeworlds of Being Essence (Core Presence) and Being Source (Originating Presence), cultivating a shared, nuanced openness to the emergent third position of Being Generative. Within the presencing container supported by letting be, the coach explores the polarity of Core and Originating Presence, supporting the unfolding of the client's deeper work. Grounded in their inner axis of stillness and presencing body, the coach fosters a generative dynamic that allows transformation to arise naturally as both coach and client turn to source the client's journey together.

The I-Thou relationship with the generative process as Thou in this stage creates a shared presence with the deeper generative forces in the coaching field. This amplifies the third position of *Being Generative*, where the coach and client can engage with emerging insights as co-creators. This I-Thou connection brings the generative process to life, deepening the client's awareness of their potential and fostering breakthrough transformations that arise naturally from within the field's creative potential.

The Flow Coaching Field: In Field-Stage 5, the focus moves into the Flow Coaching Field, where the generative depth established in Field-Stage 4 evolves into a space of dynamic, released flow. Here, coach and client are co-immersed in a fluid, adaptive responsiveness to what is arising in the coaching field. The fifth stage of the Flow Coaching Field transcends individual agency, as both coach and client engage in an ongoing, co-created flow, guided by an active I-Thou relationship with the flow process itself. This field becomes a living expression of presencing, where insights and actions arise naturally, fueled by a synergy beyond any pre-set goals or expectations.

At the heart of Field-Stage 5 is the DPC Coach's capacity to dynamically engage the polarity between the lifeworlds of Being Source (Originating Presence) and Being Presence (Dynamic Presence), guiding both coach and client into the emergent third position of *Being Flow*. From this space, the coach and client access a powerful flow connectivity, marked by precise, clear, and spontaneously trustful action in each unfolding moment. The DPC Coach's embodiment of stillness—rooted in their inner presencing body and axis of being—supports and opens the dynamic movement of Being Flow, as the polarity of presence continues to be explored within this expansive field.

The I-Thou relationship with flow as Thou in this stage empowers both coach and client to move within a state of continuous presence and adaptive engagement. This I-Thou connection with flow strengthens the third position of Being Flow, where actions and insights arise spontaneously, informed by the rhythm of the field itself. This unity of presence and action marks the culmination of the DPC journey, allowing coach and client to experience an integrative state of co-active, unbroken flow.

Concluding Thoughts on the Five Field-Stages

The Five Field-Stages of Being Presencing are inherently holonic, mirroring the layered depth of the 5 Level-Depths of Being Presence. As each stage unfolds, both coach and client expand their capacity to engage with individual and relational fields with greater fluidity, coherence, and ease. For the client, these Field-Stages open presencing pathways to new layers of presence, self-awareness, and relational insight. The DPC Coach acts as both a guide and an active participant in the co-creative process, attuning to emergent possibilities and dynamically adapting to the client's evolving journey.

This co-generative approach transforms the coaching field into a living, responsive system, uniquely amplifying the client's growth and presence. Through the emergence of distinct I-Thou relationships and third positions within each field-stage, the coach and client engage in a dynamic, embodied integration of the polarities of presence that deepens their shared experience. In each stage, the I-Thou relationship empowers the third position—whether with self, client, relational field, generative process, or flow itself—inviting both coach and client to experience an expanded relational presence that resonates through all aspects of the coaching field.

While the client's journey remains the focus, the DPC Coach's ongoing mastery journey enriches the depth of each session, infusing it with insights and responsiveness that arise naturally from this shared engagement. The evolving third positions and I-Thou relations across the stages create a framework where transformation is no longer simply a goal but an evolving, dynamic experience. Each field-stage builds on the previous one, expanding the client's journey in a powerful, integrative way.

The Five Field-Stages of Being Presencing create an environment where both coach and client can explore, expand, and embody new ways of being. Each stage of the journey becomes a profound and co-creative pathway to self-discovery, relational depth, and transformative presence, fostering a profound sense of interconnectedness and flow.

