



HumanTechnics Advanced Certificate in Executive Coaching



HumanTechnics Advanced Certificate in Executive Coaching

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The HumanTechnics Advanced Certificate in Executive Coaching has become one of the leading training programmes and qualifications for professional coaches and professionals coaching as part of their work role. The programme is accredited at Postgraduate Masters level by Bristol Business School (part of the University of the West of England), and also by the ILM (Institute of Leadership & Management) leading to the option of the ILM Level 7 Certificate in Executive Coaching and Leadership Mentoring.

The programme combines highly practical workshop days focused on developing personal coaching skills, learning coaching processes and techniques, and developing the confidence and flexibility that are the foundations of a great coach, with Coursework elements leading to formal Postgraduate level awards.

This combination of accreditation from two awarding bodies at Postgraduate level is unique to the HumanTechnics programme and one of the key reasons that the programme is an excellent choice for professionals coaching as part of their current or future roles and looking for effective and recognised professional development.

HumanTechnics train more professionals in coaching at Postgraduate level than any other coach training organisation in the UK, giving us the experience to effectively support clients through all aspects of these qualifications.

The programme involves 5-day of workshop time focused on developing and refining practical skills and techniques. The University and ILM awards both have coursework elements .

Because the programme's workshop time is focused on competency development in line with globally recognised industry standards, the programme contributes 52 ½ hours of 'Coach Specific Training' towards professional credentials from the ICF (International Coach Federation), the AC (Association for Coaching) and others professional bodies.

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About the Programme

The HumanTechnics Advanced Certificate in Executive Coaching programme is structured around the HumanTechnics 'model coach' concept that defines our professional competency model.

The programme involves the following key elements:

- A highly intensive and inspiring five-days of practical workshop normally delivered in two parts
- University coursework elements based on directed self-study - reflecting on participants learning, their coaching practise and applying coaching in organisations. This is in the form of learning logs and an essay
- For those opting for the ILM Level 7 Certificate, an additional essay, reflective report and coaching diary covering a minimum of 20 hrs of coaching time

The programme is eclectic being based on best practice, uses what works and draws on a range of approaches and disciplines forming an integrative approach to coaching.

The programme has been developed from the work and experiences of some of the worlds most exceptional and respected Executive Coaches and maintains a practical and pragmatic focus.

Why Coaching?

There is a growing body of research demonstrating that coaching is an exceptionally effective approach to influencing the development of leadership skills and leadership performance at all levels in an organisation.

At the same time there is growing evidence of the direct relationship between leadership capability and organisational performance and delivery of organisational outcomes.

We tend to use leader and executive interchangeably as leadership happens and needs to happen effectively at all levels in an organisation for the organisation to perform. Generally we're talk about people with a strategic leadership role, direct line management responsibilities, and/or they're leading projects, initiatives, groups or teams.

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As organisations look to build their leadership capability coaching has taken centre stage as an approach.

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Executive and Leadership coaching is often structured around leadership models and approaches, and competency frameworks – providing a structure to review skills, approach and performance. Other common areas of focus for coaching include; greater level of employee engagement, motivation and satisfaction, development of communication skills, influencing and negotiating, strategic problem solving and decision making, and increased confidence and capability at elements of a role (e.g. presenting, delegating etc).

As the application of coaching increases in many organisations Coaching has become a core skills for HR and Learning and Development professionals. As more experienced leaders are involved in coaching and mentoring activity they too are increasingly looking for the right training and qualifications.

Coaching is extremely rewarding for the coach and developing deeper level skills and expertise builds professional success and increases the enjoyment further.

Who should attend?

The programme is designed for people who are coaching already or involved in similar / associated roles, including Learning & Development specialists, HR professionals, consultants working in change management, senior people involved in coaching and mentoring activity, or senior executives with solid leadership and management experience.

