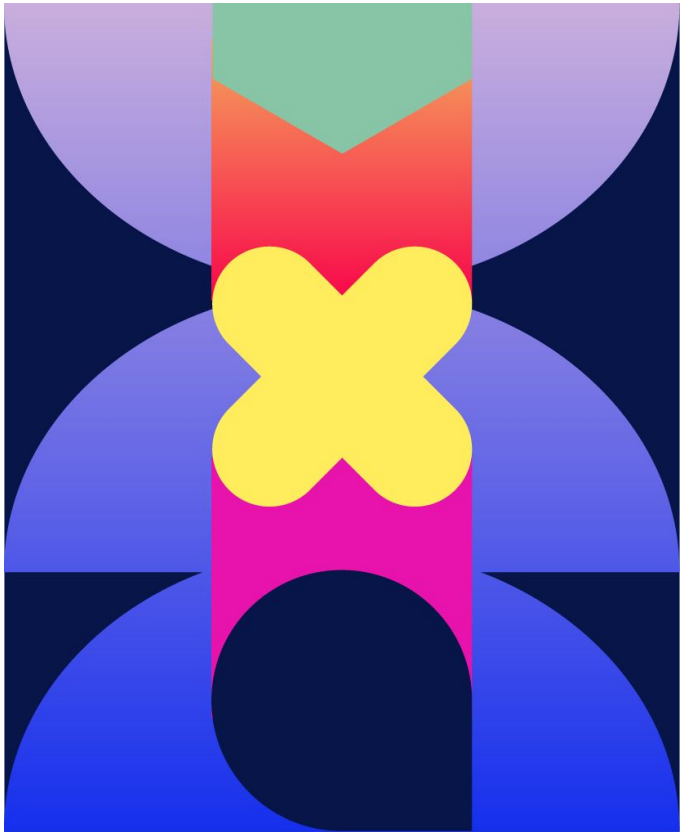
The Organisational Coaching Leader Diploma Programme



Integrating coaching into your leadership context

ICF-Accredited Level 1 Coaching Education

A coaching qualification fit for your organisational reality



Why the Organisational Coaching Leader program?



- This programme is a **Level 1 ICF-Accredited Coaching Education programme,** excluding the coaching hours.
- Once graduates of this programme have completed their coaching hours, they will be eligible to apply for the **Associate Certified Coach (ACC)** credential from the International Coaching Federation (ICF). This is the Gold Standard in Coaching and is recognised internationally
- **Leadership Integration** - We consider coaching alongside leadership and the program is structured such that the skills and learning are applied to real situations which you are facing
- Learning **with each other and from each other** this program enables a depth of development towards leadership mastery
- **1:1 tutorials** to support your individual development goals
- Passionate trainers with **leadership and coaching experience** from internal and external organisational roles
- For in-house programs, **we work closely with your organisation** to ensure the value integration between the two worlds of coaching and your organisational reality

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How will you learn?



- **Highly experiential** learning - focus on learning by doing, practising and reflecting. This will be both virtual and face-to-face
- Learning supported with **targeted knowledge development** - key leadership and behavioural models, tools and ICF competencies
- Learning and **embedding between modules** through practice and facilitated Learning Circles
- **Whole group learning sessions** to explore wider dynamics, both virtual and face-to-face
- **Virtual facilitated discussion groups, small group discussion groups and 1:1 tutorials** with experienced coaches.
- **Sharing of lived experiences** between colleagues, alongside expert input and facilitation
- For in-house programs, the Opportunity to incorporate **Organisational context and specific elements,** (e.g. how to use these skills in groups, with stakeholders, with teams etc)

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What will this program include?



- **Nine day Core program** to develop and deepen your 1:1 coaching skills and practice in your organisational context
- Experience and understand the difference between **virtual and face-to-face**
- An emphasis on learning how and when to **shift between coaching and directing as a leader,** in your organisational role
- **Facilitated group discussions** on hot topics e.g. power, culture and group dynamics etc
- You will develop your **own coaching model**, unique to you
- **Observed practice sessions** every day of every module with written feedback
- 1:1 coaching **development sessions**
- An individual assessment on the **presentation of your coaching model** and a live **demonstration of your coaching** (virtual and face-to-face)
- **60+ accredited coach specific training hours** (ACSTH), the requirement for ACC applicants
- Supporting you to achieve your **ICF ACC credential** which will include the following:
  - 10 hours of **1:1 / Group Supervision** of your Coaching, with a highly experienced coach
  - **ICF ACC-level assessment** of Coaching for ICF submission
  - Preparation for your **ICF Credentialing exam**
  - **Cheerleading you** to success!

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A learning process that is challenging, fun and life changing



What commitments do we need to make to each other?

You

Signing up to this program means that you are committing your presence to the entire process from start to finish.

The commitment is not only time. It is also energy, intellect and emotion. The learning journey is not purely linear, it's more complex and it will be challenging in different ways for every person.

In committing, you are signaling your commitment to ongoing learning and development and your aspiration to be a truly skilled coaching leader.

Your Organisation

If you sign up to an in-house program your organisation is committing to support you in completing the entire learning process.

This means that your organisation is not only investing financial resource for your development. We are also recognising the time value of your commitment and that you may need to prioritise this over other commitments. That's OK. We want you to learn to do that as well.

We also commit to providing you with feedback on the impact your learning is having in our Organisation.