IV. *The 10 Forms of Transformation: A Meta-Lens for navigating the Coach & Client Journeys*

While the previous core elements provide the foundational methods and developmental arcs of the DPC Coaching System, the 10 Forms of Transformation serve as a guiding meta-lens, offering insight into the essential shifts that shape and enhance the DPC coaching process. These forms encompass a spectrum of transformations—ontological, epistemological, developmental, and beyond—available to both DPC Coach and client, illuminating expansive and nuanced pathways that support profound growth at every level of the DPC model.

As a meta-lens, the 10 Forms provide a cohesive, adaptable template for facilitating the Coach and Client journey across each stage of Being Presence and Being Presencing. This approach empowers clients to engage with transformation on their terms, evolving from current ways of being into emergent ones that resonate deeply with their unique identity and aspirations. At each level-depth and field-stage, the forms serve as catalysts that support clients in working more effectively with the transformative process.

By integrating insights from each form, clients gain leverage for making meaningful shifts that bring them home to an experience of self that is both empowered and aligned. The forms can play a role in supporting clients through structured yet open-ended pathways of growth, allowing them to unfold new layers of self-awareness, relational insight, and adaptive resilience at every stage. Together with the other core elements, the 10 Forms of Transformation synergize to foster a coaching journey that is alive, resonant, and deeply aligned with each client's emerging sense of purpose and potential. As each form illuminates a distinct aspect of development, clients experience transformation as a coherent, integrative journey that draws upon the brilliance of the DPC model to realize a grounded, evolving mastery of their own unique path forward.

V. The DPC Inquiry Method

The DPC Inquiry Method serves as the principal vehicle for the DPC Coach to guide clients on their immersive journey through Being Presence and Being Presencing, each of which unfolds across three phases: Enfolding, Indwelling, and Unfolding. The Enfolding phase initiates this journey by inviting both the coach and client to turn inward, creating a container for inquiry and presence. Here, the DPC Coach activates a holding space, sourcing awareness from their seat of Being Stillness. Enfolding is not merely a starting point but a continuous embodiment of presence that creates optimal conditions for presencing exploration, drawing the depth of both coach and client's experience into the present. This foundational phase connects with the first apprenticeship journey, Being Presence, grounding the coach within their deeper presencing body, self, and field.

As the inquiry deepens into the Indwelling phase, the DPC Coach guides the client into an experience of being-with and letting be—a shared resonance where both actively inhabit the inner landscape of presence. At this stage, the inquiry shifts from the client's situation into a deeper journey within either Being Presence or Being Presencing, depending on the client's developmental needs. Through these presencing journeys, both coach and client gradually uncover insights, drawing from the presencing space of letting be. In the Indwelling phase, the DPC Coach serves as a conduit for presence, guiding the client to sense and connect with the context of each stage within Being Presence and Being

Presencing. This process catalyzes transformative shifts in awareness, which are anchored in the client's authentic, grounded self-alignment, supporting their unique developmental journey.

In the Unfolding phase, insights, realizations, and expressions begin to surface as the client transitions into the next stage of the DPC Inquiry movement. This final phase aligns the client's experience with the deeper source of their discoveries, strengthening their momentum for presenced action. Through Unfolding, the coach supports the client in articulating their inner discoveries into practical insights and purposeful engagement, grounded in a deeply presenced way of being. As coach and client move through these three stages of inquiry, the DPC Inquiry Method becomes a powerful vehicle for sustained growth and self-actualization.

In concert with other core elements, the Axis of Being Stillness supports the coach in activating their inner presencing body, allowing them to be both grounded and fluid, adapting dynamically to each phase of inquiry. Alongside the ten transformative forms, the coach subtly integrates these perspectives into the client journey as implicit guides rather than explicit steps. Where aligned, the ten forms shape the developmental landscape of the DPC Inquiry, organically informing each session's direction without necessarily structuring the client's journey around them. These forms provide resonant perspectives tailored to the unique needs of each session, functioning as background dimensions that support the overall Inquiry process.

