

# COACHING PROFESSIONAL-MAXIMISING POTENTIAL

**We personalise the learning experience and enhance knowledge and skills development.**

This qualification will **enhance your coaching competencies** and support you in gaining accreditation with the following coaching member associations; **EMCC or AOC** (European Mentoring Coaching Council & Association of Coaching).

Coaching is a way of treating people, **a way of thinking and a way of being, vital to support ever-changing business environments**. There is a growing demand for the **professionalisation of coaching** to include one to one coaching, team coaching, leadership coaching and for coaching skills to be embedded within culture and governance infrastructures to support future ways of working.

The purpose of coaching is to **empower and engage a wide range of individuals to enhance professional performance**. Coaching leads in a non-directive manner, helping people to **learn through deep listening and reflective, open questions** rather than instructing, giving advice or making suggestions.

The right coaching skills in a business will **drive operational performance, effectiveness and create a culture of innovation, release potential, and equip the workforce to collaborate, transform and successfully effect change** in a modern business environment.

A coach interacts with coachees as their primary contact, bringing a **fresh, independent perspective to support the individual/team/organisation** with the development of its people. In moving organisations **towards net zero carbon emissions by 2050 and embedding sustainability**, an employee in this occupation may need to **coach employees at all levels through change that impact on them**.

Tack TMI Bespoke Apprenticeships are a **solutions-focused training provider** governed by sector specialists. Our programmes are inspired by you and crafted by us.



**Apprenticeship Level: 5**

**Duration 14: months + 3 months EPA**

**Funding: £5000**

## Value-Added Masterclasses:

- Managing and influencing remotely
- Sustainability
- Inclusion in the workplace
- Difficult conversations
- Web chat training
- Managing and influencing remotely
- Wellbeing

## Delegates will leave this programme able to:

- Understand different learning and reflective practices and the theories of emotional and social intelligence.
- Know the theory of organizational culture, values and leadership and the impact of businesses and individuals.
- Use appropriate communication skills, listening skills and theories of relationship management in coaching.
- Manage stakeholder relationships, setting goals within the context of coaching including senior relationships.
- Use established tools and techniques beyond core communication skills to bring about insight and learning.
- Deliver feedback in a style that is useful, non-judgmental and meaningful to coaching.
- Recognise and use a range of coaching models and related psychological approaches.
- Evaluate theories of return on investment and delivery of value.
- Work with individuals and teams to set outcome-focused clear goals, validate achievability, prioritise actions plans and monitoring progress towards goals.