

# Accredited Certificate in Coach Training

Saturday 3<sup>rd</sup> October 2020

Delivered by

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# Welcome

- Domestics, timings, logistics
- Overview of programme

# Overview of Programme

	Module One	Module Two	Module Three	Module Four
Day One	Foundations of Coaching ✓	Raising self-awareness (2 x 90 minute session 1 x 180 minute session)	Creativity in Coaching (2 x 180 minute sessions)	Coaching leaders (2 x 180 minute sessions)
Day Two	Advanced Communication Skills ✓	Wellbeing and Change (2 x 80 minute sessions)	Constellations, Cards and Connections (2 x 180 minute sessions)	Purpose, Planning and Practicalities (2 x 180 minute sessions)
Coaching Skills Practice	6 hours ?	7 hours	7 hours	Ongoing
Self-study	12 hours ?	14 hours	14 hours	Ongoing
Supervision	4 x 45 minute webinars ✓	3 x 45minute webinar	3 x 45 minute webinar	Ongoing

# Agenda

- Review of Day One and Two
- Review of Supervision sessions and self-study activities
- Day Three - Raising self-awareness

# Day One:

## Foundations of Coaching

- Understand what coaching is (and what it is not!)
- Learn how coaching can benefit you and your role
- Discover the skills and attributes of a Professional Coach
- Learn about coaching competencies and the benefits of belonging to a professional body
- Review your current coaching skills
- Introduction to the GROW model of coaching
- Practical application of coaching
- Learn how to give feedback

# Day Two:

# Advanced Communication Skills

- Introduction to the Key Communication Skills of a Professional Coach
- Discover the different types of questions and the impact they have when used
- Learn how to build rapport
- Introduction to Effective Listening Skills
- Learn how Body Language impacts our communication
- Identify your Filters
- Understand the Barriers to Effective Listening

# Review of Supervision Sessions and Self-study

## Supervision:

- What are your thoughts?
- What did you like about it?
- What would you like more of?

## Self-study:

- What's going well?
- How far have you got?

# Day Three:

# Raising Self-awareness

- Implement, Practise and Demonstrate AC Coaching Competencies
- Raise your level of self-awareness
- Introduction to more tools for your coaching toolkit
- Transactional Analysis (TA)
  - OK Corral - Session 1/4
  - Drama Triangle - Session 1/4
  - Drivers Sessions 2/4 & 3/4
- Practical application of coaching skills – Session 4/4



# OK Corral

## How Life Positions Influence Behaviour (Work of Anita Mountain and Chris Davidson)

Life Position Or Box	Communicates	Accepts Delegation	Develops	Handles Disagreements By	Solves Problems By	Spends Time By	Is Moved To Act	Feels to Others
I'm OK – You're OK	Openly	Readily	Independently Learns willingly	Seeking clarification and mutual resolution	Consulting others trusting in self	Taking necessary action and producing	On assignment of initiative	Equal
I'm Not OK – You're OK	Defensively Self – deprecatingly	Timidly	Slowly: Needs reassurance and coaching	Perceiving differences in opinion as evidence of their inadequacy	Relying almost completely on others	Brooding Over - compensating In constant activity	Praise or admonition	Inferior
I'm OK – You're Not OK	Defensively/ aggressively	By procrastinating Bickering Bargaining	With difficulty, Learning is blocked	Placing blame on others	Unilaterally rejecting others ideas	Boasting Provoking others Playing persecutor	When forced may demand official instructions	Superior
I'm Not OK – You're Not OK	Hostile/ Abruptly	By trying to beg off Delegating upwards Unwillingly accepts responsibility	With difficulty withdraws and repeats errors	Escalating the conflict Involving a third party	Succumbing to problems	Withdrawing playing a variety of games (mind games)	Reprimands or threats	Despondent Alienated

# How can the OK Corral be used in Coaching?

- To identify my life position
- To watch and notice where coachee is – tone, body language, words
- To be able to stay in OK/OK to enable coachee
- To notice if coachee is erratic and where they go
- To understand coachee and their world
- To enable you to ask the right questions to pace, pace and lead
- To enable you to build rapport more quickly
- To potentially look for patterns and enable you to challenge unhelpful ones
- To work out triggers

