Leadership Coaching Programme

Setting up a Coaching and Mentoring Academy

Programme Aim:
To enable educational establishments to set up an in-house academy to provide affordable, relevant and effective coaching and mentoring.

Objectives:
- Learn and develop coaching and mentoring methods, tools and processes to use both in groups and with individuals
- Enable educational professionals to take away a clear programme outline to develop according to their specific needs
- Provide initial training in coaching and mentoring skills and techniques

These interventions will help professionals in higher education to meet the growing challenges and needs of all stakeholders in the current changing market.

The programme will include:
- A pre-course questionnaire and debrief to clarify the specific challenges when setting up coaching and mentoring programmes in higher education
- Suggested reading and available resources
- A proven coaching and mentoring programme strategy and outline
- Processes, methods, tools, models and practical exercises for coaching and mentoring a diverse range of professionals (based on a variety of proven techniques and models including David Grove’s ‘Clean Language’)
- Effective contracting and review processes for coaching and mentoring
- An overview of coaching supervision (a separate training programme is available)
- Interactive and practical exercises with sensitive feedback
- How to build and enhance the self-supervisor
- Group coaching and mentoring demonstration, process and template
- Facilitated coaching and mentoring triad work
- The programme action plan to take forward

Who the programme is for:
This programme is for senior leadership teams, heads of departments and programme developers working in higher education.

Overall structure and timescales
The training will be held over a period of two consecutive days. However, customisation options are available.

As a follow up to the programme we can also arrange a video conference to be facilitated by our Leadership Foundation coach two months after the programme is completed.

The content of the programme:
The two days will focus on:
- An overview of the coaching and mentoring programme structure and process
- How to set up robust and ethical agreements and contracts
- The GROW and LEAP models and the use of ‘Clean Language’ in coaching and mentoring
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There will be lot of experiential learning using the models as a framework to enhance the delegates understanding of the content and process of the coaching and mentoring sessions.

The practical exercises/pair work and demos will focus specifically on the delegates’ learning needs relevant to the setting up of coaching and mentoring programmes in higher education. Delegates will have opportunities of experiential learning.

Learning and practice will include:
- Pair/triad work to practise and develop the models outlined above
- Learning about, and working with, key coaching and mentoring skills, models and methods plus understanding the differences between them
- Being encouraged to notice own patterns and coaching or mentoring style, i.e. building coaching and mentoring presence and mindfulness
- Developing first class feedback skills: Clear, non-judgemental, balanced, and specific
- Practising a range of coaching and mentoring interventions in demos, groups and triads

Training material and on-going support:
The programme will be facilitated by an experienced and qualified coach, mentor and coach supervisor. Jackie Arnold, Diploma in Coaching Supervision, A1 Trainer and Certified Coach, has a proven track record of developing these programmes in higher education. Her book ‘Coaching for leaders in the Workplace’ has been validated by the Institute of Leadership and Management and the Leadership Foundation.

Materials have been developed to specifically meet the needs of educational professionals. A pack will be provided containing relevant papers and handouts specific to the training covered.

Programme cost and structure:
This two-day programme has been designed specifically for delivery in-house to groups of leaders from the same institution, providing a cost effective way of developing a coaching and mentoring culture.

The cost the two-day programme, taking place in the UK, for up to 15 people is £3,000 (plus expenses) which represents exceptionally good value for money. If you would like to tailor the standard programme to your specific requirements, please contact us to discuss and negotiate rates.

Our Leadership Foundation approved coach will come to your institution or a venue of your choice to deliver the programme.

Contact:
To find out more information about this programme, discuss customising the course or find out about our coach’s availability to deliver this in-house, please contact:

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