

Leeds Beckett is offering colleagues the opportunity to undertake an accredited programme to become workplace coaches.

What do we mean by coaching?

Coaching is about change and transformation, about an individual's ability to grow and is more about asking questions than providing answers. On a very practical level, it is the coach's job through effective conversations to help the coachee clarify their options, set goals and develop action plans to achieve those goals.

Who is the programme aimed at?

The programme is aimed at colleagues with a genuine interest in learning more about coaching techniques to enable high performance in others within our university and partner organisations. Colleagues will have the drive to become qualified coaches and be seeking the opportunity to add significant value to their role through coaching others. The programme provides colleagues with a thorough understanding of the theory and practice of coaching and will suit individuals who learn best from experiential learning alongside supervised practice.

What will you gain?

- Increased self-awareness – developing knowledge of yourself, including access to psychometric reporting
- Enhanced communication skills
- Insight into practical coaching tools and models of coaching
- The opportunity to develop and practice coaching skills
- Access to 1-1 coaching and supervision
- Funding to achieve an externally accredited Level 5 'Certificate in Effective Coaching and Mentoring' qualification with the Institute of Leadership and Management ([ILM](#))

Key Programme Dates:

We request that all colleagues are available on the following dates and can commit to meeting the programme's submission deadlines outlined below. All venues TBC.

Activity	Date
Programme Introduction	11 th December 2019
Module 1 Preparing the Coach	13 th January 2020
Module 2 The Coaching & Mentoring Framework	14 th January 2020
Module 3 The Coaching & Mentoring Toolkit	25 th February 2020
Module 4 The Self-Aware Coach	26 th February 2020
18 hours of coaching practice completed by	31 st July 2020
Assignment 1 due	9 th April 2020
Assignment 2 due	30 th June 2020
Assignment 3 due	31 st July 2020
Coaching in Practice – development session	April 2020 (1 full day, date tbc) July 2020 (1 full day, date tbc)



What we will expect from you ...

Once qualified, you will need to commit to the following:

- To be part of our internal coaching pool and therefore the Leeds Citywide Coaching Network register, of which we are a member organisation
- When matched with a coachee we typically expect 4 coaching sessions, with sessions taking place on a monthly basis
- To attending regular Coaching Supervision
- To accessing ongoing Continuous Professional Development