

PUBLIC PROGRAMMES

Coach's Programme

BUILDING DEEP LEVEL SKILLS FOR SENIOR PRACTITIONERS



the school of coaching

The School of Coaching
is a unique consultancy
that uses coaching to
transform the performance
of individuals, teams
& organisations

The School of Coaching is the premier school for coaching globally. With unrivalled expertise in teaching and in using coaching to enhance business and personal performance, we are set apart by the quality of our programmes.

Our programmes are designed to be inspiring and challenging, and to support you in achieving your goals.

At The School of Coaching we have structured our programmes to enable a unique learning experience for each participant and our programmes are tutored by expert practising coaches.

Coach's Programme

The School of Coaching's flagship Coach's Programme is one of the world's most prestigious coaching training programmes, and runs internationally.

Alumni of this programme are highly successful executive coaches or, as senior executives and leaders, become organisational champions of change, high performance and culture shift. Typical participants' profiles include CEO's, directors, senior managers, HRD's, specialist HR and talent management consultants.

The Coach's Programme teaches a deep level of coaching capability and skill, taking participants on an inner as well as an outer learning journey. Through the intensive nine month programme, you will discover much about yourself and your innate capacity to coach.

The programme is ranked at Senior Practitioner Level by the European Mentoring and Coaching Council (EMCC). Successful participants gain the Certificate of Professional Development in Coaching awarded jointly by the University of Strathclyde and The School of Coaching.

Benefits of Attending

- Gain one of the most respected and widely-known professional coaching qualifications in business coaching available anywhere
- Develop deep level coaching capability and skills that will enable you to coach at very senior level in any organisation
- The award of Certificate of Professional Development in Coaching, awarded jointly by the University of Strathclyde and The School of Coaching, is available to all participants who successfully complete the programme and submit a written portfolio of evidence

Our accredited partners





“ Effective Coaching in the workplace delivers achievement, fulfilment and joy from which both the individual and the organisation benefit.”

Myles Downey, Founder, The School of Coaching

Learning With The School

The School's flagship Coach's Programme gives participants a unique opportunity to explore and develop their own coaching style and become a fluent practitioner. Each programme consists of a small, close-knit group of peers (maximum group size 12) who, together with the programme leaders, create a stimulating, challenging and performance-focussed learning community for the duration of the programme.

The emphasis is on the quality of input and feedback. Each participant meets one of the two programme leaders before the programme commences, who then becomes the participant's personal tutor for the duration of the programme. This ensures that every participant receives personal and continued attention, and high quality feedback.

The Coach's Programme is a two phase learning programme, with nine onsite learning workshops, complemented by extensive workplace coaching practice. The workshops are spaced at roughly four-week intervals to allow participants to practise new skills and models in real time with 'practice clients'.

Programme Outline

The School's flagship Coach's Programme gives participants a unique opportunity to explore and develop their coaching style and become a fluent practitioner.

Phase One: Developing Competency

The first phase of the programme begins with a three-day residential workshop, held at a country hotel, which takes place about three weeks after the pre-programme 1:1. This workshop introduces participants to the fundamental elements of effective coaching and the key principles of non-directive coaching, the Inner Game, conversational structure, listening and questioning, and basic client contracting.

A further one-day workshop introduces concepts of boundaries and boundary management, management and coaching and further contracting, and this is followed by an Assessment and Development Day which is an opportunity for further practise, review, video feedback with peers, and to receive further specific feedback on coaching from a programme tutor.

Mid-Programme Review & Coaching Study Day

The mid-programme review is an opportunity for participants to reflect on their learning on the programme so far. Each has a 1:1 coaching session with their programme tutor who will ensure that the participant is clear on their progress and what they might need to focus on in the second phase of the programme to build fluency. This day also allows time for learning and study in small self-regulated groups, including further coaching practise and video review.

Phase Two: Building Fluency

During the second phase of the programme, participants build on their skills to develop ease and fluency with coaching. The first workshop of this phase focuses on how the coach can use their own resources appropriately in a coaching dialogue whilst maintaining the fundamental essence of non-directive coaching. A further workshop reviews the key elements of coaching in an organisational

context. This workshop is followed by a second Assessment and Development Day, which is a further opportunity for practise, feedback with peers, and to receive further specific feedback on coaching from a programme tutor. The final workshop allows participants to bring together and synthesise their knowledge and understanding, and to create a bridge to further development. It is also a time for celebration and closure of the workshop component of the programme.


Each participant has a post-programme 1:1 with their programme tutor about 4-5 weeks after the final workshop. This is an opportunity to review progress, goals, measures and to consider future development and supervision options.

Coaching Practise

Coaching is a skill that can only be learned through practise and feedback, and The School's programme has a high practise content. Each participant is expected to work with a minimum of four 'practice clients' during the programme, undertaking a minimum of six coaching sessions with each client. The learning from these sessions is shared and discussed in subsequent workshops, and the feedback sheets form part of participants' portfolio of evidence for the award.

Assessment

To successfully complete the programme, participants must demonstrate both their practical ability in core coaching competencies and their capacity to reflect and learn from their coaching experience and feedback. This is assessed throughout the programme by tutor observation and in particular on the two Assessment Days. Participants are also assessed through a substantial written portfolio which includes a short essay, book reviews, evidence of practice coaching sessions and personal reflection, and a statement of intent for continuous professional development (CPD).



“ The Programme goes far beyond coaching training. It's a life changing experience ignited by the generous spirit of The School of Coaching team.

Andreas Mesarites, Director, Mesarites BrandBuilders

Programme Details

Dates

The School runs three Coach's Programmes every year – Spring, Autumn and Winter. Check The School's website (www.theschoolofcoaching.com) for the latest information which can be found under 'Our Services' in 'Public Programmes'.

Enrolling on the Programme

Every programme is limited to twelve participants, who form a close learning group. All applicants who wish to attend the Coach's Programme are requested to submit an application form. Successful applicants will be enrolled on the programme.

Attendance

Participants are required to attend all of the programme dates so as not to disrupt the learning group. Certification is only available to those completing all learning units successfully.

Fees

Full fee for the Coach's Programme is £8,200 plus VAT.

Career development loans are available. Please contact us for more information about these.

To Register

To book a place on The School's flagship Coach's Programme, please complete the Application Form on The School's website www.theschoolofcoaching.com. To discuss any aspect of this, or any of our other programmes, please call The School of Coaching on +44 (0)20 8987 7480.

excellence in coaching
in service of business results

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