Overall, the DPC Inquiry Method is an essential, integrated component of the DPC OS, guiding both coach and client through an immersive journey that unfolds from the level-depths of Being Presence to the field-stages of Being Presencing. Through its three phenomenological stages—Enfolding, Indwelling, and Unfolding—the method fosters a deeply relational and presence-centered exploration into the heart of the client's journey, supporting each phase of transformation in their growth. Anchored by the Axis of Being Stillness and enriched by the ten transformative forms, the DPC Inquiry Method equips the coach to work fluidly and intuitively with each client's unique path. Rather than a standalone practice, each core element is seamlessly woven into the DPC Inquiry Method, illuminating new territories of growth and transformation at every phase of the client's journey.

Visualizing the DPC OS: A Seamlessly Integrated, Evolving Structure

To fully appreciate the transformative power of the DPC OS, envision it as a seamlessly integrated, subtle structure that channels presence from its source in stillness through the DPC Coach's inner presencing body. Anchored in the 3 Axis-Points of Being Stillness, this

inner conduit forms a foundation for dynamic presence and grounded stillness from which the DPC coaching process unfolds. For the client, the journey through the 5 Level-Depths of Being Presence opens deeper layers of embodied awareness, supporting a transformative, self-authored path that aligns with their unique sense of self and purpose. For the DPC Coach, apprenticing with these depths refines their ability to access, sustain, and share a deeply resourced presence, attuning both inwardly and relationally to the client's evolving journey.

Beyond grounding individual presence, the DPC OS expands into the 5 Field-Stages of Being Presencing, guiding the client from inner alignment in presence to a dynamic, co-creative engagement within the presencing field. As coach and client move together through these field-stages, each emergent third position offers a new dimension of shared presence, allowing the DPC Coach's depth of training to catalyze a generative flow that enriches the presencing field. Through their inner alignment, the coach activates a conduit that amplifies transformative potential within this shared space, nurturing a fertile ground where the client's growth and awareness can emerge.

As a fluid, adaptive system, each core element of the DPC OS contributes to the larger choreography of the DPC coaching process, supporting a dynamic yet grounded approach to transformation. This ensures the coach's apprenticeship journey remains in continuous alignment with stillness, presence, and presencing as a unified force. While supporting the client's unique path, DPC Coaches also deepen their own journey toward mastery, enriching their own presence through each encounter. In guiding both themselves and their clients toward transformative horizons, DPC Coaches become more fully attuned to their authentic way of being, embodying the DPC ideal of presence that extends from self to world.

Integration, Alignment, and Presencing Flow

The strength of the DPC overarching framework lies in its seamless integration, where each element follows a natural, developmental progression. This cohesive design ensures that no part of the coaching journey exists in isolation; each aspect of the DPC Coach's internal development directly shapes and mirrors the relational dynamics with the client. This creates a vibrant, attuned inner environment and process that supports the client's growth while remaining grounded in the DPC forms of transformation. The result is an integrated, aligned coaching experience that fosters transformation for both coach and client.

Here's how these elements merge, integrate, and align to generate a presencing flow:

- **The 3 Axis-Points of Being Stillness** serve as the foundational ground and vertical core from which the successive journeys into Presence and Presencing Mastery

unfold. This three-point axis stabilizes the DPC Coach's inner presencing body, creating a resilient foundation for dynamic, stillness-based engagement in all coaching contexts. Essential to both the coach's and client's journey, the Axis of Being Stillness supports the coach's capacity to bring a calm, rooted presence to the coaching relationship, deepening the transformative potential for both participants.

