

Accredited Certificate in Coach Training

Sunday 28th March 2021

Day 6 Sessions 3 and 4 of 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 (1 x 180 minute session) ✓ (1 x 180 minute session) ✓	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 Six: Constellations, Cards and Connections

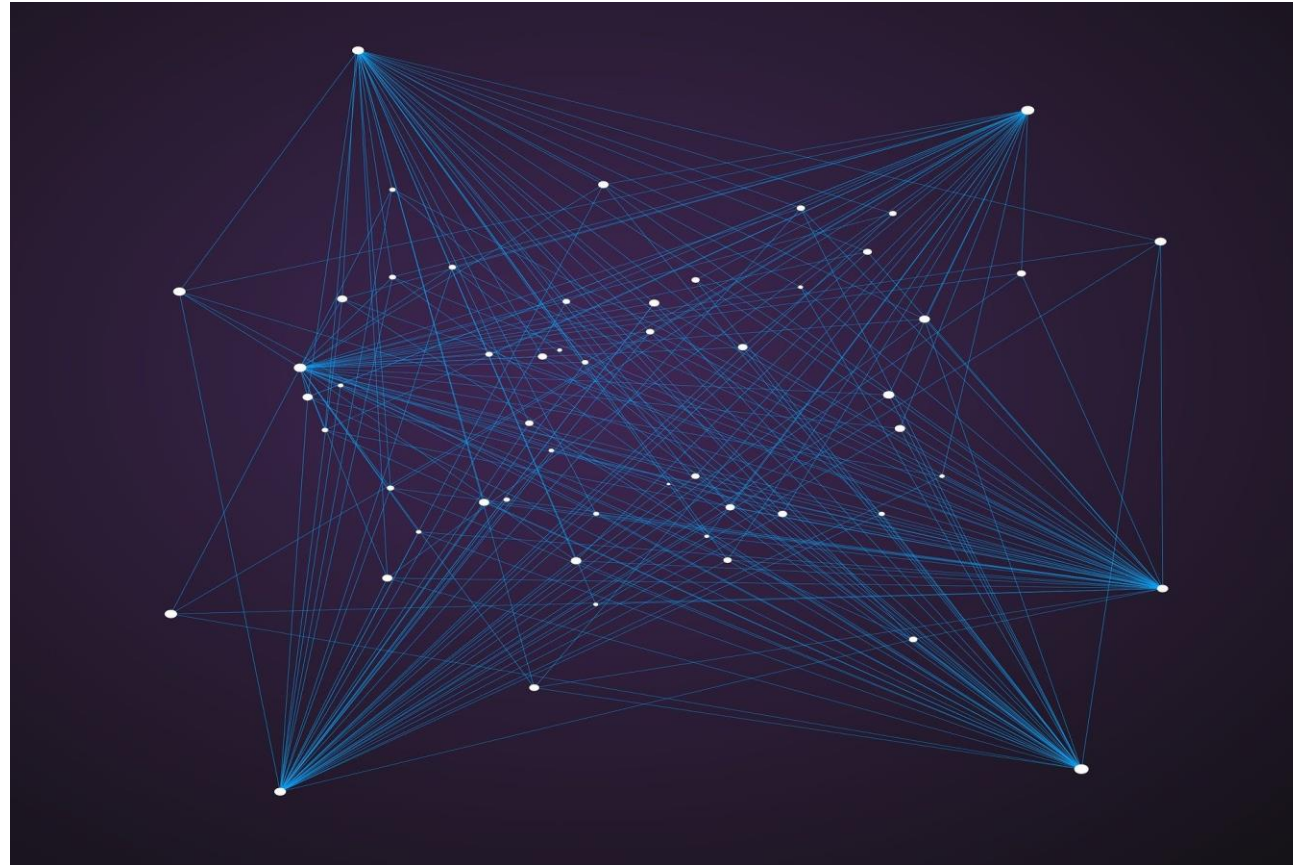
- Review of Day Six – session 1 and 2 of 4
 - Systemic Coaching and Constellations
 - Using Coaching Cards
- Connections
 - Overview of Coaching Approaches
 - Discover the Coach's focus
 - Introduction to Coaching Models
- Implement, practise, and demonstrate AC Coaching Competencies
- Feedback on your coaching practice

Review of Day Six

- What did you take away from the last training session?
- How have you used it?
 - Competencies:
 2. Establishing a trust-based relationship with the client
 3. Managing self and maintaining coaching presence
 4. Communicating effectively
 6. Raising awareness and insight
 7. Designing strategies and actions
- What have you learned?

Group discussion 15 minutes

Connections



Introduction to Coaching Approaches and Models

- Person Centred/Humanist
- Psychodynamic
- Behavioural
- Cognitive Behavioural
- Gestalt
- Systems
- Intuitive
- NLP

Competencies:

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

Person Centred/Humanist Coaching Approach

- Creating conditions for change through a safe, warm, empathic relationship
 - Clients are creative, resourceful and whole
 - People have free will
 - People are basically good
 - People are motivated to self-actualise
 - The individual's subjective experience is what's important
- Competencies:
2. Establishing the coaching agreement and outcomes
 3. Establishing a trust-based relationship with the client
 4. Managing self and maintaining coaching presence
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Person Centred/Humanist Coaching Approach continued

Coaches focus:

- unconditional positive regard
- build the relationship
- empathy
- deep listening
- develops a stronger and healthier sense of self
- connects with higher purpose
- listening without judgement

Competencies:

2. Establishing the coaching agreement and outcomes
3. Establishing a trust-based relationship with the client
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Quick reflection

As a coach what can you do to ensure your client knows you have unconditional positive regard for them?



