



THE SCIENCE AND ART OF ORGANISATIONAL COACHING

EQUIPPING YOU FOR THE FUTURE

Coaching is one of the fastest growing professions and is enabling positive change in people's communication skills, performance, confidence and many other aspects of their behaviour and mindset.

In an environment that is increasingly complex and constantly changing, coaching is a powerful tool to help people navigate situations, tasks, challenges, goals and aspirations for greater success, fulfilment and wellbeing.

Organisations too, more than ever before, need the skills and principles of coaching in order to develop a culture that is inclusive, accountable, innovative and agile. Organisations with these qualities are better able to handle the complexity and speed of change of today's business environment. Research clearly indicates that organisations with coaching capability and culture are more likely to be high performing, more equipped to handle change and experience better financial performance and growth than other organisations within their industry sector.

"A fantastic and comprehensive introduction to coaching that really empowers professionals or those looking to pursue coaching as a core component of their work."

Science & Art Participant

RECOMMENDED FOR:

Leaders, Managers and Individuals

Leaders, managers and individual contributors from all business functions will benefit greatly from this programme. Good coaching skills enable anyone who needs to develop, influence and communicate effectively with others, whether inside or outside of the organisation to achieve greater success.

External and Internal Coaches

This programme is also ideal for those who wish to become external or internal coaches offering their services to and within organisations and individuals.

Trained coaches wishing to progress from ACC to PCC ICF Credential

This programme offers great development for coaches currently holding an ACC credential who want to complete further coach-specific training hours towards their PCC Credential application.



PROGRAMME DETAILS

MODULE 1

Foundational Skills

- What is the philosophy and definition of coaching and how it differs from other professional ways of working with people?
- An initial framework for a structured coaching conversation.
- Introducing essential coaching skills for leaders, managers and internal/external coaches:
 - Listening skills.
 - Thought provoking and forward moving questioning skills.
 - Effective goal setting and visioning leading to clear and committed forward action with accountability.
- Module includes demonstrations of coaching plus plenty of practice opportunities with feedback.

MODULE 2

Going Deeper

- Developing rapport and building the coach-client relationship.
- Transactional and transformational coaching.
- Deeper questioning skills to expand and explore thinking, perspectives and possibilities.
- Advanced listening skills using all of the senses.
- Identifying and exploring limiting and empowering beliefs.
- Professional and ethical practices including organisational contracting.
- Module includes demonstrations of coaching plus plenty of practice opportunities with feedback.

MODULE 3

From Science to Art

- Neuroscience and coaching.
- Psychological models to enhance understanding of how human behaviour impacts performance.
- Using intuition as an effective coaching tool.
- The place of feedback in coaching.
- Accessing and leveraging client's learning.
- The coach-client partnership.
- Structuring and developing your coaching practice.
- Developing the coach as well as the client.
- Practical ways to use coaching skills in the organisation.
- Module includes demonstrations of coaching plus plenty of practice opportunities with feedback.

OPTIONS & PRICING

Our flexible approach offers four programmes in one, depending upon the wants and needs of the individual.

Option 1: Full Programme (all 3 Modules)

This is a complete programme aimed at coaches who wish to develop great coaching skills for use with individuals in or outside of an organisation. This complete package also offers sufficient coach-specific training hours to apply for an ICF ACC Credential and provides **76.25 ICF Accredited Coach-Specific Training Hours (ACSTH)**.

£3,500 (+ VAT if applicable)

Option 2: Module 1

Module 1 provides a strong foundational grounding in coaching skills and is ideal for managers and leaders to develop their coaching style as part of their leadership skill set. This programme provides **26.75 hours of ICF Accredited Coach-Specific Training (ICF Core Competency CCEs)**.

£1,200 (+ VAT if applicable)

Option 3: Modules 1 & 2

This package is ideal for those whose focus is the development of others or who want to further enhance their own coaching capability. This programme provides **53 ICF Accredited Coach-Specific Training Hours (ACSTH)**.

£2,400 (+ VAT if applicable)

Option 4: Modules 2 & 3

This package is ideal for coaches who already hold an ICF ACC Credential and are working towards their PCC Credential application or use this programme towards their credential renewal as part of their ongoing professional development. This programme provides **49.50 ICF Accredited Coach-Specific Training Hours (ACSTH)**.

£2,400 (+ VAT if applicable)



PROGRAMME DATES

Location for face-to-face workshops is the Hilton Hotel, Gatwick South Terminal, UK

Module 1: Foundational Skills

Kick-off Webinar:

1-2 p.m., 4 Sept. 2020

3-Day Face-to-Face Workshop:

15-17 Sept. 2020

Follow-up Webinar:

1-2.30 p.m., 12 Oct. 2020

Module 2: Going Deeper

3-Day Face-to-Face Workshop:

10-12 Nov. 2020

Follow-up Webinar:

1-2.30 p.m., 14 Dec. 2020

Module 3: From Science to Art

3-Day Face-to-Face Workshop:

12-14 Jan. 2021

Follow-up Webinar:

1-2.30 p.m., 15 Feb. 2021