

Coach Accredited*: Two plus Two Day Event with Telephone Coaching and Assessment

Our premium, competency-based programme of supported learning completed by an assessment of coaching skills

Two days of classroom learning are followed by skills integration over 8-12 weeks. Managers nominate three people they intend to coach and commit to a minimum number of coaching conversations. Nominees are often the managers existing team members, so that coaching practice is not an additional activity, but becomes the way a manager manages.

During the practice period our experienced coaches provide telephone coaching. Managers are also required to read, produce reflection notes and gather feedback from people they are coaching.

A two day follow-up event consists of one day of review and additional learning and practice, followed by a skills assessment day. Our coaches provide an additional level of support on this programme, by performing final assessments and offering developmental feedback.

Who is it suitable for?

- Middle and senior managers
- Internal coaches
- Key influencers, mentors
- HR professionals, consultants, advisors
- Project managers, managers of resource pools



Continued overleaf

* This programme is **internally** accredited, i.e. by the client organisation. For our **externally** accredited programme, please ask for information on **The Starr Certificate in Coaching for Managers**.



What will they get from it?

- The opportunity to reflect upon their own managing/coaching style before the event
- A clear view of what **good** coaching looks like, e.g. by watching demonstrations
- A solid experience of the key principles and skills of coaching, e.g. over **six** hours of supported practice during the two day event
- A simple structure for coaching conversations held away from the workplace, i.e. 'The Coaching Path'
- The 'Response Coaching' tool, i.e. coaching as a behavioural response to everyday questions and issues
- Increased self awareness, e.g. delegates receive feedback on their strengths and development needs
- A firm foundation for future skills development, e.g. a clear plan of action

In advance of the event, delegates receive a copy of *Brilliant Coaching* by Julie Starr. During the event, delegates also receive an A5 event manual that supports coaching practice in the workplace.

Specific additions for this programme are:

- Individual support for the integration of coaching into delegate's situation and role
- A personalised learning experience, i.e. **four** telephone coaching sessions
- Feedback from nominated colleagues on coaching competencies, e.g. ability to listen, ask challenging questions, give constructive feedback, etc.
- An assessment* by an experienced coach on delegate ability at the end of the programme
- Review and revision of personal learning goals/personal development plan as a result of the programme

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