Psychodynamic Coaching Approach

- Reaching an understanding of what is currently unknown to the client
 - Exploring, day dreaming, wondering
 - Recognising thoughts and feelings that client has been avoiding
 - Emphasis on interpersonal relationships
 - Evoking self-awareness
- Competencies:
2. Establishing the coaching agreement and outcomes
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Psychodynamic Coaching Approach continued

Coaches focus:

- presenting issue vs. real issue
- understand client in-depth
- understand what is “below the surface”
- work to help clients strengthen relationships

Competencies:

2. Establishing the coaching agreement and outcomes
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Quick reflection

How can you help your client daydream?



Behavioural Coaching Approach

- Don't need to understand complexities of the mind, just focus on behaviour
- Informed by behavioural theory, e.g. Pavlov's dogs
- Reward/penalty

Competencies:

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Behavioural Coaching Approach continued

Coaches focus:

- Changes in behaviour
- Achievement of goals

Competencies:

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Quick reflection

Can you be an excellent coach with purely a behavioural approach?



Cognitive Behavioural Coaching Approach

- Links behaviour, emotion, cognition and external impetus
 - Helps clients with:
 - all or nothing thinking
 - catastrophising
 - discounting positives
 - labelling oneself
 - mind-reading/assumptions
 - Goal directed, focuses on behavioural blocks
- Competencies:
2. Establishing the coaching agreement and outcomes
 3. Establishing a trust-based relationship with the client
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Cognitive Behavioural Coaching Approach continued

Coaches focus:

- Challenging unhelpful beliefs
- Establish new beliefs

Competencies:

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Quick reflection

What experience do you have of changing your own thoughts which resulted in a positive behaviour change?



Gestalt Coaching Approach

- Key to change in increasing awareness of ourselves, environment and others. If we do that we can observe patterns and the wider context
 - Links mind, body, emotions, spirits
 - How our brain makes sense of information and makes meaning
 - When someone has an incomplete picture they will complete it with their own perceptions
 - Beliefs, values, attitudes and how they affect relationships
- Competencies:
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Gestalt Coaching Approach continued

Coaches focus:

- the present moment,
- immediate thoughts feelings and sensations
- body and mind
- content and environment
- metaphors
- images
- creative exploration
- recognising the coach is part of the environment

Competencies:

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Quick reflection



Systems Coaching Approach

- Recognises that client is part of a wider system in which the client works/lives
- Helps clients analyse the system, their place in it, their relationship to other parts of the system and their approaches

Competencies:

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Systems Coaching Approach continued

Coaches focus:

- individual within the system or team system
- organisational context
- plotting labels to describe the system
- increasing political awareness

Competencies:

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Quick reflection

How can you help your clients get a deeper understanding of those systems?



Intuitive Coaching Approach

- “Your body is your brain”
 - “Living body in its wholeness”
 - Experiences live in the body, your body informs you
- Competencies:
2. Establishing the coaching agreement and outcomes
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Intuitive Coaching Approach continued

Coaches focus:

- the mind/body connection
- sensations in the body
- movement

Competencies:

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Quick reflection

How can you notice what might be happening for your client in their body if you are online?



NLP

Coaching Approach

- connection between neurological processes (neuro-), language (linguistic) and behavioural patterns learned through experience (programming), and that these can be changed to achieve specific goals in life
- "model" the skills of exceptional people, allowing anyone to acquire those skills

Competencies:

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NLP

Coaching Approach continued

Coaches focus:

- rapport
- sensory acuity
- well-formed outcomes
- developing behavioural flexibility
- perspective and reframing

Competencies:

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Quick reflection

What skill would you like to develop?

Who models that excellently?



Group discussion

- What are your thoughts?
- What are your next steps?
- What more do you need?

10 minutes

Coaching Skills Practice 1

Purpose of Exercise: Select one Model from your Workbook

In pairs:

Move through each stage of the model

Competencies:

3. Establishing a trust-based relationship with the client
4. Managing self and maintaining coaching presence
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6. Raising awareness and insight
7. Designing strategies and actions

10 minutes

Coaching Skills Practice 2

Purpose of Exercise: Select one Model from your Workbook

In pairs:

Move through each stage of the model

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

10 minutes

Review of Coaching Practice and Feedback

- As a Coach
 - What did you do well?
 - What could you do differently?
 - How might you implement this in your coaching practice?
- As a Coachee
 - Did you recognise which approach the Coach was taking?
 - What did you learn?
 - What will you do with that new learning?

Group discussion 10 minutes

Summary

- Review of Day Six – session 1 and 2 of 4: ✓
 - Systemic Constellations in Coaching ✓
 - Using Coaching Cards ✓
- Connections
 - Overview of Coaching Approaches ✓
 - Discover the Coach's focus ✓
 - Introduction to Coaching Models ✓
- 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 supervision session: Wednesday 31st March 2021

Next training session: Saturday 10th April 2021