

Accredited Certificate in Coach Training

Sunday 22nd November 2020

Day 3 4/4 Day 4 1/4

Delivered by

Helen Bullock

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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 (1 x 90 minute session ✓ 1 x 180 minute session ✓ 1 x 90 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 (1 x 90 minute session 3 x 90 minute session)	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 ✓	1 x 45 minute webinar 2 x 1 hour 1:1 sessions	3 x 45 minute webinar	Ongoing

Day Four: Wellbeing and Change

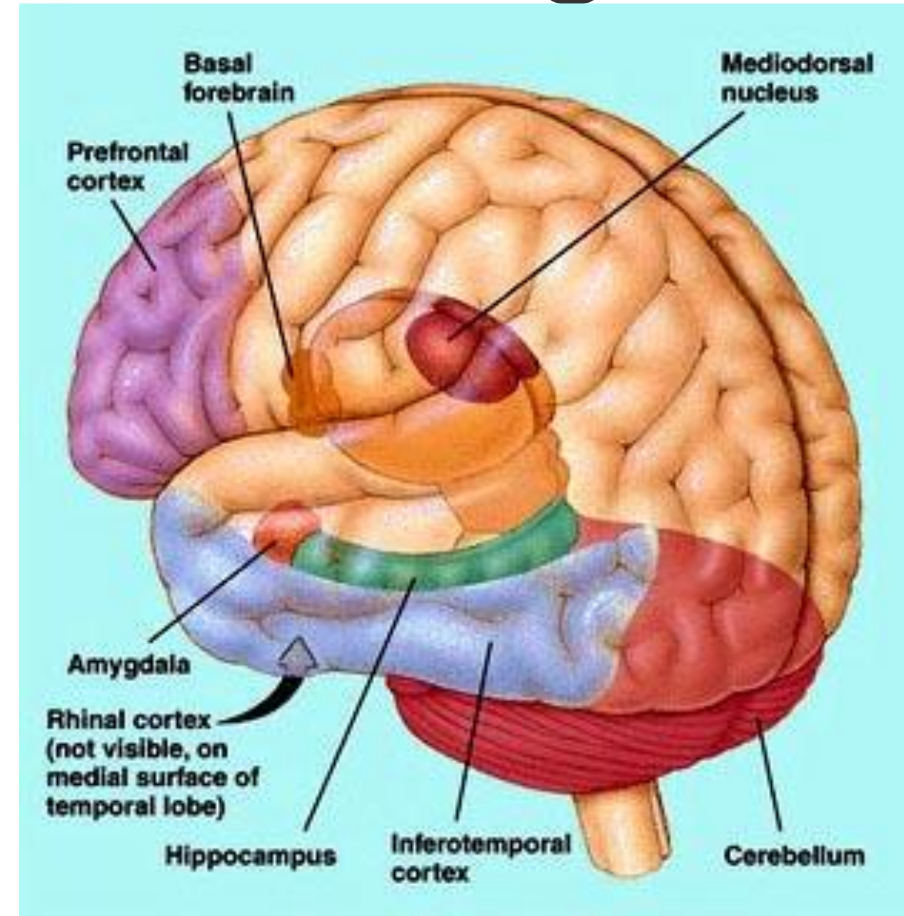
- Neuroscience – Session 1/4
- Impact of Change – Session 1/4
- Resilience – Session 2/4
- Mindfulness – Session 3/4
- Practical application of coaching skills – Session 4/4

Neuroscience

- The Brain is Lazy and why
- Tripartite Brain
- Amygdala and Fight, Flight, Freeze
- Habit forming with the Hippocampus
- Neuropathways
- Pre-frontal Cortex – High Road/Low Road

What modern neuroscience tells us about “executive functioning”

- Neuroscience has confirmed that the prefrontal cortex (the areas at the front of the brain above and behind the eyes) is the “executive” area of the brain (our working memory)
- The amygdala in the limbic system is involved in signalling reward and fear. Sensory stimuli pass through the amygdala and are directed to other parts of the brain for processing
- The hippocampus is our long term memory



The pre-frontal cortex (PFC)...

- ... is the “executive” area of the brain
- Solve problems
- Understand
- Decide
- Insights and ideas
- Memorise
- Recall
- Regulate and inhibit emotions

It’s like our short term working memory vs our hard wiring...

The amount of info you can hold in the PFC at any one time is equivalent to about 1 cubic foot –by comparison, the amount of info held in the rest of the brain is equivalent to the milky way!

