

Accredited Certificate in Coach Training

Saturday 10th April 2021

Day 7 Sessions 1 and 2 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 Seven: Coaching Leaders

- Review of Day Six – session 3 and 4 of 4
- Connections
 - Overview of Coaching Approaches
 - Discover the Coach's focus
 - Introduction to Coaching Models
- Coaching Leaders
 - The Importance of Leadership Coaching
 - How to Coach your Client through Change
 - Theoretical Approaches to Change
- 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

Coaching Leaders

A coaching driven environment creates greater leadership resilience and agility, not simply in the leaders themselves but also in their teams, helping them to manage changing challenges quickly. It allows them to react to uncertainty without paralysis and today, perhaps more than ever there is a real need for this.



The Importance of Leadership Coaching

- Empowerment
- New Insight
- Free Thinking
- Enhanced Performance
- Improved Communication

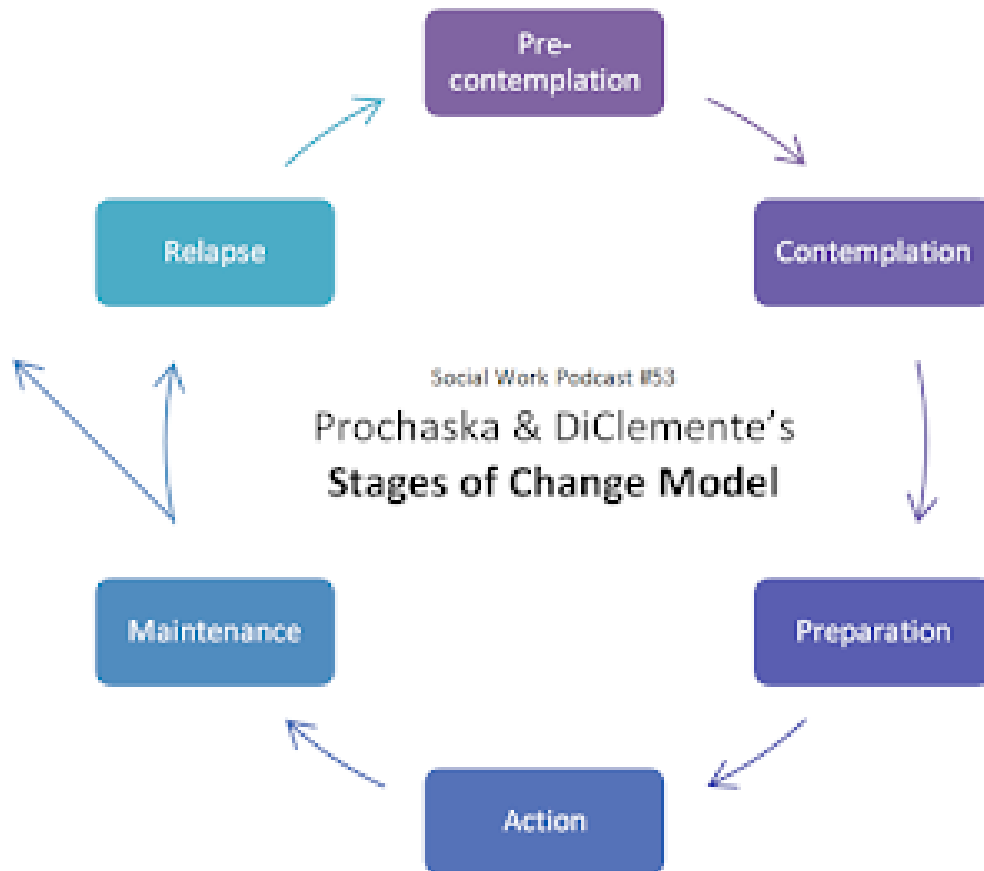
Competencies:

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

Theoretical Approaches to Change

- Transtheoretical Model of Change (Prochaska & DiClemente, 1984)
 - Kubler-Ross Change Curve
 - Kotter's 8 Steps of Change
- Competencies:
- 6. Raising awareness and insight
 - 7. Designing strategies and actions
 - 10. Working within the organisational context
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Transtheoretical Model of Change



What is the purpose of this theory?

What benefits has it brought?

What is it what are the stages?

How is it used in coaching?

What if we used it for.....?

Competencies:

6. Raising awareness and insight
7. Designing strategies and actions
10. Working within the organisational context
11. Understanding leadership issues
12. Working in partnership with the organisation

Activity 1

Purpose of Exercise: To prepare a list of questions for using the Transtheoretical Model of Change

In pairs craft questions to:

- check commitment
- understand what stage your client is at
- which stage of change your client normally gets stuck

Competencies:

3. Communicating effectively
4. Raising awareness and insight
5. Designing strategies and actions
10. Working within the organisational context
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15 minutes

