

# Accredited Certificate in Coach Training

Saturday 5<sup>th</sup> December 2020

Day 4 Sessions 2, 3 & 4

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 (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

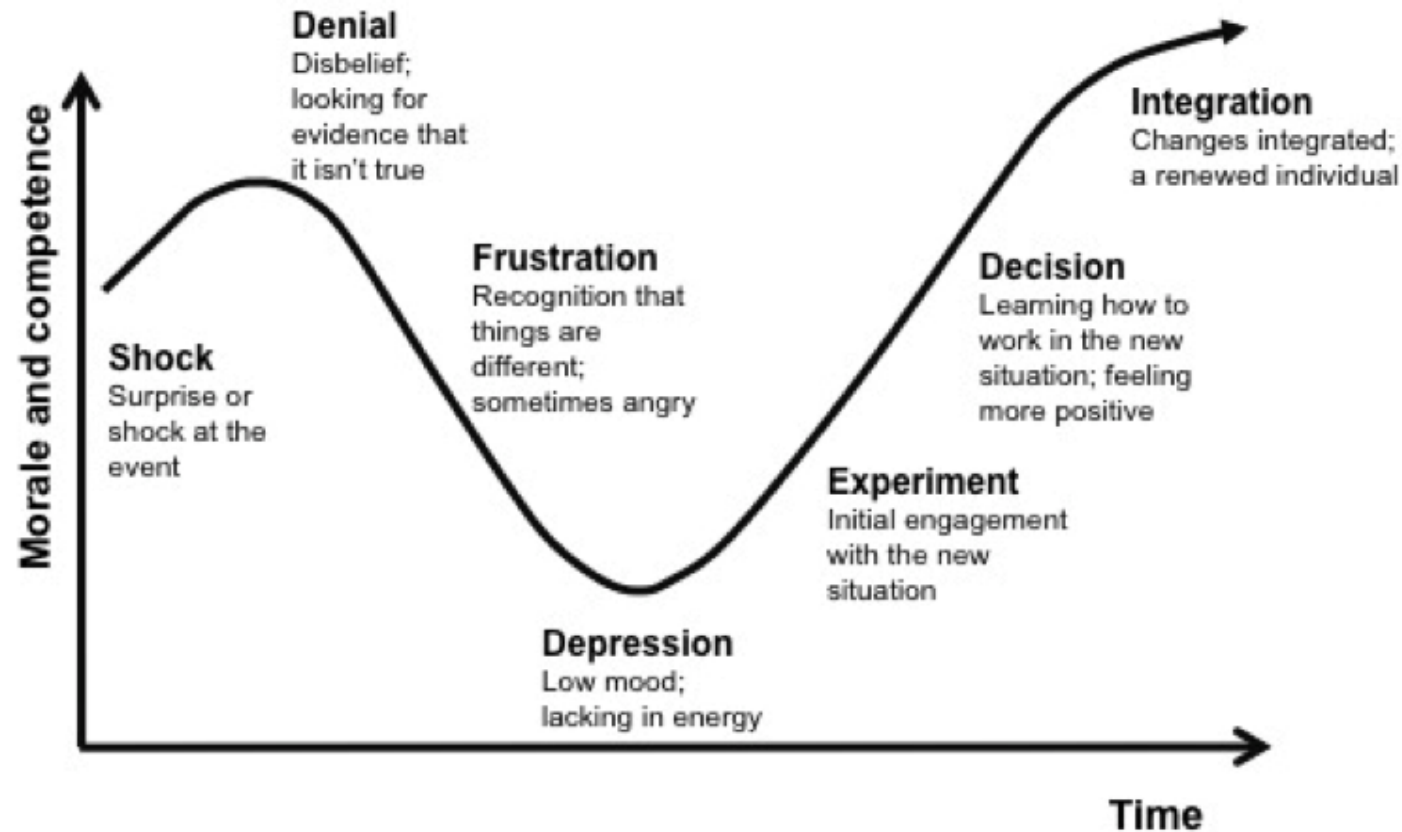
- Review of Day Four – Neuroscience and Impact of change (1/4)
- Resilience (2/4)
  - What is it?
  - Interventions
- Mindfulness (3/4)
  - What is it?
  - How can we use it in coaching?
  - Mindful practice
- Implement, practise, and demonstrate AC Coaching Competencies (4/4)
- Feedback on your coaching practice (4/4)

# Review of 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 ✓

# Review of Impact of Change

## The Kübler-Ross change curve



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

# Resilience

- What is resilience?

Group discussion

# Definition of Resilience

“The capacity to remain flexible in our thoughts, feelings, and behaviours when faced by a life disruption, or extended periods of pressure, so that we emerge from difficulty stronger, wiser, and more able.”

Carole Pemberton - Review of Resilience: a Practical Guide for Coaches



# Resilience Interventions

- CBT
- Acceptance and Commitment Therapy
- Mindfulness
- Solution Focused Coaching
- Positive Psychology

## Competencies:

6. Raising awareness and insight
7. Designing strategies and actions
8. Maintaining forward momentum and evaluation

# 7 Pillars of Resilience



# Definitions

In your workbooks define the following:

- Optimism
- Emotional Awareness
- Empathy
- Relationship Building
- Problem-Solving
- Self-efficacy
- Impulse Control

# Coaching Skills Practice 1

Purpose of Exercise: to practise meeting the AC Coaching Competencies

In pairs: Coach and Coachee

Thinking about our last session on resilience and your definitions:

- What was specifically useful and why?
- How has this helped you?
- How can you use this in coaching?