- **The 5 Level-Depths of Being Presence** initiate the DPC Coach's first apprenticeship journey into Being Presence. This journey guides the coach through progressively deeper levels of embodied presence, forming a nested, integrative structure where each depth builds upon the last. By embodying each lifeworld context within these level-depths, the coach cultivates a powerful capacity to be attuned both to their own state of being and to their client's evolving needs. For the client, this journey offers a dynamic yet grounded space where they can connect with deeper layers of self, aligning more fully with their authentic path of transformation.
- **The 5 Field-Stages of Being Presencing** extend this mastery outward into co-creative spaces shared with the client, engaging relational and collective dynamics through presencing. As the DPC Coach aligns with the client in these shared fields, they foster a resonant space for transformation to emerge organically within each field-stage. The deeper the coach's alignment with their Axis of Being Stillness and Level-Depths of Presence, the more generative the presencing field becomes, catalyzing meaningful shifts in both the client's and coach's ways of being as they move through individual and collective field-stages of presencing.
- **The 10 Forms of Transformation** function as a meta-lens that brings depth and perspective to each component of the DPC framework, offering powerful entry points to engage different dimensions of transformation across the coaching journey. For clients, these forms serve as dynamic catalysts that reveal new pathways for growth, while for the DPC Coach, they offer an expanded toolkit to support adaptive, multi-dimensional coaching responses. This meta-lens bridges the individual and collective spaces of transformation, allowing both coach and client to deepen their engagement with the evolving presencing flow.
- **The DPC Inquiry Method** integrates as a fifth core element, embodying the dynamic, living inquiry that guides both coach and client toward deeper awareness and transformation. Through a progression of Enfolding, Indwelling, and Unfolding, the DPC Inquiry Method invites the client to explore each layer of their experience within a supportive, co-creative process. This method empowers the client to

access deeper insights, catalyzing growth aligned with their unique goals and transformative journey. For the DPC Coach, this inquiry method sharpens their ability to hold space for emergent presencing discovery, enriching their own apprenticeship journeys as they support the client's self-discovery and transformation.

In the DPC OS, each core element functions as both a complete whole and an integral part of the larger DPC framework. The DPC Coach's inner presencing, grounded through the Axis of Being Stillness and refined within the Level-Depths of Being Presence, directly influences the quality and depth of engagement within the Field-Stages of Being Presencing. The DPC Inquiry Method further enriches this process, enabling the coach to facilitate a layered, emergent exploration that supports both client discovery and the shared, co-generative journey. As the DPC OS becomes more deeply integrated, these elements—guided by the 10 Forms of Transformation—continually interact and reinforce one another, creating a dynamic, evolving process that not only guides the DPC Coach's path over time but also sets a new standard of deep performance excellence in leadership coaching. Through this framework, the client is supported in their unique, transformative journey, enriched by the coach's deepened presence, alignment, and capacity for responsive inquiry.

Deep Performance Coaching: A New Mastery Ideal of Coming Home

In the evolving landscape of Deep Performance Coaching, we are re-envisioning what mastery means in practice. In leadership and performance contexts, mastery is often seen as the pinnacle of high or peak performance. DPC, however, works from an entirely different paradigm.

In DPC, mastery is not an endpoint; it is a living, dynamic process—an ongoing, iterative return to the deeper layers of stillness, presence, and presencing. Rather than viewing it as something to be attained, we see it as an unfolding journey, with the coach and client continuously deepening their presence as a way of being. Here, performance is freed from its typical association with external metrics, becoming instead a fluid expression of our presenced way of being.

This approach redefines mastery as an ever-deepening integration of self and action, where performance is assessed by how one inhabits their presence, drawing from this living wisdom in one's work and life. Mastery in this sense is about reclaiming an elemental inner power and harnessing it toward transformational growth by fully embodying it—not only for the client but for the coach as well. In this way, DPC works with a continual integration of

the core of one's being, with stillness, presence, and presencing catalyzing transformation at the heart of this emerging paradigm of deep performance.

