

# SCHOOL OF COACHING

Project plan



The

Learning

Team

# What will the school of coaching deliver?

The School of Coaching is being created to provide Willmott Dixon with a new way of enhancing individual development.

The school will offer the opportunity for our people to train to become coaches. In return for their qualification we are asking them to dedicate 2 hours a month of their time to others in the business who have requested coaching.

Included in the school is a suite of on demand and scheduled learning options to help our leaders improve their coaching skills, offering them support, models and practices for them to try.

## **How does this benefit WD?**

This allows our people on coaching courses to put their learning into action and as well as help develop their peers.

It will develop a coaching culture to support personal learning, collaboration and peer to peer coaching.

Coaching can take place internally and remotely, decreasing spend on external coaches and contributing to our sustainability initiative.

It will help us better understand the training needs of the business.

It is accessible to all and gives a great sense of inclusivity.

# School of Coaching

## What will it look like?

### Become a Coach

Find out more about the funded coaching courses available to you. If you are not eligible for funding please head to our High Performance Coaching School for more learning resources or get in touch with The Learning Team to discuss your options.



### High Performance Coaching School

Whether you are a qualified coach or want to adapt more of a coaching approach in your leadership style, we can help you and stretch you to become the coach you want to be.



### Come to us for Coaching

Want to understand the benefits of having a coach and explore your options within WD? Search our pool of coaches and gain a better understanding of what it can help you achieve.



## Become a Coach



Having internal WD Coaches will help us as an organisation become more sustainable, improve our productivity, help us innovate and better understand the training needs within the business.

Training to become a coach offers you personal development as you are in an environment that encourages growth. It can be extremely rewarding and can help you expand your network and give you the opportunity to learn from others.

## **CMI Coaching and Mentoring (Level 3) Award**

Designed for supervisors and first-line managers, to support the development of coaching and mentoring skills and techniques of individuals and teams, alongside working to achieve organisational objectives.



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

**Cost:** £x

**Duration of study:** 2 months. Learners need to complete the 'Principles, skills and impact of coaching and mentoring' unit. This unit provides the learner with 7 credits. The minimum total qualification time is 50 hours, including 20 guided learning hours.

**Value to you:** This CMI Management qualification at RQF Level 3 is regarded in academic terms as being equivalent to GCE AS/A level. The course is accredited by the Chartered Management Institute (CMI). The course is recognised Nationally, ensuring that all credits earned during the course are transferable into other programmes within a similar discipline.

If you currently lead a team, adopting a coaching approach can enhance team relationships and allow you to communicate more effectively with them.

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

**Assessment:** One assignment for each unit, no examinations. Examples of how you apply this learning in your own coaching practice.

Extra resources:

<https://www.managers.org.uk/education-and-learning/qualifications/qualification-library/level-3-coaching-and-mentoring/>

# Now you're a coach

We would like to encourage you to practice your coaching whilst you undertake your course. Once you have started your course we will ask you to provide us a bio/profile so that you can be added to our pool of internal coaches.

You will be responsible for getting a signed coaching agreement from your coachee.

After each session you must submit a timesheet to [Insert Manager name here] as we will need to track and provide evidence of the coaching that is taking place internally.

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.



# High Performance Coaching School

- This is where you can improve your coaching skills remotely. A series of E-learning modules, interactive webinars and training sessions and group coaching will be available for everyone to request. They have been designed to stretch you to become more confident in your coaching approach, providing you with new techniques and guidance.



# Come to us for Coaching

- We want to provide a pool of quality internal coaches to everyone in our business at every level. This central hub provides easy access to those interested in developing themselves professionally through 1:1 coaching.

# What we need from you

- Your volunteers/nominations for Q1
- Give them the date of the 'more info' webinar
- A commitment to providing coaching opportunities
- Your support for the delegate undergoing the qualification and their line managers
- A commitment to using the new school of coaching rather than going external
- To let us know if any external coaching enquiries