

The Programme

The i-coach academy Foundation in Coaching Practice is an open programme with a strong professional pedigree; accredited by European Mentoring and Coaching Council (EMCC) at EQA Practitioner level, by the International Coach Federation (ICF) at 102 ACSTH and by the Association for Coaching (AC) at Accredited Certificate in Coach Training

The programme is structured to support you to blend coaching skills with your existing activities as leaders and professionals. This programme will also support you to assess your appetite for further professional development as a coach.

Delivered in seven days over five modules, the programme 'demystifies' coaching, introducing the core concepts, models and approaches, whilst supporting you to practice your learning within and between each module.

Attracting leaders and professionals, participants on our programmes experience a diverse range of perspectives that increase the learning opportunities presented.

The programme combines classroom based activities, practical application, self study and reflection. A key focus is on applying the skills learnt to your individual context.

On successful completion of the Foundation in Coaching Practice programme you will be able to:

- Confidently use appropriate coaching skills and techniques
- Engage in effective formal and informal coaching conversations
- Have established the foundations for building a career as a Coach
- Understand the importance of a path of professional development to evolve your practice further



i-coach academy programme:
Foundation in Coaching Practice



What do previous participants say?



" Very insightful Programme! It provided me tools and frameworks that not only enhanced my professional skills but also aided my personal development. I would highly recommend this to colleagues and friends who are interested in understanding fundamentals of coaching and its effectiveness."

" I am using the skills I've learned during the foundation course on a daily basis, and I am loving the impact it has on the way I connect with people. I am also aware that there is a lot more to learn and I can't wait to start the next part of my learning journey."

" A great opportunity to learn with peers in other sectors and with different experience."

Who is it for?

For those involved in coaching employees as an internal coach, line managers or HR professionals as well as parents, teachers, health and community workers, anyone looking for new ways to motivate and empower others. This programme is the first step towards a career as a professionally recognised coach.

Learning Journey

At i-coach academy we value difference and do not believe that there is one way to coach. We are recognised for our tailored approach to learning and our focus on each individual's learning journey. For us coaching is a learning conversation and our programmes are underpinned by self-organised learning principles which support individuals to develop their own style and approach. The programme is delivered in seven days over five modules with applied work between modules. Participants are expected to actively experiment with both delivering and receiving coaching and developing their critical reflective skills. The programme accommodates all learning styles and combines classroom based activities with practical application, self study and reflection. A key focus is on supporting individuals to apply the skills learnt to their individual context.

Module One – Coaching Foundations

The purpose of this two day module is to introduce you to the core coaching concepts and skills. By the end of the module you will have a deeper understanding of the boundaries between coaching and other types of helping roles (for example mentoring, consulting and therapy) and appreciate how to apply a coaching style in your day-to-day interactions. You will explore the role of adult learning principles in coaching and be introduced to the GROW model along with the foundation coaching skills of building trust, listening, questioning and feedback. You will also have an enhanced awareness of your preferences, style and approach to conducting coaching conversations.

Modules Two, Three and Four

These one or two day modules offer an opportunity to bring your field work to the group for reflection and support, to receive input on additional approaches (e.g. Person Centred Coaching, Solution Focused Coaching and Working with Values) and to engage in further skills practice and receive feedback.

Module Five – Skills Benchmarking

The purpose of this final day is to draw all your learning together through a formal opportunity for benchmarking and feedback. You will be asked to deliver an observed coaching session as well as participate in peer review and feedback. There will be an opportunity for an individual coaching conversation with faculty to reflect on your learning journey and to consider your next steps.

Between learning modules

Applied coaching

Between modules you will be expected to practice coaching styles and skills in your workplace and/or day-to-day interactions as well as engaging with a number of individuals for more formal coaching programmes. For example: Coaching individuals for four to six sessions of 1 or 1.5 hours in length. Over the programme period you will need to complete and log a minimum of 36 hours of coaching in “formal” coaching sessions.

Received Coaching

Research suggests that receiving coaching acts as a role model and embeds coaching skills. During the programme you will receive coaching from your learning cohort and faculty during the learning review days. However you will also be offered five one hour coaching sessions from an i-coach academy coach mentor.

Requirements

- Active participation in seven learning days across five modules over six months
- Deliver a minimum of 36 hours of coaching with individuals in formal coaching programmes
- Practice your coaching style and skills in informal conversations including team meetings for at least one hour per week during the programme
- Receive a minimum of five hours of coach mentoring
- Work independently for approximately one hour per week on activities such as journaling and reading
- Successfully complete the Skills Benchmarking activities in Module Five
- Successfully complete a reflective assignment which includes a 2,000 word essay, development plan, individual profile, coaching logs and ethics statement

Next Steps

To learn more; join us at an open evening in London or call us to arrange an individual appointment. For details of the dates of future programmes, fees, application deadlines and our terms and conditions please see www.i-coachacademy.com