

Coaching Development (CD) is excited to launch this blended learning programme designed for people who want to benefit from a high quality, interactive, and experiential training in coaching skills, delivered face-to-face and through webinars.

THIS PROGRAM, delivering 83 learning hours, will equip you with the training hours to take the International Coach Federation's (ICF) entry level exam, the Associate Certified Coach (ACC). The programme consists of a thorough immersion in the ICF's core competencies, the structures and processes of coaching conversations and an ethical approach to this type of developmental work. The learning is primarily experiential, and is supported by reading, reflecting and blogging. In between the taught days you will be engaging in coaching conversations which will enable you to consolidate and deepen your coaching ability.

Coaching Development has a worldwide presence as a training institution, and has been training professional coaches and managers since 2003.

The learning consists of:

- 49 hours of synchronous (real time) learning, comprising 7 days spread over 4-5 months. Days 1-3 will be held face to face in Johannesburg, and days 4-7 will then run one day every 3 or 4 weeks thereafter through the internet. Each day comprises 7 hours of learning.
- 24 hours of inter-modular coaching practice – 12 hours as coach and 12 hours as coachee.
- A minimum of 10 hours of other learning: reading a coaching book, keeping a reflective journal of your learnings about coaching and yourself on your coaching journey, blogging, etc.

- The face-to-face training will run concurrently in Bangalore, and participants from India will be joining the webinars.

Course approach to learning:

The didactic part of The Coach Practitioner will provide you with a robust foundation in coaching theory and approaches. Coaching Development's philosophy is that the best learning happens when we can apply what we are learning to ourselves as well as to others. Thus you will have many opportunities to reflect on yourself, how you be in the world and how you can use these theories when coaching others. Through a combination of theoretical input and experiential work, with extensive practice, observations of your coaching and regular formal feedback from your mentor coach, you will develop the knowledge, attitudes and skills required of a competent, ethical practitioner of coaching.

Practice and development:

You will practise and receive feedback on your coaching each day, and twice receive formal verbal feedback from a qualified mentor coach. Between days 4 and 7 you will submit three recordings of your coaching and receive three written pieces of feedback on your use of the ACC level coaching skills. This feedback focuses on current strengths and offers pathways for future development.

Topics:

Day 1: First steps – connecting, definitions and distinctions, co-designing goals, active listening, questioning, introduction to ICF core competencies.

Day 2: Further foundations – listening at depth, well-formed outcomes, giving feedback, structuring a coaching conversation, deepening ICF competency knowledge.

Day 3: States, action and assessment – communication styles, creating alternatives and action plans, observed coaching, self-assessment.

Day 4: Moving beyond the spoken – working with the inner critic, listening for assumptions and values, states of mind, using Clean Language.

Day 5: Coaching the person – coaching styles, listening for beliefs, Immunity to Change, Brief Solution-Focussed approach.

Day 6: Getting out of our own way – Cognitive-Behavioural approach to coaching, minimising ourselves and others, listening for positives, Karpman's Drama Triangle.

Day 7: Identity and assessment – behaviours, identity and mission, ethics, coaching in context, observed coaching, personal development plan.

Professional accreditation:

This programme contains coach-specific training hours taken from Coaching Development's Accredited Coach Training Programme (ACTP) which can be counted as the training hours needed for ACC accreditation with the International Coach Federation. Currently (November 2017) successful graduates from this programme will be entitled to apply for a credential through the Portfolio route. As part of the training hours there are 12 hours of formal coaching experience.

Please note that Coaching Development has applied to the ICF for accreditation of this programme as a complete ACSTH training. Participants on this programme are responsible for informing themselves of current requirements, and for any individual application to the ICF for a credential.

**Dates:**

The face-to-face days will run either in Cape Town or Johannesburg, according to the centre with the majority of participants.

Days 1-3 if in **JHB** 9th-11th March 2018 OR

Days 1-3 if in **CT** 8th-10th March 2018

Day 4 – 7th April 2018: Webinar

Day 5 – 5th May 2018: Webinar

Day 6 – 2nd June 2018: Webinar

Day 7 – 30th June 2018: Webinar

Webs run from 8:00am to 5:00pm SA time

The Trainer:

This programme will be led by Karen Pratt, PCC. Karen trained with Coaching Development and is now a valued member of its training staff. Karen is Africa's only Teaching and Supervising Transactional Analyst in Education and is also a certified Coach Supervisor and Appreciative Inquiry Facilitator and Trainer. Karen works as a learning consultant in a variety of sectors, as well as training and examining in Transactional Analysis internationally.

Fees:

R36 000 with Earlybird reduction to R33 000 for payment in full by 31st January 2018.

Venue:

To be advised

For applications and more details, contact:
Karen Pratt at
karen@coachingdevelopment.com