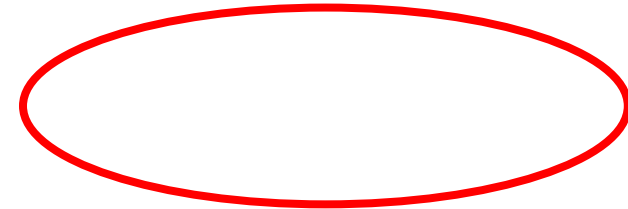
# Types of questions

## Open probes

- Gather information, initiate discussion and open people up  
WHAT, WHY, WHEN, WHO, WHERE AND HOW

## Closed probes

- Restrict response to yes or no
- Verify, can be used to check information and understanding

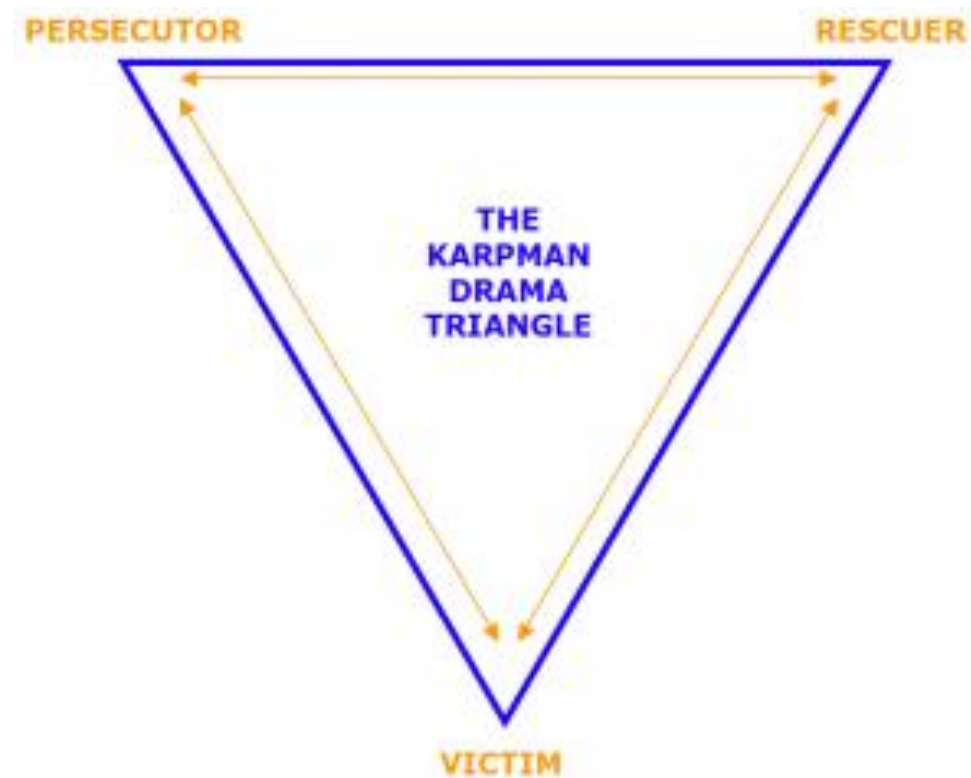


# Corralogram

Exercise to be completed as part of self-study to discuss in next session (2/4 & 3/4)

# Drama Triangle

Created by Steven Karpman from theory of transactional analysis created by Eric Berne



# Group discussion

- How do you get sucked in?
- What are your thoughts?
- How will you use this information?

# Summary

- Implement, Practise and Demonstrate AC Coaching Competencies
- Raise your level of self-awareness
- Introduction to more tools for your coaching toolkit
- Transactional Analysis (TA)
  - OK Corral - Session 1/4
  - Drama Triangle - Session 1/4

# Self-Study Activities

- Refer to Checklist Two in your Folder
- 14 hours of self-study
- 7 hours of coaching practice
- Supervision - 1 x 45 minute webinar on 13<sup>th</sup> October at 19:00
- Supervision - 1 x 45 minute webinar on 10<sup>th</sup> November at 19:00
- Next modules:
- Day Three 2/4 & 3/4 - Sunday 25<sup>th</sup> October 2020 - 09:00 – 12:00
- Day Three 4/4 – Tuesday 3<sup>rd</sup> November 2020 – 19:00 – 20:45
- Day 4 1/4 & 2/4 – Sunday 22<sup>nd</sup> November 2020 – 09:00 – 13:00
- Day 4 3/4 & 4/4 – Saturday 5<sup>th</sup> December 2020 – 09:00 – 13:00