Rather than striving toward an external performance ideal, the DPC journey begins from inward alignment, returning to a progressively grounded, authentic state and way of being at each stage of development in the apprenticeship. By redirecting our motivations inward, the DPC Coach becomes increasingly capable and empowered through the development and transformation of a presencing way of being at home in their experience.

Phase 1: Coming Home through the Sovereign Journey of Being Presence

In this phase, coaches are invited to explore their inner landscape as it is, actively apprenticing with the five level-depths. This is not a journey of self-improvement, but of self-enfoldment, where each depth of presence, along with its supporting context, becomes a transformative container. Mastery, in this context, is about uncovering and inhabiting the deeper layers of being, allowing presence to naturally emerge and inform every aspect of coaching and life. In this first apprenticeship, mastery gradually evolves into a fluid, inherently fulfilling state of being.

Each step in this initial DPC journey fosters an inner sense of wholeness and alignment for both coach and client. This path supports personal transformation and cultivates a deeply sovereign self-sufficiency as the coach engages with the living depths of their own being. The emphasis remains on the experience itself—the felt sense of presence. Through this process, the DPC Coach embodies mastery as a continuous way of being at home and returning home to the source of our experience, rooted in the richness of their presencing nature.

Phase 2: Coming Home Through the Relational Journey of Being Presencing

In the second phase, mastery moves beyond the individual, expanding into the co-creative emergence of the presencing field within relationships, communities, and the broader world. This phase invites DPC Coaches to come home to a distinct, presenced way of being in relation—not only with clients but also with the communities and networks they inhabit. Here, mastery shifts toward apprenticing in the relational, generative, and flow dynamics of the presencing field, where transformation unfolds as a shared, co-creative process.

Through the Being Presencing journey, coaches learn to cultivate relational spaces that are intentional and deeply connected. Mastery in this phase involves inhabiting relational fields as home, enriching the quality of presence as a lived reality that shapes interactions in unprecedented and meaningful ways. In this context, DPC becomes more than a methodology for one-on-one coaching; it transforms into a way of being that centers life itself. The relational dynamics in Phase 2 transcend the individual client relationship,

influencing the coach's broader environment—be it within immediate communities, families, or even the global field.

Mastery from this place embodies a presenced way of being with others, where each relationship contributes to co-creating a future of deeper connection and shared purpose. Together, coach and client shape the world through each engagement, one field at a time. Building on the inner alignment established in Phase 1, this phase expands presence into the shared spaces of life, where it becomes an active force, transforming how we relate to and co-create with others.

Core Implications of the New Mastery Ideal:

- **Being Home, Not Striving:** In the DPC paradigm, mastery shifts from striving toward goals to embodying the depth and fullness of presence. Here, the coach's motivation flows from the richness of being fully present—anchored within themselves and profoundly attuned in their relationships. This embodied presence generates a self-sustaining path of growth and fulfillment, one that arises naturally from within rather than being pursued.
- **Intrinsic Motivation through Belonging:** When mastery is framed as coming home, it awakens a profound, intrinsic motivation—one rooted in belonging and wholeness. Coaches feel a deep alignment, not only within their own being but also within the relational spaces they inhabit, cultivating a sense of self-sufficiency and presence in every encounter. This inner depth integrates seamlessly with the outer world of practice, allowing presence to flow naturally through both.
- **Sustainable Motivation through Embodiment:** Motivation shifts from intellectual or achievement-based goals to a deeply felt, embodied experience. The coach is drawn by the fullness of inhabiting their deeper being and presence, which becomes a self-generating source of motivation. The more fully they inhabit this way of being, the more stable, fulfilled, and connected they become.
- **Deepening Identity and Alignment:** As coaches shift from striving to feeling at home, mastery becomes part of their identity—a true reflection of their innermost sense of authentic being. Their motivation aligns seamlessly with their core values, generating a powerful, self-sustaining drive for growth that is both resonant and deeply empowering.
- **Freedom from Comparison:** By embracing mastery as a deep return to who we are rather than a pursuit of a performance accolade, coaches are freed from the pressures of comparison. Mastery is no longer about measuring up to external standards but about inhabiting one's own authentic experience of being. This

perspective creates space for exploration and growth free from fear of inadequacy, inviting coaches to evolve from a place of innate wholeness, freedom, and curiosity.