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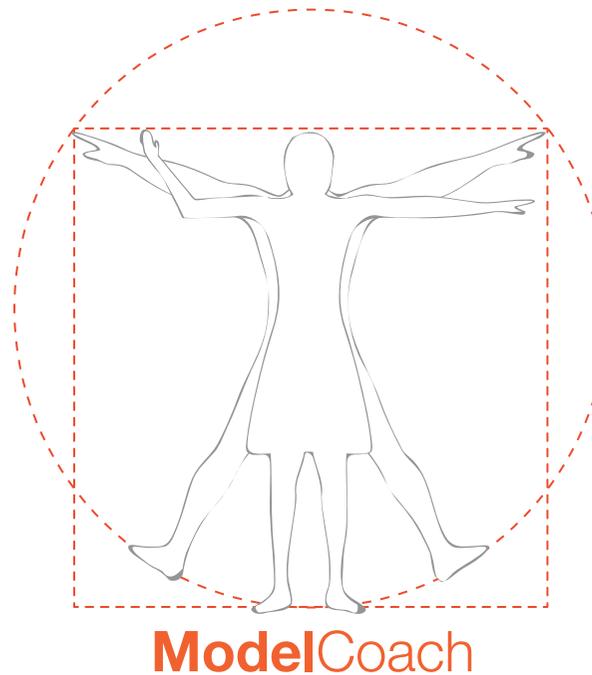
The Model Coach

The HumanTechnics Advanced Certificate programme is based on the Model coach concept. The 'Model Coach' is the HumanTechnics competency model and provides the framework for the programme overall.

The Model Coach is/has

- A reflective practitioner
- Excellent at building/maintaining rapport
- Flexible to client's individual preferences
- Expertise in using language
- Expertise in using questions
- Breadth of processes/tools
- Sound ethics and contracting approach
- Well grounded in theory and related industry knowledge
- A solid; confident; self-aware professional

The above competencies represent the learning outcomes of the programme



There is no 'one' model coach – each participant will have a personal view of their own model coach, the coach they want to become.

Participants are encouraged to look at the model coach framework and think about the coach they want to become and the level of skills they would like to develop.

The workshops are a safe, supportive environment for participants to 'play' with techniques and learn and develop higher level coaching skills.

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Indicative Content

The content listed on this page is a guide only and material covered will vary with each programme.

It's important to remember that the outcome of the workshop days is to make a significant move forward in your capabilities defined in the model coach framework. Learning syllabus content provides a means to that end and not all syllabus content can be covered in the time available.

- **Building Reflective practice as a skill**
 - Self-feedback
 - 2nd, 3rd positioning
 - Role of supervision
- **Rapport**
 - Understanding verbal & non verbal indicators
 - Creating and maintaining rapport excellently
- **Flexing to client's individual preferences**
 - V, A, K – D - noticing and working with client preferences
 - Meta-programmes - noticing and working with client preferences
- **Language**
 - How language works – the theory
 - Understanding language – adopting good habits and 'feeling' effects of language
 - Using tenses to pace clients - moving clients in time with language
 - Meta model and Milton model
- **Questions**
 - Chunking
 - Clean Questions
 - Precision questions
- **Tools and processes**
 - Grow / T-grow
 - Time-line future pacing focussed rather than regressive work
 - Logical levels
 - Well formed outcomes
 - Chair-work meta position
 - Disney creative strategy
 - Thinking Partnership
 - Re-Framing
- **Contracting and Ethics**
 - Understanding the ethical dimensions of coaching – coaches own values and respecting clients 'model of the world'
 - Understanding contracting best practice
- **Good grounding in theory and related industry knowledge**
 - The role of coaching and coaching skills in organisations
 - Coaching models and approaches
 - Using coaching as a methodology for developing skills, capabilities and performance

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Directed Self-Study and Coursework

The University award involves submitting two pieces of coursework; a 3,000 word essay and a minimum of 6 reflective learning logs.

As part of the programme participants will need to undertake reading and research beyond the skills development and coaching processes focused on during the workshop days. This is to ensure that programme graduates have a good grounding in the theory and literature related to coaching and applying coaching in organisations. As well as demonstrating the reflective practitioner skills that we believe are critical for high performing professional coaches.

We will give you the topics to research, reading lists, and you'll have access to the University library facilities online. The University recommends about 100hrs in total for research, reading, preparing and writing coursework, we'd suggest a minimum of 50hrs. It's important to take this time commitment into account when planning your attendance.

The coursework is submitted directly to Bristol Business School approximately 10-weeks after the end of the Workshop element.

For participants looking to gain the Institute of Leadership and Management's (ILM's) Level 7 Certificate in Executive Coaching and Leadership Mentoring (which is an optional additional qualification), there's additional coursework assignments which are tackled after the University assignments are successfully completed (so delegates are only working towards one award at a time).

Much of the content overlaps with the University assignments but additional time will be required. From the experience of past graduates this is approximately 20 hours of additional preparation time. Delegates also need to log and record 20hours of coaching experience in note form as part of their coursework submission.

