



Certificate of Performance in Coaching From the University of Strathclyde



Overview

The Certificated two-day programme is a basic introduction to Business Coaching in the workplace. Many organisations use this as the preferred approach to a change management programme as real life issues are used on the workshops. The two days are one month apart and the participants have to carry out at least two coaching sessions between day one and day two and be coached by at least one other person. A log is kept of the learning from these sessions.

Once the two days and the fieldwork have been completed, the log is subjected to scrutiny by the University of Strathclyde and successful participants will receive the certificate of performance.

Participants work in groups of three for the coaching sessions and the programme is restricted to 12 participants in any one programme. Personal feedback is given by the tutor to each participant as to what is helping and hindering them in both their coaching and their approach to work.

The programmes are highly participative and very interactive. Support is provided in the form of materials, which are given in hardcopy format on day one, with articles and electronic copies of the slides e mailed to participants between day one and two. As well as this, the tutors are available for e mail or telephone contact between the two days.

The Course in detail

The programme starts at 9.00 am on both days and continues until around 4.30 pm. It is customary for participants to be briefed by their manager prior to attending the programme and the most successful results come as a direct result of the managers' participation in the learning approach. The two days cover the following components:-

- Contracting & Confidentiality agreements
- Practical Learning Styles
- Four Propositions of Coaching
- The Coaching Spectrum & Non Directive Coaching Techniques
- Coaching Competencies
- The GROW Model
- Feedback Skills
- The Skill Will Matrix
- The Rule of Three

The modules overleaf are covered, both in theory and practice, using the appropriate tools during the workshops. Participants leave day one with actions that they need to work on between day one and day two and time for reflection in relation to the learning logs is given at the beginning of day two to reinforce the learning that has occurred between the two days.

Day two provides feedback on the self-assessment of the competencies and offers more opportunity for practice for participants with feedback from the tutor.

The Coaching tools are designed to assist people, not only in developing themselves as coaches, but also in developing better efficiency in the workplace. The tools can be used in either formal settings, e.g. appraisals, or as ad hoc approaches. In true coaching style we develop coaches by altering the way they are, not by what they do.

Distance Learning

The distance learning aspect involves guided reading, web based research, video reviews and the use of an interactive forum.

Assignments

This involves coaching with clients in between the days of the course. Also, a self-assessment using the coaching competencies are looked at. There is also a coaching diary to complete.

Assessment

There is a statement of learning, a reflective diary and reading, video and website reviews to complete also.

Fees:- £1250.00 plus vat (£218.75) for both days
For details of dates and venues, please contact:

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