

The Performance Coach



A guide to studying with us

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“We want to provide a range of coach accreditations that create bespoke programmes for all our clients. We want to enable them to take their learning to the depth they want to and feel they need. Underlying all our programmes are the academic and psychological underpinnings of coaching and the intention to create exceptional practitioners through experiential learning.”

Charles Brook, MD, *The Performance Coach*

Study options

The diagram below outlines the various study options available to you with The Performance Coach.





Open development programmes

Development routes we offer

- 1) Foundation coaching skills
- 2) ILM Level 7 Certificate in Executive Coaching
- 3) EMCC Practitioner
- 4) Post Graduate Certificate, Diploma or MSc in Coaching and Development

Why study with us?

- 1) You will develop a breadth and depth of coach capability informed by cutting-edge theories
- 2) You will learn from role models selected for their specific expertise and practitioner experience
- 3) You can construct the accreditation and depth of learning path that is right for you
- 4) You will attend experiential learning workshops, supervision and each year you will complete a practical assessment of your coaching
- 5) You'll study with participants from across the public and private sectors in the UK and Europe
- 6) You will receive a high level of personal support and expertise, which stands us apart from other coach training programmes.



1 Foundation coaching skills

Over the last fifteen years, coaching has been increasingly recognised as a highly effective tool in talent development, staff retention and employee engagement. However we have found that relatively few managers and leaders fully understand how to use coaching most powerfully within their role, and our foundation coaching skills workshop aims to address this.

About the workshop

This workshop is a training programme where participants learn the core models and techniques of high quality coaching. They also study the theoretical underpinnings behind coaching, allowing their personal coaching practice to move beyond a mere management tool and become a mechanism for increased learning and higher performance.

Unlike many other introductory coaching programmes, our three-day module features a high level of leadership development. Coaching cannot achieve sustainable results unless it is rooted within a specific organisational context. For this reason, participants are challenged to examine their personal leadership style and find ways of integrating coaching into their daily responsibilities.

Our faculty will also encourage participants to explore the changes that they need to make in their own behaviour and actions, in order to both coach effectively and to sustain the development and learning of themselves and those they manage.

Each participant will receive a certificate of attendance from The Performance Coach on completion of the module. This certificate can then be used as a record and can be utilised for accredited prior learning for our professional coach development programmes.

Participants that are interested in achieving the EMCC EQA award at Foundation Level will be able to attain this by completing some coaching practice and providing evidence of their learning. This can be discussed on request, but it will always be our recommendation to ensure participants embed their learning.

Benefits of the course

Participants will learn to:

- develop core coach competencies
- understand the key skills and models for coaching and be able to apply these in a coaching relationship
- define coaching and understand the range of coaching styles
- understand the boundaries for a coaching relationship and how to contract effectively
- use a variety of tools and techniques which will enable them to coach in a variety of contexts
- explore the importance of supervision within coaching
- self reflect and appraise coaching capabilities to identify areas for personal development in coaching and plan for new learning.



2 ILM Level 7 Certificate in Executive Coaching

The central principles that underpin our ILM Level 7 Certificate in Executive Coaching programme are that the advanced skills and behaviours implicit in being an executive coach cannot be developed at a single event. We believe that the opportunity to apply the skills in the real world – to review, learn and adapt – are essential to successful implementation of skills building programmes if they are to be sustained and fully embedded within the working patterns of our participants and their organisation.

It is for this reason that our programmes emphasise the need for coaching practise and include a heavy focus on experiential learning and feedback; they are composed of a number of separate but related events.

Key elements

- In order to prepare participants for the programme, clarify individual concerns and enable personal objectives to be set, each participant is personally briefed by one of the programme leaders. This involves an individual (telephone) coaching session with the participant, enabling them to experience being coached and demonstrate and model the impact of high quality coaching.
- Each participant will be personally tutored throughout the programme
- The 'Foundation Coaching Skills' workshop covers the core coaching topics in a variety of learning styles, introduces key concepts and provides a forum for discussing best practice and the critical conversations that need to take place between the participants, colleagues and those they are likely to coach in enabling them to learn, perform and enjoy their work.