When you’re trying to make someone think or change you need them to be able to use their PFC’s.... but

The (PFC) (working memory) has limitations

The PFC is

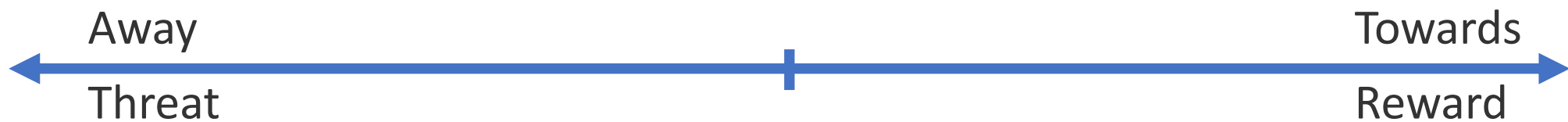
- energy intensive
- small
- serial
- fussy
- Every time you make a decision or solve a problem you are using up limited resources (your blood glucose level goes down and remains down for the next activity)



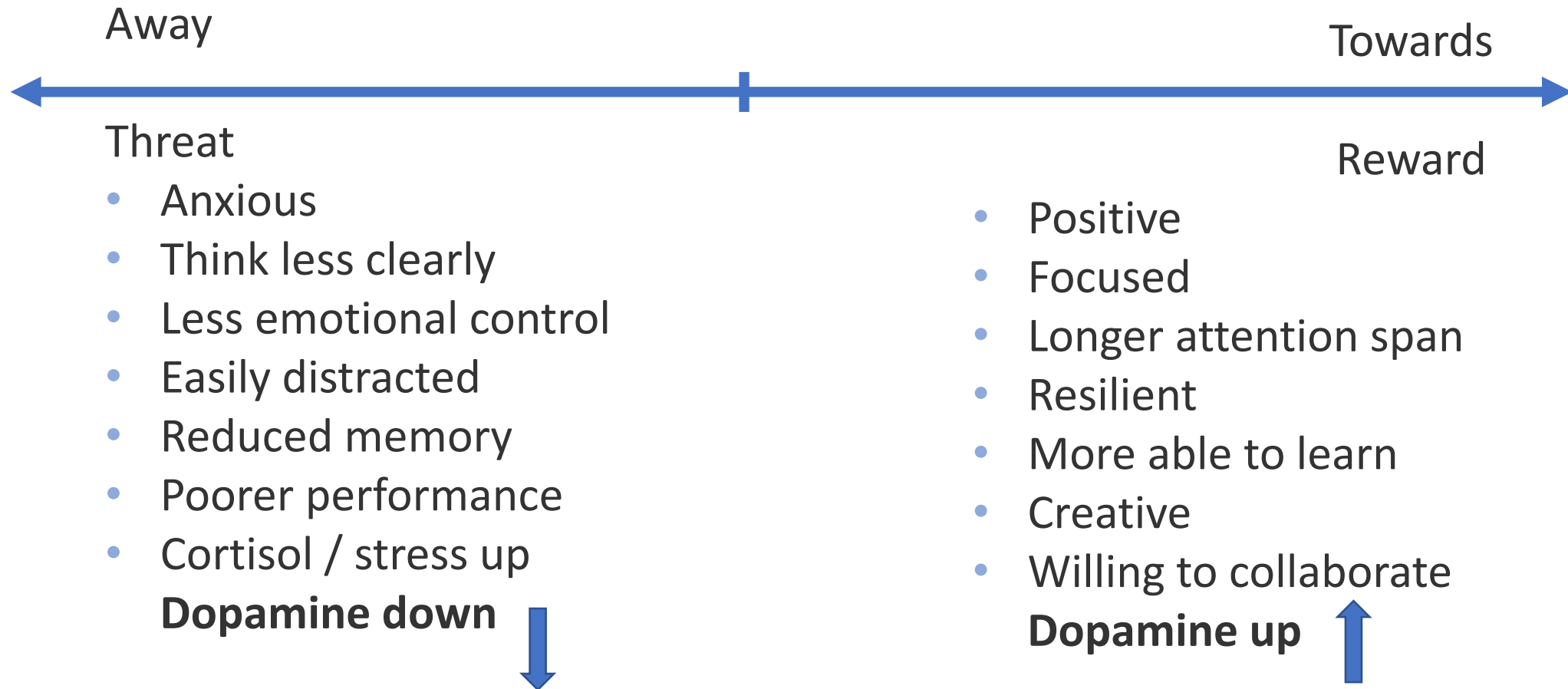
Using the PFC takes effort ... as human beings we try to avoid using this part of the brain if we can

The overarching organising principles of the brain

- Our brains process information to MINIMIZE threat and maximise reward
- The limbic system is always on and extremely jittery, any and every slight threat will initiate a threat (or away) response
- The threat response is much stronger and lasts much longer than a reward response



The impact of threat and reward on the brain



How does this link to....

- Habits?
- OK Corral?
- Drama Triangle?