Organisational Coaching

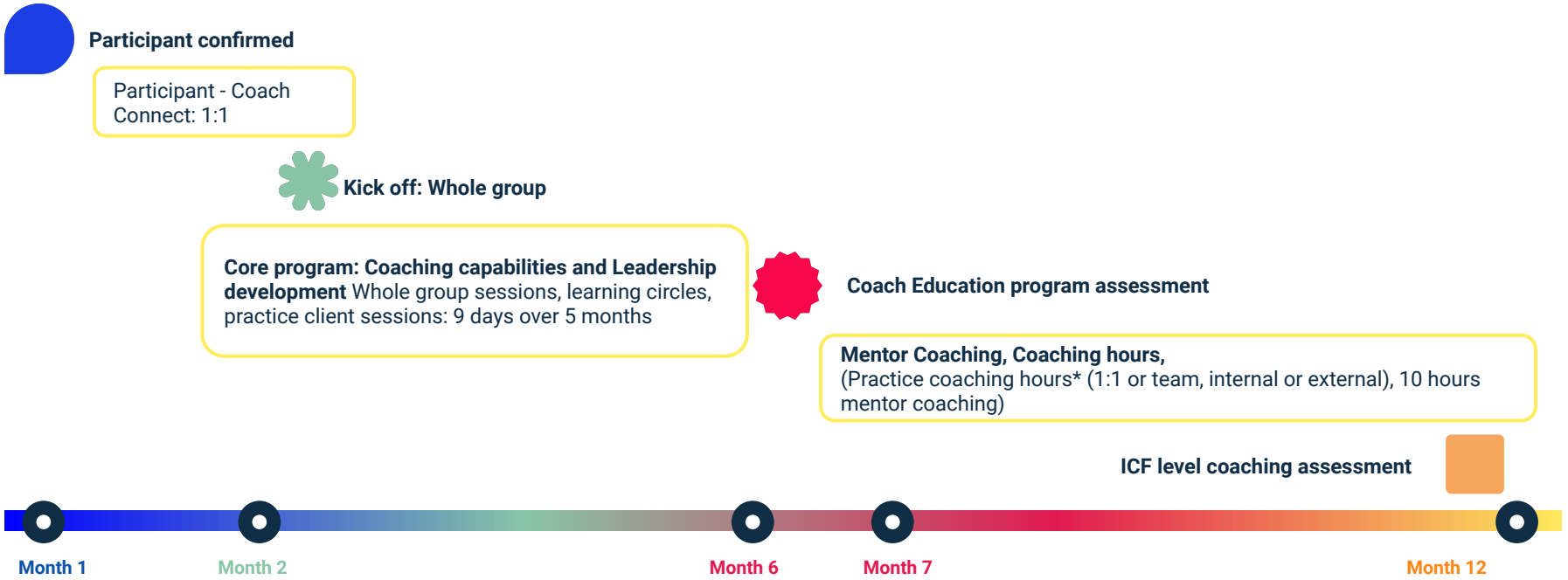
We commit to honouring the value in difference and diversity. To get alongside you in your learning journey and to support you to complete it.

Our ultimate commitment is that of co-creating a psychologically safe and stretching learning environment. That's both for us and for all those going through this process.

We will be open to feedback and we will also provide it. So that we are all learning in this process together.

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Timeline - how is this Level 1 program structured?



* 100 practice coaching hours are required for ACC accreditation. The accumulation of these hours can extend beyond month 12.

What time commitment is needed from you?

Core Training hours
Over the period of 5 months you need to be ready to invest time and energy, alongside your colleagues, for the core training. This core training component will include whole group sessions, small group sessions/discussion groups and 1:1 coaching tutorials.

Your time investment: 9 days over 5 months

Additional reading / learning activities
To support your own development you may wish to invest additional time to read or attend group discussions. A recommended reading list will be provided.

Recommended time investment: 10 hours

Coaching practice
To credential, the ICF require you to have accumulated 100 coaching hours under your belt.

As part of the program, we require you to have two 1:1 practice clients with whom you can put into practice what you are learning.
The practice hours count towards the 100 coaching hours required by the ICF.

Following completion of the core training, practice coaching hours may be in a 1:1 or team setting, with internal coachees or external to your organisation coachees.

Your time investment: 100 hours

Coaching Supervision
To support the ongoing development of your coach practice you will have supervision with an experienced ICF PCC coach.

Your time investment: 10 hours, over 3 months

Performance evaluation
At the end of the program you will attend a performance evaluation. This is an assessment of your coaching observed and evaluated by a PCC or MCC ICF coach.

Your time investment: 0.5 day, at the end of the program

Following successful completion of this and completion of 100 hours coaching you may apply for your ACC certification. As part of this you will be invited to complete the ICF coach knowledge assessment.

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Joining requirements

Find out more?
We seek to provide as much information as possible in this deck and through our website however we recognise you might still have questions that you'd like answered to help you make up your mind.

Join one of our 45 minutes Organisational Coaching Leader program information sessions and hear more about the programme from the coach facilitators and previous graduates.

Our development program is for Leaders and Managers in organisations who would like to add coaching to their repertoire.

Tell us more about your experience and motivations
We ask all participants complete a short online application to share their experience of coaching / coaching development to date and motivations to join the Organisational Coaching Leader

We follow up every application with a 30 minute call between the applicant and one of our skilled coach facilitators.

This provides you with the opportunity to ask us questions that you have about the development opportunity and us to hear more about your personal objectives and approach to learning.

This two way exchange allows both you and us an opportunity to decide whether this is a supportive opportunity for you at this time

Get the most from your decision to join
There's the moment when you decide to join, and then there's all the moments after that shape your development experience.

We love feedback! During the program we'll invite feedback regularly and at any point we encourage you to reach out to us and tell us what you need to support your unique development journey.

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