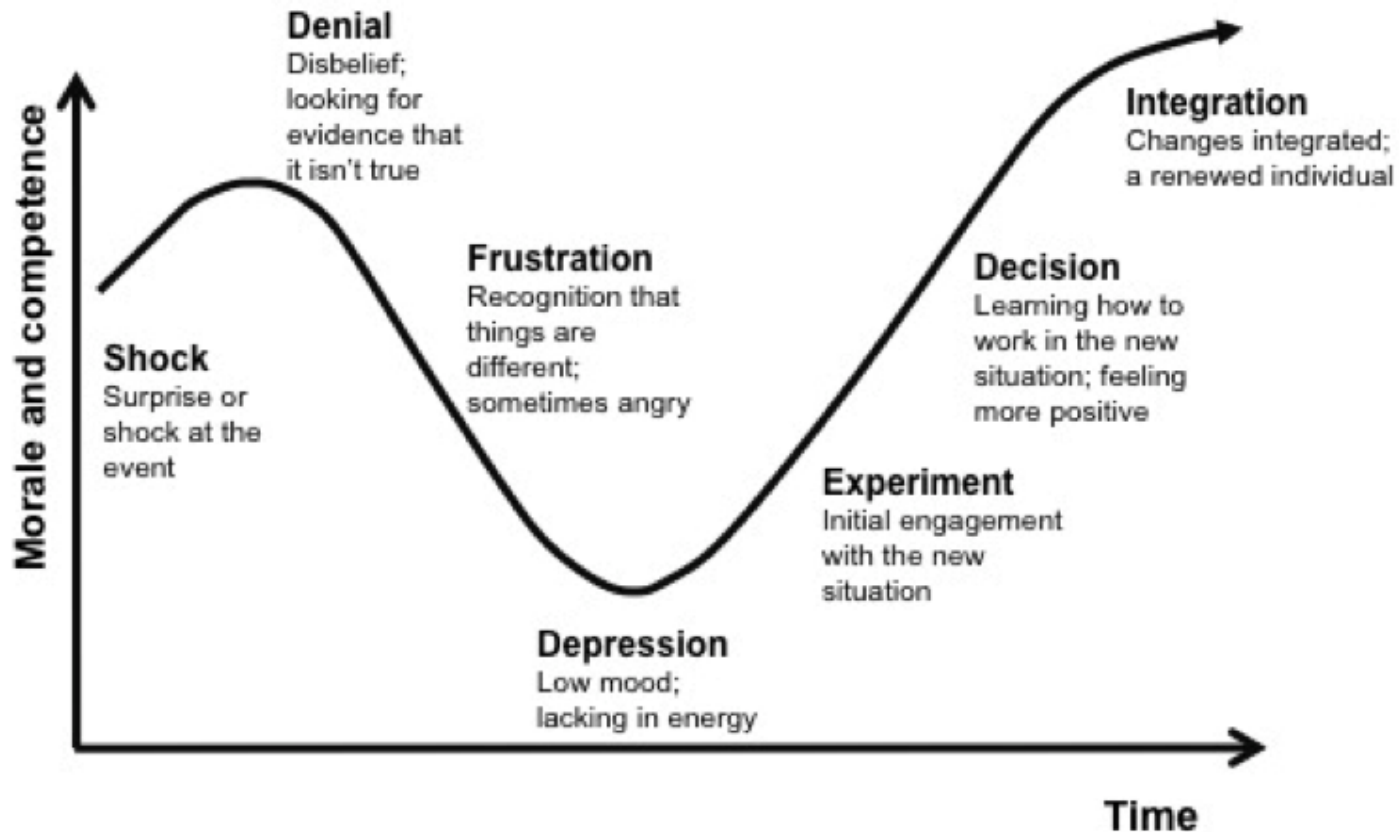
Review of Activity 1

- Which stage would you find most difficult and why?

Group discussion 10 minutes

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The Kübler-Ross change curve



Competencies:

3. Establishing a trust-based relationship with the client
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Kotter's 8 Steps of Change

1. Step One: Creating an Urgency

2. Step Two: Forming Powerful Coalitions

3. Step Three: Developing a Vision and a Strategy

4. Step Four: Communicating the Vision

5. Step Five: Removing Obstacles

6. Step Six: Creating Short-Term Wins

7. Step Seven: Consolidating Gains

8. Step Eight: Anchoring Change in the Corporate Culture.

Competencies:

- 5. Communicating effectively
- 6. Raising awareness and insight
- 7. Designing strategies and actions
- 10. Working within the organisational context
- 11. Understanding leadership issues
- 12. Working in partnership with the organisation

Kotter's 8 Steps of Change continued

- Why would you use this?
- What is it/steps
- How to introduce it
- What are the risks of introducing this to your client?

Competencies:

5. Communicating effectively
6. Raising awareness and insight
7. Designing strategies and actions
10. Working within the organisational context
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What are the benefits?

What would your role be as a Coach to keep a Leader on track through steps of change?

Group discussion

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
10. Maintaining forward momentum and evaluation
Working within the organisational context
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Coaching Skills Practice 1

Purpose of Exercise: To practice using one of the Change Models

As a group: Coach, Client, 2 Observers

Client to discuss an issue dealing with change

Coach to decide which theory would be most useful to adopt and ask questions to confirm

Observers to observe body language of Client when questions asked

20 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
10. Designing strategies and actions
Working within the organisational context
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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
 - What did you learn?
 - What will you do with that new learning?

Group discussion 10 minutes

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Summary

- Review of Day Six – session 3 and 4 of 4: ✓
- Connections
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 - Introduction to Coaching Models ✓
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 - The Importance of Leadership Coaching ✓
 - How to coach your client through change ✓
 - Theoretical approaches to change ✓
- Implement, practise, and demonstrate AC Coaching Competencies ✓
- Feedback on your coaching practice ✓

Self-study and Coaching Practice

Remember to:

- Prepare your Personal Coaching Approach for submission
- Review self-study activities
- Complete your learning logs
- Coaching practice
- Reflective practice
- Supervision



Next training session: Sunday 9th May 2021
Next supervision session: Wednesday 19th May 2021