

# Accredited Certificate in Coach Training

Saturday 13<sup>th</sup> February 2021

Day 5 Sessions 2 and 3 of 4

Delivered by

Helen Bullock

Jeannette Marshall

# 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 (1 x 180 minute session) ✓ <b>(1 x 180 minute session)</b>	Coaching Leaders  (1 x 180 minute sessions) (1 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 (1 x 180 minute session) (1 x 180 minute session)	Purpose, Planning and Practicalities  (1 x 180 minute session) (1 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 Five:

# Creativity in Coaching

- Review of Day Five – session 1 and 2 of 4:
  - What is creativity?
  - Creative models, techniques and exercises to support different approaches
  - Coaching conversation starters
  - Guided visualisation
- Effective Contracting
- Self-assessment update
- Creative tools
- Implement, practise and demonstrate AC Coaching Competencies
- Feedback on your coaching practice

# Creativity in Coaching

- What did you take away from the last training session?
- How have you used it?
- What have you learned?

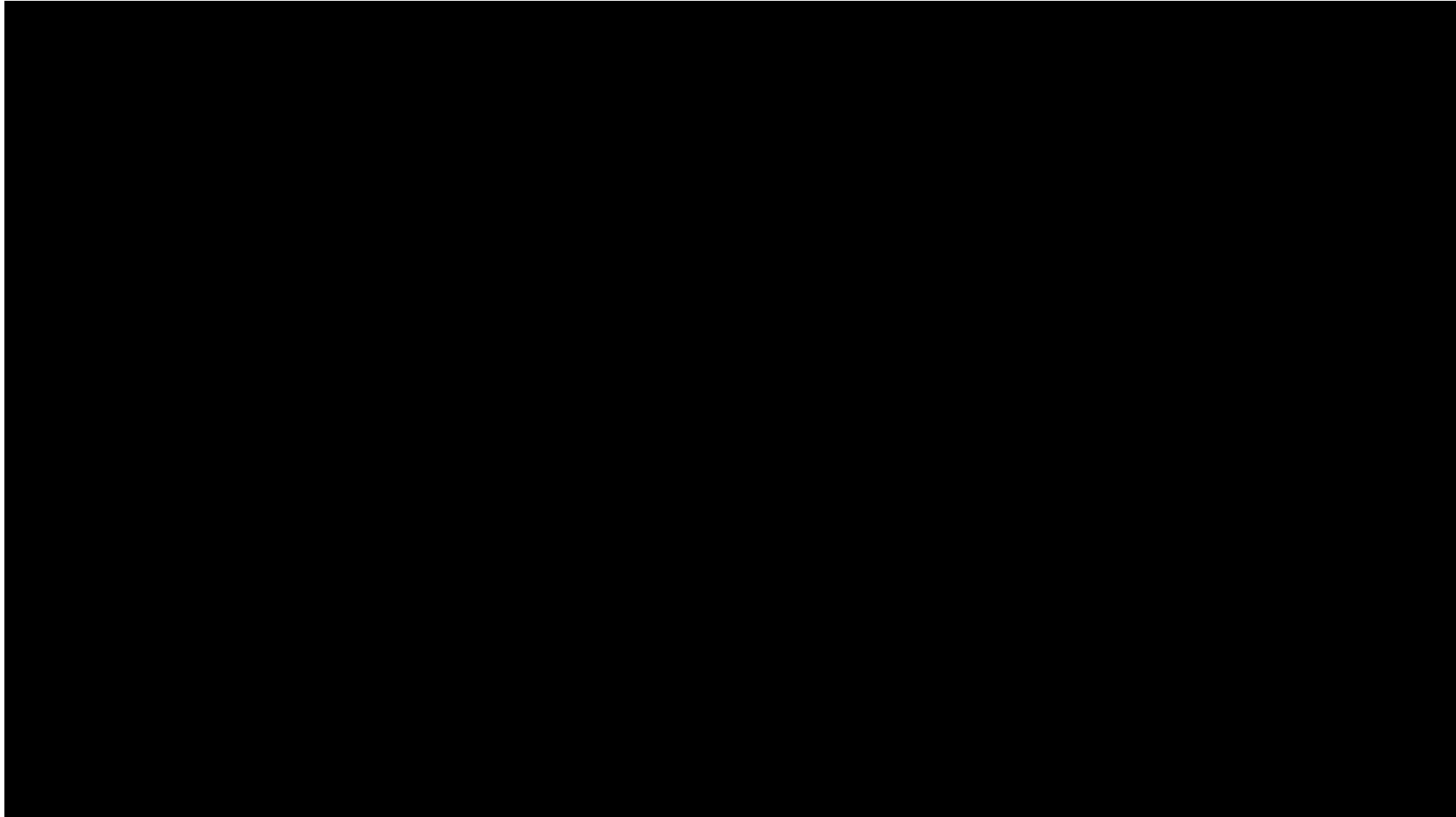
Group discussion

15 minutes

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

# Effective Contracting



# Effective Contracting

Group discussion

10 minutes

Competencies:

