

## Strategic and practical coaching

<b>Introduction</b>	<p>This accredited programme covers two dimensions of coaching:</p> <ul style="list-style-type: none"><li>• Strategic: how to planning, implement and evaluate a corporate coaching programme</li><li>• Practical: the knowledge and skills required for effective and versatile 1:1 performance coaching</li></ul>
<b>Audience</b>	<p>The programme is being run especially for senior HR/OD professionals in Kent organisations, and experienced HR and OD consultants. A cohort of 10 people will be invited to take part.</p>
<b>Qualification</b>	<p>The programme will lead to the Chartered Management Institute Level 7 Award in Leadership Coaching and Mentoring</p>
<b>Structure</b>	<p>There will be a series of 7 events - four one day workshops and three x 3 hour learning sets – spread over a period of six months</p>
<b>Coverage</b>	<p>The following key topics will be covered during the workshop element of the programme:</p> <ul style="list-style-type: none"><li>• Understanding coaching and mentoring</li><li>• The business case for coaching</li><li>• Introducing a coaching culture</li><li>• Coaching skills and coaching styles</li><li>• The coaching relationship</li><li>• Developing your coaching toolkit</li><li>• Facilitating behavioural change</li><li>• Coaching challenges and dilemmas</li><li>• Key skills and techniques for the coaching project: planning, stakeholder management, risk management</li><li>• Evaluating impact and return on investment</li></ul>
<b>Requirements</b>	<p>In order to complete the programme successfully and achieve the Level 7 Award, participants will need to:</p> <ul style="list-style-type: none"><li>• Attend all seven sessions</li><li>• Submit one written assignment on coaching and mentoring within organisational culture (of 3000-3500 words)</li><li>• Maintain a coaching diary of at least two coaching relationships for the duration of the programme.</li></ul>

**Venue and timing**

The venue for workshops will be the newly refurbished Joiners Workshop in Chatham Historic Dockyard, with delivery on the following dates:

The Power of Coaching  
Coaching Fundamentals  
Honing your Technique  
The Coaching Pay-off

Learning sets will be scheduled by agreement with the group between workshops. It is intended to arrange for members of the cohort to host these three hour sessions.

**Price**

The inclusive price will be £850 + VAT.