Through cultivating a deeply intrinsic source of motivation, this approach enables DPC Coaches and their clients to engage in transformative work from a place that is deeply calibrated with our own authentic, fulfilling, and profoundly resonant sense of who we are—ultimately fostering presenced relationships, vibrant communities, and a future world shaped by this wisdom way of presence.

A Living, Dynamic Evolving System

The DPC framework is, at its core, a living, dynamic system rooted in timeless wisdom and current, leading-edge practice. As you integrate and align each core element, your coaching becomes increasingly fluid, intuitive, and transformative. The holographic structure of this approach allows each dimension to co-exist in interconnected ways with other dimensions, fostering a relational synergy and movement of emergent wisdom and intelligence that is accessible, dynamic, and responsive in real-time.

Whether engaging with leaders, teams, or individuals, the DPC framework meets you precisely where you are, significantly expanding your capacity to catalyze transformational change. As your path of mastery deepens, so also does your presencing capacity with clients, opening up new realms of co-creative, dynamic, and unforeseen transformation. This is the hallmark of a dynamic living system—it responds to your own journey, continually unveiling new depths and possibilities the more you engage with it.

A Next-Generation Leadership Coaching Path

As we conclude this overview of Deep Performance Coaching, I am thrilled to introduce the first of five articles exploring this next-generation path for leadership coaching. This series invites you into an apprenticeship journey that unveils profound depths and possibilities, charting a new course and direction for leadership coaching in these challenging times.



Olen Gunnlaugson

The Founder of Deep Performance Coaching





OLEN GUNNLAUGSON, PH.D. As an Associate Professor of Leadership and Coaching at Université Laval's Business School in Québec, Canada, Olen specializes in empowering leaders and coaches through transformative, wisdom-based practices that enhance their professional and personal lives.

Olen's current research in Dynamic Presencing focuses on applying presence and presencing-based mastery approaches, enabling leaders and coaches to thrive in today's complex, rapidly evolving environments. Building from Theory U, Dynamic Presencing introduces a profound, integrative method that fosters transformational depth across leadership, coaching, and the broader dimensions of life and work. His latest book delves into this innovative approach to presencing.

To date, Olen's research contributions have appeared in 15 edited, authored, and forthcoming books, alongside over 50 articles and chapters in leading academic journals and books. His recent work is featured in the three-volume series *Advances in Presencing*, showcasing interdisciplinary research and applications from the global presencing community.

Driven by a passion for transformative learning, Olen has crafted innovative, post-conventional teaching experiences for MBA students, earning five prestigious faculty awards for teaching excellence in Canada and the USA. At Université Laval and internationally, Olen mentors MBA and PhD candidates, guiding them into new research frontiers in leadership, coaching, and presencing.

Olen is the recent Founding Editor-in-Chief of the *International Journal of Presencing Leadership & Coaching (IJPLC)*, a peer-reviewed, open-access journal that bridges emerging scholarship and practice in leadership and presencing-based coaching.

Olen is also the founder of Deep Performance Coaching (DPC), where he has pioneered a presencing-based leadership coach training program. This intensive apprenticeship journey invites coaches into an inner mastery pathway centered on a generative approach to client work. Over the past five years, he has prototyped DPC in global MBA classrooms, engaging over 1250 professionals from diverse fields, making DPC the first coaching method to blend presence-centered, presencing-guided, and field-based approaches.

For more on Olen's research, publications, and latest contributions, visit his profiles on [Google Scholar](#), [ResearchGate](#), or [Amazon Author page](#).