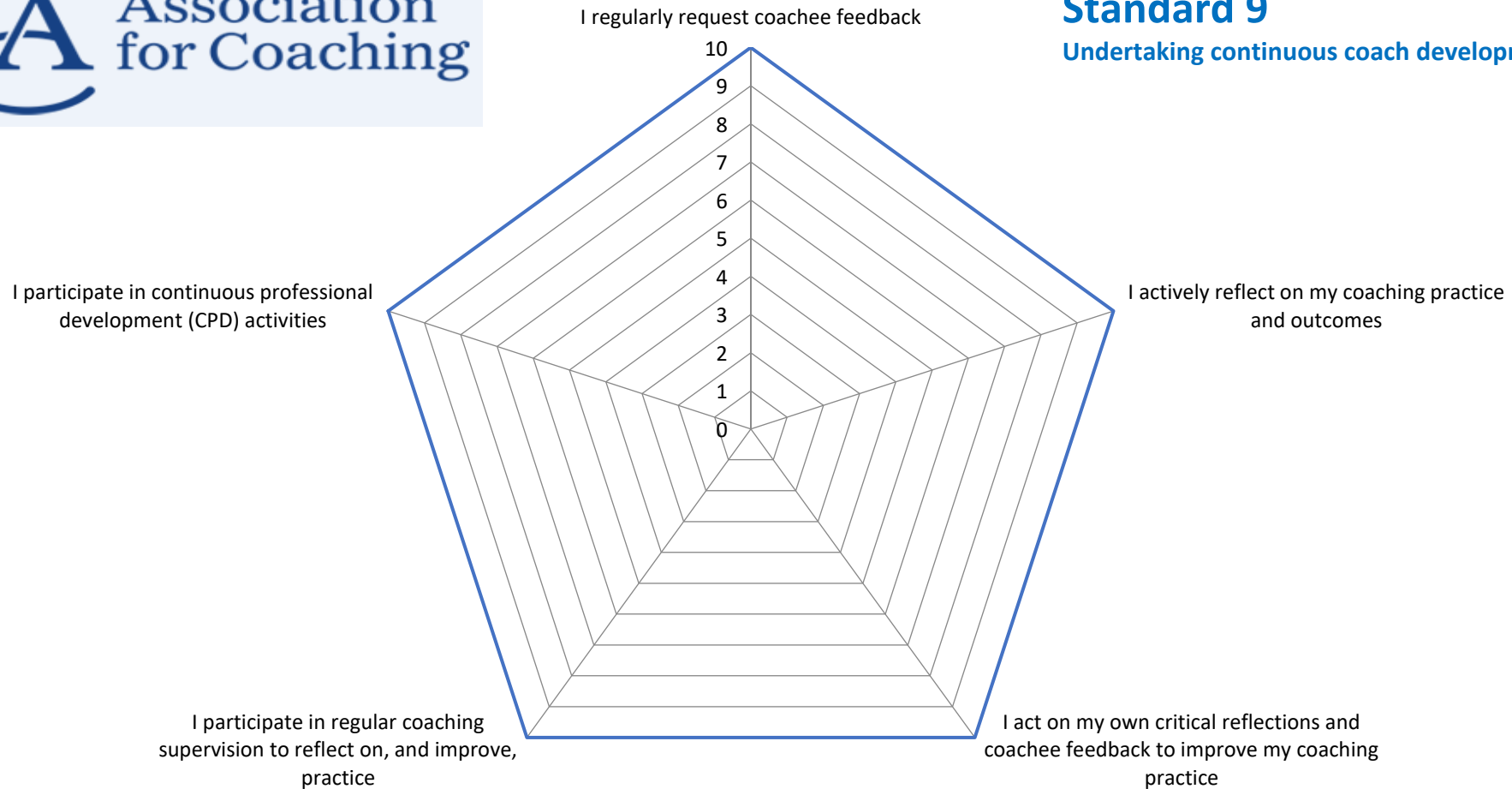
1. Meeting ethical, legal and professional guidelines
2. Establishing the coaching agreement and outcomes

# Exercise One Self-Assessment Diagnostic



## Standard 9

Undertaking continuous coach development





# Debrief Exercise One

- What has changed?
- What do you need to do more of/ less of?
- How has doing this exercise impacted on you?