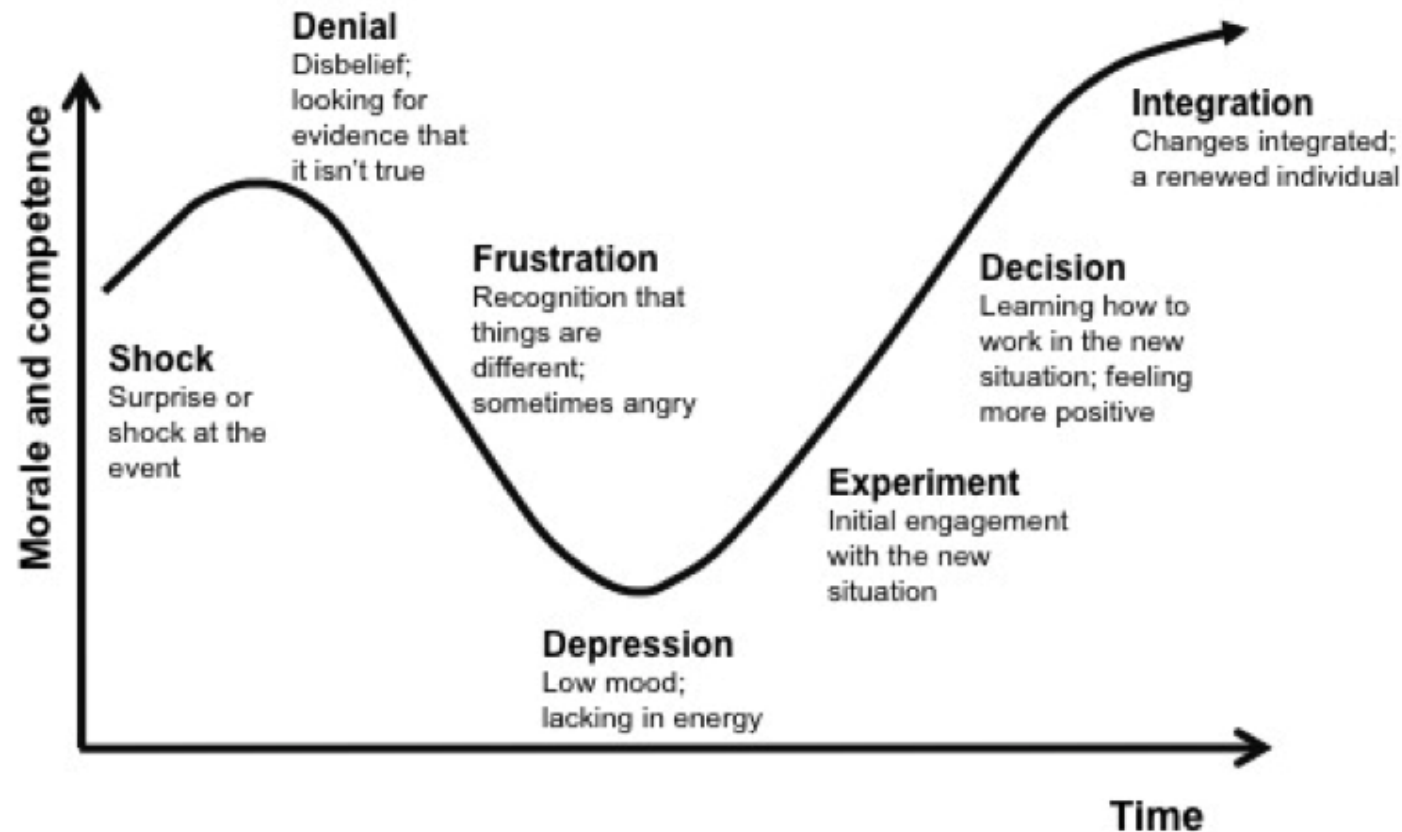
Competencies:

3. Establishing a trust-based relationship with the client
4. Managing self and maintaining coaching presence
5. Communicating effectively
6. Raising awareness and insight
7. Designing strategies and actions
8. Maintaining forward momentum and evaluation

Impact of Change on self and others



The Kübler-Ross change curve



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Coaching Skills Practice 2

Purpose of Exercise: to practise meeting the AC Coaching Competencies

In pairs: Coach and Coachee

How has COVID 19 impacted on your life?

- What has changed?
- What was the pain of this change?
- Consider high road and low road use?
- Acceptance?

Take turns

15 minutes each

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Coaching Skills Practice Review

How was that for you

- As a Coach?
 - What did you do well?
 - What could you do better?
- As a Coachee?
 - What did you learn?
 - What will you do with that new learning?

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Next training session Saturday 5th December 2020