- Each participant completes an Emotional Quotient Inventory Assessment to provide them with in-depth feedback on their emotional intelligence which is a key component of effective coach development.
- The 'Creating Insights' workshops build on the 'Foundation Coaching Skills' event to teach skills, techniques, and models that develop the coaches' ability to work in increasingly challenging situations. Each workshop combines elements of theory, practice and discussion about the practical implications of using the new skills and their application in a working context.
- Coaching Practice: throughout the programme, participants are expected to identify and formally coach three coachees away from the workshops.
- Co-Supervision / Buddies. After the first workshop we ask participants to form buddy and co-supervision relationships.
- Participants are required to use a "Reflective Learning Log" and for Certification they are required to produce two written assignments.
- All participants must pass a Practical Assessment of their coaching skill and ability at the end of the programme (day 6).
- Following the completion of the workshop element of the programme, each participant receives a further Telephone Coaching Session designed to help them embed their learning from the programme and their coaching experience and to challenge and focus their ongoing development.
- Participants will also have access to The Performance Coach's online resources.



3 EMCC Practitioner Award

This course is approximately 9 months in length and involves 4 workshops over 9 days. These include:

- Coaching Foundations
- Creating Insights
- Applied Positive Psychology in Coaching
- Coaching Leaders

For more information concerning the content of each workshop, please visit

<http://www.theperformancecoach.com/our-courses/>

Additionally, the course involves 36 hours coaching practice, coaching assessment, undertaking supervision and access to online learning resources.

Benefits

The practitioner award

- distinguishes you as a professional coach, working to rigorous and demanding standards
- provides assurance for users/buyers of coaching services of your competence and ability
- raises your personal credibility and professionalism
- demonstrates you are continually developing and always improving your coaching ability
- provides more than a qualification – it recognises that you are able to apply good practice in coaching
- provides a framework for your personal development.



4 Postgraduate Study Options: Postgraduate Certificate, Postgraduate Diploma and MSc

The Performance Coach, in partnership with the University of Portsmouth Business School, created and delivered the first MSc in Coaching in the UK around eight years ago. For 2012, the curriculum has been evaluated and redesigned to create a new programme that we believe is most relevant to and fit for today's times. We have also created an enhanced learning experience, augmented with new media to create a flexible learning path.

Whether you are an internal or external coach, this postgraduate programme will help you make an incredible difference to your coachees by enabling you to create sustainable change.

We provide a holistic approach to coach development, taking the very best of what experience has shown us are the most effective disciplines for coaching, so we are not just tied to one form of coaching. Consequently, we work with a number of psychological models and other disciplines, giving coaches a range of tools and techniques that create the most impact for the coachee in their specific context.

Three year course outline

- **Postgraduate Certificate**
After completing year one, you can gain a Postgraduate Certificate in Coaching and Development and choose to exit the programme.
- **Postgraduate Diploma**
After completing year two, you can gain a Postgraduate Diploma in Coaching and Development and choose to exit the programme.
- **MSc**
After completing year three, you can gain an MSc in Coaching and Development

Postgraduate Certificate

Course summary

- 5 workshops over 10 days (includes a 1 day induction/research methods workshop at Portsmouth University Business School which takes place after Workshop 1)
- 2 x 4,000 word work-based learning projects
- 30 hours coaching practice
- 4 virtual group supervision sessions
- Access to online learning resources e.g. films, webinars
- Access to Portsmouth University Library
- Guest faculty delivering master classes on specific coaching topics.

Overview of learning outcomes

Foundation Coaching Skills

- Develop core coach competencies
- Understand the key skills and models for coaching and be able to apply these in a coaching relationship
- Define coaching and understand the range of coaching styles
- Understand the boundaries for a coaching relationship and how to contract effectively
- Explore the importance of supervision when coaching
- Learn to self-reflect and appraise coaching capabilities to identify areas for personal development in coaching, and plan for new learning.

Creating Insights

- Explore your vision and identity as a coach, understanding your signature strengths and areas of focus
- Becoming more self-aware and emotionally intelligent as a coach
- Learn to self-evaluate performance and ways of being as a coach
- Help clients develop emotional intelligence and personal insight
- Explore a number of different concepts and tools which generate personal insights in others and enable personal change

Applied Positive Psychology in Coaching

- Understand the different tools, concepts and approaches from Positive Psychology and how these can be used to impact learning and performance
- Help system and clients to become more resilient and have more of a strengths-based focus
- Work with purpose and meaning
- Use transpersonal tools and techniques to create deep awareness and personal change

