

COACHING FOCUS



Let's create
a **sustainable,**
performance
focused coaching
culture.

• PEOPLE • POTENTIAL • PERFORMANCE •

“An extremely credible and professional organisation who clearly demonstrate an understanding of workplace coaching. We enjoy working with them in a true collaborative approach resulting in bespoke and relevant solutions that work for us.”

Helen Klarich

Head of Organisation Development & Transformation

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About us

We partner with organisations to create sustainable, performance focused coaching cultures.

Our purpose and expertise is in helping you to harness the potential of your people through creating, implementing and evaluating coaching solutions that work.

We provide coaching courses, qualifications and advanced skills programmes.

Our coaches and consultants are worldclass and are able to provide support and guidance across the whole coaching spectrum.

Why Choose us?

We know you have options when it comes to choosing a coaching provider, so here's a little bit about us which we hope will help you choose.

Coaching Focus is a market leader in the provision of workplace performance coaching.

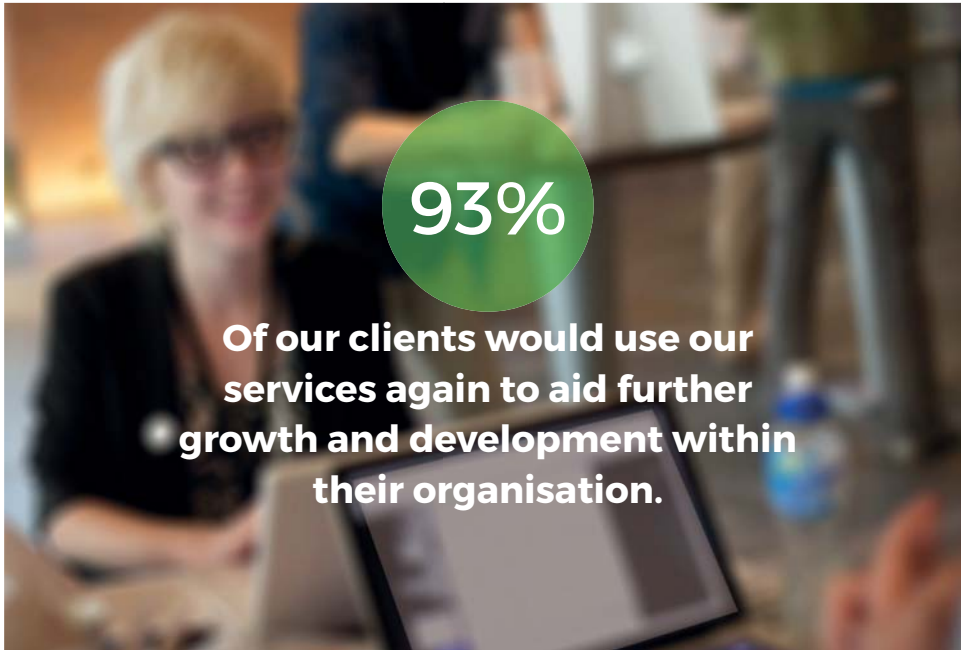
We strive to offer the best possible solution for you and your people. We love what we do and we do what we love, which is about making a sustainable difference to the people and organisations we work with.

Put simply, if you want a partner who understands coaching and cares about the impact we make then choose us.

But don't take our word for it, ask our clients...

Trusted by





We train managers to coach competently and confidently as well as educate and engage staff about coaching.

Coach Skills Courses

COACHING SKILLS FOR MANAGERS AND STAFF

We train managers to coach competently and confidently. In addition we provide courses to educate and engage staff about coaching and their role as coachee.

COACHING FUNDAMENTALS

Workshop Duration: 1 day

Number of Participants Up to 15 per facilitator

This 1 day workshop is aimed at introducing the concept of workplace performance coaching to managers, and providing them with the fundamental skills to start coaching their staff.

MANAGER AS COACH

Workshop Duration: 3 days (2+1)

Programme Duration: 6 weeks

Number of Participants: Up to 15 per facilitator

This proven skills workshop is an ideal skills programme which enables managers to coach competently and confidently and helps to embed good performance coaching practice within the workplace. This programme can also be provided as an ILM endorsed programme.

GETTING THE MOST FROM BEING COACHED

Workshop Duration: 4 hrs

Number of Participants: Up to 25 per facilitator

This short workshop is aimed at introducing the concepts of workplace coaching to staff where coaching is about to be introduced or reintroduced within your organisation and specifically for those individuals who are to be coached.

FOR SPONSORS OF COACHING

Duration: 4 hrs

Number of Participants: Up to 15 per facilitator

This short workshop is aimed at introducing the concept of workplace coaching to managers who are sponsoring/supporting a staff member who is to be, or is being coached.

Coaching Qualifications



Deepen your skills
& knowledge of
coaching.



"I embarked on a journey with Coaching Focus that has completely transformed the way in which I operate as a coach, raising my standards and competence beyond anything I could have hoped."

David Butterfield
Head of Learning & Development
Aggregate Industries



Our coaching qualifications are completed through the ILM and can be run in-house or individuals can join an open programme.

All programmes require time between workshops to allow for coaching practice. There is a pre-programme 1:1 along with on-going programme 1:1 tutorial & supervision and post programme ILM assessment, which includes a portfolio of evidence.

ILM LEVEL 3 AWARD: COACHING

Workshop Duration: 4 days (2+1+1)

Programme Duration: Circa 12-week period

Number of participants: Up to 12 per facilitator

Our ILM Level 3 Award programme is aimed at managers who want to further develop their coaching skills and gain a basic qualification in coaching.

