

# SCHOOL OF COACHING



The

Learning

Team

Your learning

# What is a coach?

Your learning



***“Coaching is unlocking a person’s potential to maximise their growth”***  
John Whitmore



# The power of coaching

Your learning



# School of Coaching

Your learning

## What will it look like?

### Become a qualified coach

**Find out more about the funded coaching courses available to you.**

Build your confidence and capability whilst gaining a nationally-recognised qualification.



### High Performance Coaching School

**Become the coach you want to be.**

Whether you are a qualified coach or want to improve your coaching ability, we can help you with a range of on-demand and scheduled learning resources.



### Come to us for coaching

**Understand the benefits of having a coach and find the right one for you**

Search our pool of internal and external coaches and gain a better understanding of what it can help you achieve.



# Why are we doing this?

- It will help us build a **coaching culture** to support personal learning, collaboration and peer to peer coaching.
- This allows our people on coaching courses to put their **learning into action** and also help develop their peers.
- Coaching can take place internally and remotely, decreasing spend on external coaches and contributing to our sustainability initiative.
- It is accessible to all and gives people options in how they want to develop their skills (either through a coach or a course, or a combination of the two)
- It will help us better understand the learning needs of the business and make sure we provide relevant and useful resources.

## Become a Coach



Training to become a qualified coach enables you to continue developing your skills every day and help you to support and get the best out of others. It will also help you expand your network and give you the opportunity to learn from others...and it's extremely rewarding!

We have two funded opportunities available, please ensure you read the details to check your eligibility for funding. If you would like to discuss further or explore other options, please speak to your local People team

# Benefits of becoming a qualified coach

- **Improve your capability and self-confidence** in performing your role in coaching others
- The coaching and mentoring theories and models you study will also help you in a wide range of practical work situations
- The course is **recognised nationally**. All credits earned during the course are transferable into other programmes within a similar discipline
- Improving your coaching will help Leaders to support and manage the performance of their team effectively
- Been a great coach will also **free up your time!** Through coaching your teams will be able to come to their own solutions rather than relying on you for answers
- You will have the capability to **help others fulfil their potential**

# Chartered Management Institute

## Coaching and Mentoring (Level 3) Award

Designed for supervisors and  
first-line managers



### Your learning

**Prerequisites:** Have work experience as a **team leader**.

**Value to you:** It will give you the opportunity to gain a nationally-recognized qualification, find opportunities to practice your coaching and adopt a coaching-based approach to your leadership style. This qualification is equivalent to an AS/A level, and is accredited by the Chartered Management Institute (CMI).

#### **How long is the course?**

20-30 hours of self-study virtual training sessions over a **2-month period**, just over 2-3 hours a week.

You will also need to find a minimum of 70 hours as part of the course to apply the skills you have learnt to your day-to-day role.

**Learning format:** Self study through an online virtual learning environment.

**How will I be assessed?** There is one assignment and no exams. You will need to provide examples of how you apply the learning in your own coaching practice.

Your learning

Your learning

# High Performance Coaching School

A place for everyone to improve their coaching skills remotely. A series of on-demand e-learning modules, interactive webinars and training sessions and group coaching will be available for everyone to request.

The have been designed to stretch you to become more confident in your coaching approach, providing you with relevant techniques and guidance in how to use them.



Your learning

# Come to us for coaching

A pool of quality internal and external coaches for everyone in our business at every level.

This central hub provides easy access to those interested in developing themselves professionally through 1:1 coaching.



# Joining the Coaching Pool

To help you practice and improve your coaching on a regular basis you will be invited to join the [Insert Company name here] as you undertake your course.

- The [Insert Team name here] will support you with a set of [Insert Company name here] coaching standards along with coaching agreements to use with your coachee
- Following the qualification, as a Coach you will need to allocate a minimum of **2 hours a month** to coaching, should you be requested.
- Feedback is vital to ensuring the School of Coaching is a success, please actively feedback on your experience and respond to any evaluations you have been asked to complete.

Any questions?