Coaching Leaders

- Understand key leadership models and frameworks
- Explore models, tools and concepts for effective leadership development
- Experience practical tools and techniques which are congruent with developing leaders
- Enable leaders to create a vision for their leadership, to think strategically and problem solve
- Coach leaders in transition
- Assess participants' current level of coaching competence

Postgraduate Diploma

Course summary

- 4 workshops over 10 days
- 2 x 4,000 word Work Based Learning Projects
- 30 hours coaching practice
- 2 x video group supervision sessions
- Access to online learning resources eg films, webinars

Overview of learning outcomes

Transformational Coaching

- Create a deep awareness of values, beliefs and identity with clients
- Introduce a range of tools and techniques for working with coachees at deeper levels to unlock barriers and help them reach their potential
- Create internal transformation to enable outstanding high performance
- Enable coach to get into high performance state to serve coaches

Coaching within Organisations

- Understand the impact the organisation has on the coach, the coachee and the context
- Learn how a coach can create the most effective way to partner an organisation to create a way of working that delivers outstanding results
- Develop a systems view
- Explore further the importance of diversity within the workplace and the contribution made by coaching
- Help coach understand organisations better

Coaching Teams and Groups

- Learn how a team coach can enhance the performance of teams and groups
- Appreciate the complexities in coaching teams and groups
- Explore approaches in team development and team performance and the relationship between them
- Develop core team coaching skills and approaches
- Learn techniques to influence group dynamics

Coaching Mastery:

- Reflect on development throughout the programme, identifying key strengths and future focus for practitioner development including supervision
- Be fully aware of their own process when coaching, and the complexity of intra-personal and interpersonal dynamics
- Use a variety of advanced methods and techniques to address business and performance issues
- Skillfully apply knowledge, skills of the personal and transpersonal dimensions of human experience to coaching in an assessed coaching session.

MSc

The below summary outlines the course content for the third year of the MSc programme. Please see the above sections on the Postgraduate Certificate and Postgraduate Diploma for a summary of course content for years 1 and 2 of the MSc respectively.

Course summary

- Research methods workshop
- 12,000 word investigative project
- Access to online learning resources
- Personal Tutor support



What our participants say

"To undertake the programme was an opportunity and one that I feel will be of great value. The approach of the Performance Coach was spot on and I regard the programme as one of the best I've taken part in."

"The programme was excellent in approach and teaching. I feel fortunate to have been a part of it. I would happily recommend the Performance Coach to others."

"The facilitators were insightful, expert and supportive throughout the programme."

"This was one of my best and most effective learning experiences."

"A truly enjoyable and thought provoking course that has led me into action and working at changing a number of my principles and behaviours."

"Thank you for one of the most valuable learning experiences I have ever been involved in."

"I really enjoyed the course and learnt a lot, I feel I've developed an incredibly useful skill that I get a lot of satisfaction from using. I think The Performance Coach organisation comes across as very professional and skilled and inspires confidence."

"Really enjoyed a high quality programme and would recommend it to anyone."

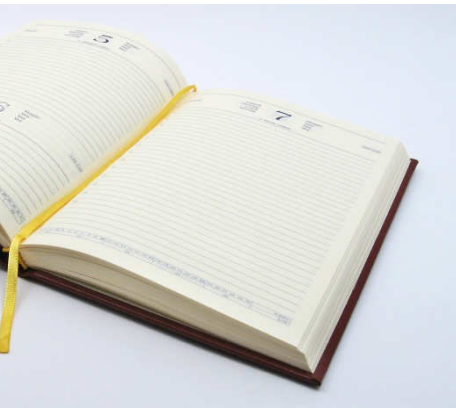
Our venue



We are delighted to advise that our programme workshops will be taking place at Wotton House. Wotton House is nestled in the breathtaking Surrey Downs, in the town of Dorking. Set in 13 acres of spectacular grounds, this once 17th century family home of botanist John Evelyn has been lovingly restored into a first-class conference and training venue, with hotel facilities.

We believe this provides us with an ambience and surroundings which are perfect for reflective and experiential learning and development as a coach practitioner.

The venue is located within easy distance of both Central London and Gatwick airport.



Course dates

All our latest course dates are available on our website.
Just go to

www.theperformancecoach.com/dates-and-fees

where you can see when the next open programme cohort is taking place and the fees for each course.

If you are interested in registering for an open programme or finding out more, please contact Vanessa Rogers on 0203 402 2067 or email vanessa@theperformancecoach.com

You can also visit

www.theperformancecoach.com/open-programmes