Obtaining two widely recognised and highly valued Postgraduate qualifications is well worth the time and effort involved most delegates opt for both qualifications.

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Accreditation

The HumanTechnics Advanced Certificate in Executive Coaching has a unique double accreditation, both at Postgraduate level and both linked into the Qualification Credit Framework (QCF), which is the Pan-European framework for University qualifications. This gives the awards universal recognition around the World.

- Bristol Business School, part of the University of the West of England, Postgraduate Masters level accreditation. 15 CAT points at M-level
- ILM (Institute of Leadership and Management), ILM Level 7 Certificate in Executive Coaching and Leadership Mentoring (this award is optional for participants)

It's always been our objective to deliver the most exceptional and effective professional development for Executive Coaches available. The graduates of our Coach training programme are the best advert we could ask for. Our programmes bring together a number of methodologies and approaches which we believe make a coach particularly effective. The University Business School and ILM accreditation adds value to our graduates because it enables them to make a strong representation of their status as professional coaches.

As a course provider it gives us two critical third party endorsements validating the quality, relevance, and level of our programmes. It also means that we are able to give people a qualification with the University as the awarding body. The ILM Level 7 is also Postgraduate level, and both accreditations link into the Quality Assurance Agency for Higher Education's framework - making the awards internationally recognised. The combination of University Postgraduate accreditation and the ILM level 7 Certificate, combined with a competency focused workshop programme is unique to HumanTechnics.

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Course Tutors

HumanTechnics has a small group of tutors that deliver our Executive Coach Training and Supervision programmes. All have extensive backgrounds in Learning and Development, skills and performance development. The ICF (International Coach Federation) believes that Coach Training should be lead by experienced coaches. We agree and all members of our team are highly experienced coaches as well as being highly experienced trainers, with trainer training expertise.

Inclusive Fees

The fees are a complete price for a place on one of our open programmes and include:

- 5-days of training workshops, with lunch and refreshments
- University Registration Fees
- Access to the University online student system (Blackboard)
- Tutor briefings and tutor support for coursework
- External marking of coursework
- Internal and External moderation of coursework

The ILM level 7 qualification is optional for participants and has an additional Fee which includes the ILM's registration and certification fees – please check the HumanTechnics website for up-to-date fees

www.humantechnics.co.uk

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About HumanTechnics

HumanTechnics specialise in professional development for Executive Coaches, and providing tailored coaching skills training to leaders and managers in organisations looking to build a coaching style of leadership and a coaching culture into their organisations.

Our strategic partnership with Bristol Business School enables us to provide Professional Development accredited by the University of the West of England at Postgraduate level.

We are an Institute of Leadership and Management Training Centre and able to develop and deliver accredited programmes up-to Postgraduate level.

HumanTechnics has become one of the leading and most highly regarded providers of qualifications and professional development for coaches working in businesses and organisations. Our focus has always been to provide practical applicable training for professionals looking to operate at the top of their field.

HumanTechnics is now the UK's leading provider of Postgraduate Award professional development for coaches.

**Call or email us to
discuss your needs**

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Further Professional Development

CPD Hours for Professional Credentials

The HumanTechnics Advanced Certificate in Executive Coaching programme provides 52.5 Hours of 'Coach Specific Training' towards professional credentials, including the International Coach Federation (ICF) credentials. This is made up of 42 Hours of tutor lead time and 10.5 Hours of self-study as part of the coursework elements.

For those looking for 60hrs of 'coach specific training' to apply for ICF Associate Certified Coach Credential, the additional 7.5hrs of training time can be attained in a number of ways, including attending some ICF events, including tele-classes (some of which are free), or graduate can choose to attend a 1-day master-class with us if they wish, which will provide the additional time required.

We have significant experience helping graduates prepare for their ICF credential submissions.

Further Professional Development and Support

HumanTechnics offers graduates of the Advanced Certificate in Executive Coaching the opportunity to attend further Professional Development and supervision programmes with us.

These include follow-on programmes such as the 3-day Enhanced Coach Excellence programme, and 1-day Master-classes delivered by guest speakers. As well as practice days and group supervision days.

We provide the option of pursuing the ILM Level 7 Coaching and Mentoring Diploma qualification.

We run the ILM Level 7 Certificate in Coaching Supervision (a qualification we helped develop with the ILM) as an open programme.

Please visit the graduate area of our website for further information about onward courses, qualifications and Master-classes.

www.humantechnics.co.uk/humantechnics-graduates-community.html

Further Information

Please contact us for further information about onward professional development.

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