ILM LEVEL 5 CERTIFICATE: COACHING AND MENTORING

Workshop Duration: 5 days (2+2+1)

Programme Duration: Circa 16-week period

Number of Participants: Up to 9 per facilitator

Our ILM Level 5 Certificate programme is designed to train individuals as internal coaches and provide them with the right level of competence and confidence, to ensure safe and effective practice as an internal workplace coach.

This programme can be run in-house or individuals can join an open programme.

ILM LEVEL 7 CERTIFICATE: EXECUTIVE COACHING AND MENTORING

Workshop Duration: 7 days (2+2+2+1)

Programme Duration: Circa 24-week period

Number of Participants: Up to 9 per facilitator

Our ILM Level 7 Certificate programme is designed for senior managers or HR/LD professionals who want to develop their expertise and credibility in the fields of coaching/mentoring and to establish coaching/mentoring within the organisation.

This programme can be run in-house or individuals can join an open programme.

Advanced Skills

All of our Advanced Skills Programmes can be run in-house or individuals can attend an open programme. To maximise the learning from this programme we would recommend that individuals have the ILM Level 5 Certificate in Coaching qualification or equivalent and/or relevant coaching experience.

Team Coaching

Team Coaching is a critical skill for any internal workplace coach. Our 1 day introduction and 4 day advanced team coaching programme provides this additional skills capability.

TEAM COACHING FUNDAMENTALS

Workshop Duration: 1 day

Number of participants: Up to 12 per facilitator

This 1 day team coaching course is aimed at introducing the concept of team coaching. It provides internal coaches with the fundamental skills to start coaching teams.

TEAM COACHING ADVANCED

Workshop Duration: 4 days (2+1+1)

Programme Duration: Circa 12-week period

Number of participants: Up to 8 per facilitator

This advanced workshop is aimed at developing team coaching skills to a sufficient standard to provide team coaching within your organisation.

Along with the workshop element the programme entails telephone check-ins with the tutor as required, team coaching practice between workshops and a portfolio of evidence with tutor assessment.

Develop your coaching skills to the next level.



Coaching Supervision

Supervision is an integral and vital part of the coaching process for any organisation providing an internal coaching provision. Our 1 day workshop introduces the fundamentals of Supervision whilst our 3 day programme develops the ability to supervise internal coaches.

COACH SUPERVISION FUNDAMENTALS

Workshop Duration: 1 day

Number of participants: Up to 6 per facilitator

This 1 day workshop is aimed at introducing the fundamentals of coaching supervision and providing coaches with a basic understanding of the importance of regular Supervision.

COACHING SUPERVISION ADVANCED

Workshop Duration: 3 days (2+1)

Programme Duration: Circa 12-week period

Number of participants: Up to 6 per facilitator

This advanced workshop is aimed at developing the skills of supervision to a standard sufficient to supervise internal coaches.

Along with the workshop elements the programme entails telephone supervision with the tutor throughout the programme and requires coaching supervision practice between workshops and a portfolio of evidence with tutor assessment.

External 1:1 Coaching Provision



ASSESSMENT

Using an array of assessment tools and approaches we identify where coaching might best be focused or where an alternative solution may be required. Following the assessment a report is generated and feedback provided to ensure the coaching or other intervention is focused and most appropriate to the development need.

MANAGED COACHING SERVICE

With over 20 years of experience in implementing 1:1 coaching programmes we are in an ideal position to provide the relevant support and infrastructure you need in setting up, managing and evaluating a successful coaching initiative.



“I find the coaching sessions great for creating personal shift and making me consider things for hours after”

Competition, **complexity**, and **uncertainty** provide an ever increasing **challenge** for your leaders to **succeed**.

We have the **coaches** to help.

EXECUTIVE 1:1 COACHING

We have an extensive network of professional, experienced and qualified coaches across the Globe at all levels that are ready to work with your leaders to help them succeed.

SENIOR TEAM COACHING

Our experienced and seasoned coaches are available to provide effective and focused team development to support the achievement of your team's ambitions and performance goals.



Coaching Resources

We offer an extensive library of useful and practical coaching resources for coaches, coachees and L&D professionals.

MANAGER AS A COACH TOOLKIT

Our Coaches Toolkit is specifically designed to support the manager as coach in order to accelerate the learning, enjoyment and performance of the individual being coached.

COACHING CULTURE TOOLKIT

This Coaching Culture Toolkit is designed to support L&D professionals through the journey to making coaching work in their organisation. Through our extensive experience we have produced relevant documentation to guide you through the key stages of creating, executing, managing and evaluating a workplace coaching strategy.

TRAIN THE TRAINER TOOLKIT

We have twenty years' experience of delivering high quality coach training. Utilising this experience we have created a programme supported with extensive resources to enable suitable individuals to be trained to deliver manager as coach training.



“The Coaching Toolkit is a huge hit with all our internal coaches”

Liz Bryne
Learning & Development
Manager

Herbert Smith
Freehills



Consultancy

Our extensive experience and continuous programme of research gives us a real insight and solid understanding of what coaching solutions genuinely work and which ones do not.

OUR CONSULTANCY SERVICES COVER:

Advice and Guidance on how to utilise coaching as a development and change methodology to support a variety of interventions to improve organisational, team and individual performance.


Skills Development practical and appropriate skills training solutions that are effective in creating a sustainable performance focused coaching culture.

Evaluation and Auditing proven tools that provide insightful data to ensure the most appropriate decisions are made and a Return on Investment is understood.

Education and Engagement to ensure coaching is understood and bought into by all stakeholders within your organisation.



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+44 (0) 1884 266 005
enquiries@coaching-focus.com
www.coaching-focus.com

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