## Competencies:

1. Meeting ethical, legal and professional guidelines
2. Establishing the coaching agreement and outcomes
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
9. Undertaking continuous coach development

## Additional competencies for Executive Coaches

10. Working within the organisational context
11. Understanding leadership issues
12. Working in partnership with the organisation

# Visual Processes

## Working with Metaphors

- I am stuck in the mud/walking in treacle
- I am blocked like a drainpipe/like there's a big wall in front of me
- I am lost/walking in fog
- I am overloaded/ too many pathways/too much on my plate
- It's like an uphill struggle
- I need to think out of the box
- I need to get my creative juices flowing

Competencies:

6. Raising awareness and insight
7. Designing strategies and actions

# Exercise Two – What’s Your Metaphor?



# Coaching Skills Practice 1

Purpose of Exercise: Working with metaphors using a visual process

In pairs: Coach and Coachee

Coachee to draw their metaphor

Coach to ask probing questions to discover more

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

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

# Review of Coaching Practice and Feedback

- As a Coach
  - What did you do well?
  - What could you do differently?
- As a Coachee
  - What did you learn?
  - What will you do with that new learning?
- How might you implement this in your coaching practice?

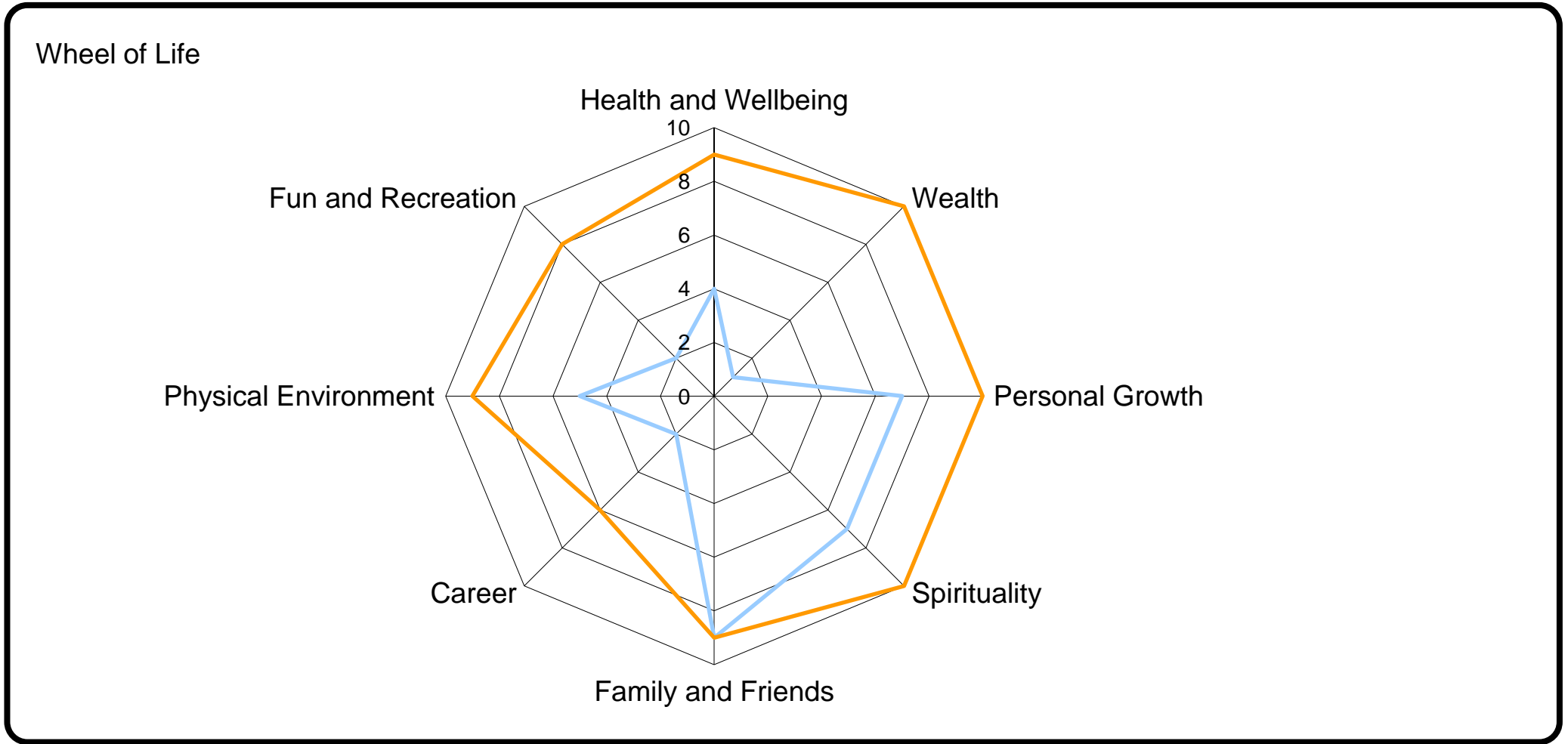
Group discussion 15 minutes

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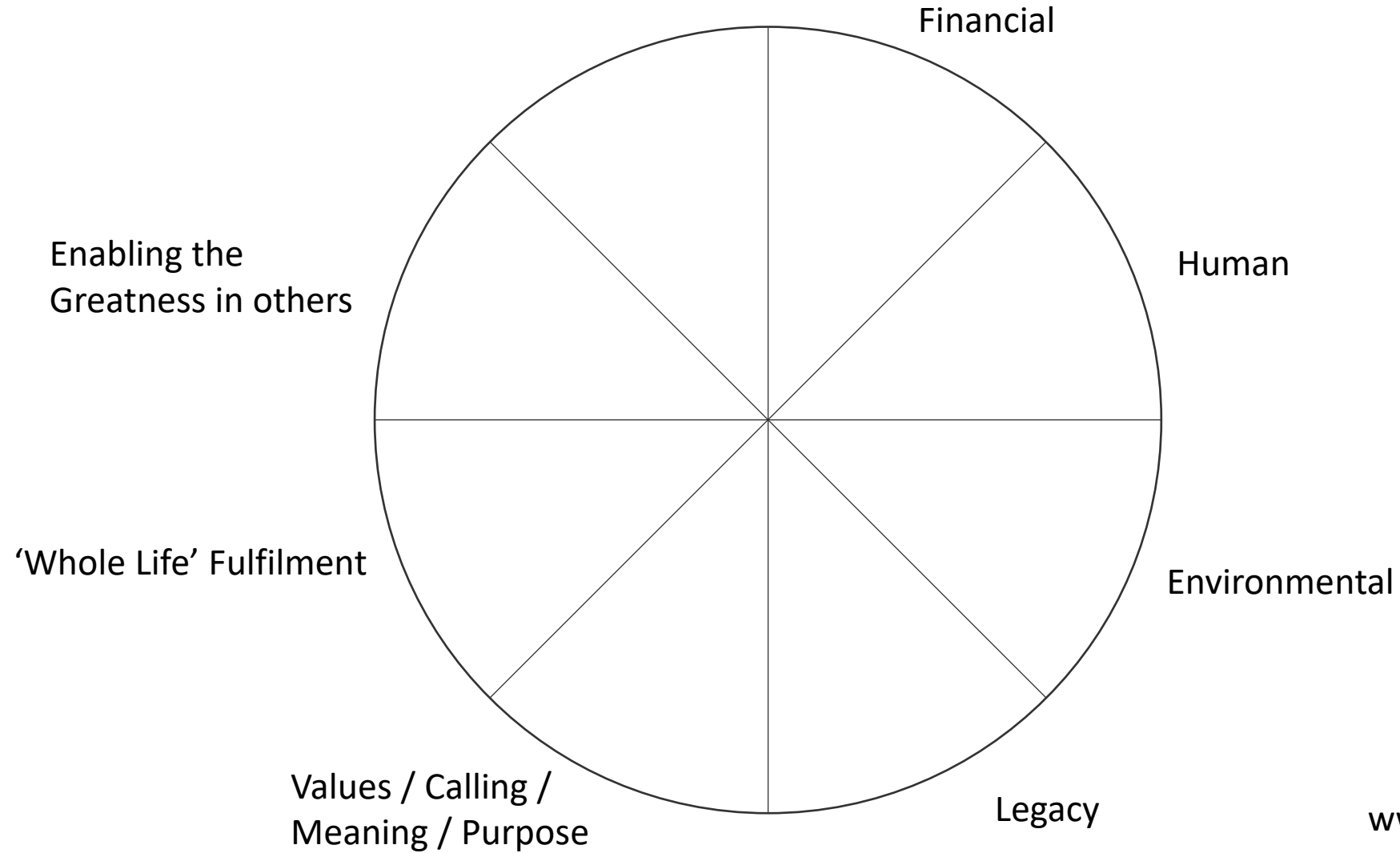
# Using Visual Tools

- Wheel of Life
- Neil's Wheel

# Wheel of Life



# Neil's Wheel



[www.neilswheel.org](http://www.neilswheel.org)



# Day Five:

# Creativity in Coaching

- Review of Day Five – session 1 and 2 of 4: ✓
  - What is creativity? ✓
  - Creative models, techniques and exercises to support different approaches ✓
  - Coaching conversation starters ✓
  - Guided visualisation ✓
- Effective Contracting ✓
- Self-assessment update ✓
- Creative tools ✓
- Implement, practise and demonstrate AC Coaching Competencies ✓
- Feedback on your coaching practice ✓

# Self-study and Coaching Practice

Remember to:

- Review self-study activities
- Complete your learning logs
- Coaching practice
- Reflective practice
- Supervision



Next training session: Sunday 7<sup>th</sup> March 2021