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
9. Undertaking continuous coach development

Take turns

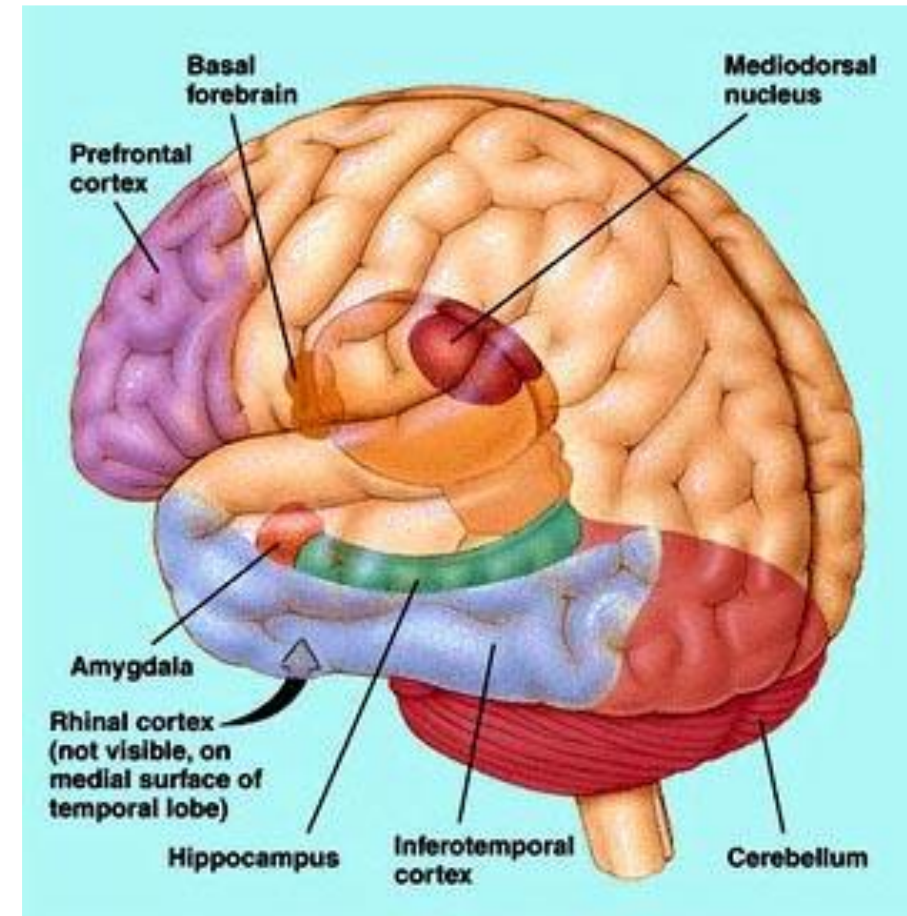
**15 minutes each, 5 minutes feedback to each other then swop roles**

# Debrief

- What did you discover?
- How will you use this?

# Why mindfulness?

- 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 Benefits of Mindfulness

- Numerous psychological studies have shown that people who practice Mindfulness are on balance happier and more contented
- There is huge medical significance and such positive emotions are linked to a longer and healthier life
- Anxiety, depression and irritability all decrease with regular sessions
- Memory improves, reaction time is faster and mental and physical stamina is increased

# The Benefits of Mindfulness continued

- Regular meditators enjoy better and more fulfilling relationships
- Key indicators show that chronic stress is reduced along with hypertension
- Reduces chronic pain and cancer and can even relieve drug and alcohol dependence
- Bolsters the immune system





# Review of programme

- What have you found most useful? For yourself and others?
- What are you going to take away from today's session?

# Day Four: Wellbeing and Change

- Review of Day Four – Neuroscience and Impact of change (1/4) ✓
- Resilience (2/4) ✓
  - What is it? ✓
  - Interventions ✓
- Mindfulness (3/4) ✓
  - What is it? ✓
  - How can we use it in coaching? ✓
  - Mindful practice ✓
- Implement, practise, and demonstrate AC Coaching Competencies (4/4)
- Feedback on your coaching practice (4/4)

# Coaching Skills Practice 2 – outside of class

Purpose of Exercise: to practise meeting the AC Coaching Competencies

In pairs: Coach and Coachee

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

Coach	Coachee	Coach	Coachee	Coach	Coachee	Coach	Coachee	Coach	Coachee
Ade	Jane	Jane	Ade	Julie	Philip	Philip	Tim	Tim	Ade
Ade	Julie	Jane	Julie	Julie	Tim	Philip	Ade	Tim	Jane
Ade	Philip	Jane	Philip	Julie	Ade	Philip	Jane	Tim	Julie
Ade	Tim	Jane	Tim	Julie	Jane	Philip	Julie	Tim	Philip

Coach for 10 minutes then Coachee gives feedback against AC Coaching Competency Checklist

# Coaching Skills Practice 2 – outside of class

Purpose of Exercise: to practise meeting the AC Coaching Competencies

In pairs: Coach and Coachee

The coachee to bring the topic of how to integrate the learning into their coaching practice as they are struggling

Coach to work on this topic with their coachee

Focusing on what specifically would be the best outcome for their coachee and evaluation

Take turns

**10 minutes each**

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
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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?

Competencies:

3. Establishing a trust-based relationship with the client
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Next training session: