

ILM Level 7 Certificate in Coaching and Mentoring

This is a programme of skills training and personal development leading to the '**Level 7 Certificate in Executive Coaching and Leadership Mentoring**'. Accredited by the **Institute of Leadership and Management (ILM)** through **Leeds Beckett University**. This programme builds on the Level 5 certificate which has been run successfully for over ten years within both the public and private sector.

The Level 7 programme aims to develop delegates' skills and confidence to coach at an enhanced level with an understanding of key leadership concepts. The programme balances theory, practice and reflection with the unique experience of equine facilitated learning. This gives delegates the opportunity to receive immediate and continuous feedback in a way which is not possible in a traditional classroom environment. You will be looking deeper into your own practice, illuminating subtle processes in coaching conversations and becoming aware of blind spots in yourself and your thinking.

Applications are now being taken for the next open programme starting in April 2017, details listed below.

This accredited coaching programme can also be run within your organisation and tailored to your individual needs, please contact us for more details.

Introduction

We appreciate that there are many offerings of coach training in the current market place and no industry-wide validating body to set standards and guarantee consistency of product and quality. The information below is designed to help you decide if our programme is the right one for you and we would be very happy to discuss this further. We will be working alongside the horses as they have a great deal to teach and you are not asked to ride them. Please be aware that in the design and delivery of our coaching programmes we strive to ensure best practice whilst offering a flexible approach to the needs of programme participants. We are guided by the ethical code provided by the European Coaching and Mentoring Council (www.emccouncil.co.uk) and promote the importance of continuing professional development and supervised practice.

Within this training programme you will find:

- **An in-depth psychological approach to coaching**
- **A range of leadership concepts and coaching models**
- **A unique learning experience working with horses and receiving incredibly insightful feedback**
- **A coaching approach based on the development of emotional intelligence**
- **Strong focus on the personal development of the coach and leader**
- **A holistic approach to coaching teams**
- **Over 100 hours of facilitated experiential learning**
- **Self-managed peer support groups**
- **Personal tutorials**
- **Supervision of practice**
- **Professionally accredited qualification**

Our Approach

We provide both the theory and experience of coaching and leadership; however, this alone will not make you effective. Coaching and leadership are practical activities and any training of value must be grounded in sound professional practice. Much of our focus will be on your development as a coach and leader through experiential learning, practice and feedback. We take a holistic approach; encompassing the whole. Working with the horses gives you a mirror of yourself; your style, your blockages and your strengths. They enable you to see exactly what others are seeing, giving you immediate and continuous feedback from the moment you begin interacting with them.

The personal development of the coach or leader is an element of training often overlooked and this can result in poor practice. We believe that the coach/leader needs to address and work through their own issues in order to operate with the emotional intelligence required to be effective in coaching and leading others. On our programmes you will be challenged to address your own developmental needs in a

safe and supportive environment. In line with this we are firm advocates of coaching supervision as essential to good professional practice and offer this during and beyond the programme.

We believe in a psychological approach to coaching because invariably coaching issues are grounded in the cognitive and emotional. It is common for the presenting issue to be a symptom of the client's existing patterns and belief systems. Without addressing the psychological dimension it is likely that the client will find that they are unable to sustain behavioural change. As part of our training we give participants the tools to explore the client's inner world and therefore facilitate greater understanding and lasting change.

Alongside tutoring on our programmes the training team continues to work directly with clients, always developing our own knowledge and skills and drawing on our own experience to enhance our teaching. This means each and every programme is flexible to the needs of each unique group.

Who is this programme for?

This programme is primarily aimed at anyone who has completed the Level 5 coaching programme or has equivalent training/experience.

This may be through working as a coach, a leader, a facilitator, an educator or any other context where you are interested in leading and developing others.

If you want to build on your current coaching methodology, develop your coaching skills further, coach for leadership and grow on a personal level then this programme may be right for you. We will always meet with you prior to the programme to help you be sure that you have made the right choice.

Course content and structure

This programme will be provided via:

- Facilitated modules
- Pre and post modular study and research
- Self-facilitated peer support groups
- Personal tutorials

- Supervision
- Assessment requirements

This provides in excess of **100 guided learning hours**.

Course content includes:

- **Benefits of coaching**- exploring the potential contribution of executive coaching and leadership mentoring to individual, team and organisational performance.
- **Leadership concepts and theories**- reviewing the characteristics of and conditions for effective leadership.
- **Creating the coaching relationship**- building rapport and creating safe and robust relationships which enable challenge, learning and insight.
- **Managing the coaching relationship**- demonstrating practice of contracting, holding boundaries, considering ethics and maintaining good practice.
- **Coaching competencies and skills**- listening at a deeper level, questioning for transformation, creating deep rapport, challenging effectively, awareness of self and process.
- **Unconscious communication**- going beyond the client's context and illuminating blocks and barriers within the cognitive and emotional dimensions.
- **Developing the coach**- exploration of the coach's inner world, utilising unique feedback from the equine experience.
- **Self-awareness and use of self**- becoming aware of one's impact on others, the processes within coaching conversations and how to utilise the unique dynamic of the coaching relationship.
- **Coaching teams**- characteristics of high performing teams and models to address interference and barriers to team effectiveness.
- **Practice and skill development**- skills practice and regular coaching between workshops.

Assessment

Assessment for certification consists of:

Two written assignments which are identified by the ILM and submitted at the end of the programme.

A reflective journal which participants will complete throughout the programme; providing a record of personal development, coaching practice and reflection on practice.

Coaching Sessions, participants are required to complete a minimum number of sessions of coaching practice.

Coaching Assessment, participants will be assessed on their coaching skills during a live coaching session during the programme.

Dates for 2017

The next open programme will begin in April 2017:

Meet and Greet	Eve- March
Module 1 & 2	26 th & 27 th April
Module 3	24 th & 25 th May
Module 4	21 st & 22 nd June
Module 5	19 th & 20 th July
Module 6	6 th & 7 th Sept
Module 7	4 th & 5 th Oct
Module 8	1 st & 2 nd Nov
Module 9 & 10	6 th & 7 th Dec
Submission of work	Jan 2018

This programme will take place at our unique training environment; The Cherry Trees Farm, North Yorkshire and the modules will run from 10am to 4.30pm.

This is a comprehensive training programme offering excellent value for money with a unique approach to the theory and practice of effective coaching and leadership. Past participants regularly report that they have found our programmes unique and life-changing and the quality of the programme is reflected in the transformative experiences of participants.

Please contact us now to join our open programme or discuss the opportunity to run the training within your own organisation.

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