

The Inspired Coach Programme

Certification & accreditation for professional coaches
Adopting a high performance coaching approach for managers

Certification & Diploma in High Performance Coaching & Facilitation

The gold standard of professional high-performance coaching for business and executive coaches, professional facilitators and industry-leading life coaches.

Who is this programme suitable for?

- Managers and leaders who wish to develop higher order people management skills and adopt a high performance coaching approach to their leadership style.
- Independent professional coaches who wish to deepen and broaden their coaching excellence.
- Individuals wishing to explore a future role as a professional coach, facilitator or mentor.

Entry-level requirements

There are no specific entry-level requirements for Level One. Level One is required for participation in Level Two.

Accreditation and qualifications

There are two levels to the programme, each with its own qualification, accredited by both Anglia Ruskin University* and the Institute of Leadership & Management.

Level One - Certificate in Management Coaching

One three-day module.

Level Two - Post Graduate Diploma in High Performance Coaching & Facilitation

Three further three-day modules and practise based projects beyond the classroom.

Our approach

The process of coaching is to conduct a purposeful conversation focused on one or more challenges or outcomes, stimulated by insightful and probing questions rather than by offering answers and solutions. The intention behind coaching is to help an individual or group identify where they are, what (if anything) is causing them to be 'stuck' and what they need to do to stimulate movement towards where they want to be.

High performance coaching is not ordinary coaching. It is a highly evolved approach to building relationships and engaging in skilled dialogue in order to support, challenge and inspire others to achieve more than they believed was possible.

This programme is highly experiential - learning to coach by coaching and being coached with real time feedback. First and foremost, this programme is about enabling managers and coaches to transform their personal impact and professional standing.

Programme Structure

Level One (Certification) Outline

- The Guiding Principles of the inspired coach
- The 9 Pillars of the Coaching Conversation
- Perception & Meaning - how people make sense of the world
- The Pathfinder Principle - the organising principles of all human behaviour and how to identify what is causing an individual to be 'stuck'
- The Pathfinder Facilitation Storyboard - mapping the beliefs and 'stories' that are the root cause of both an individual's limitations, and their potential for excellence
- Paying Absolute Attention - being able to hear beyond words to what an individual is really communicating
- Handy Questions - a simple and extremely effective grounding in the art and science of asking questions
- Inspired Action - coaching is about creating movement and positive change

Level Two (Diploma) Outline

- The Pathfinder Profiler - how to give an individual deep insights into their predominant behavioural patterns, how many of these can unlock their full potential, and how some can significantly hinder their effectiveness in life, work and in relationships.
- The 7 Elements - IHDs highly acclaimed personal leadership framework
- The power and penetration of advanced questioning skills
- Deep metaphor in coaching and facilitation
- Content free coaching
- The practise of vision building and advanced goal setting
- The Pathfinder Facilitation Storyboard with teams and groups

Programme Outcomes

All participants will:

- Develop a deep insight into the principles that underpin high performance coaching.
- Be able to surface the hidden factors and forces that undermine the performance of an individual or group.
- Fully comprehend the dynamics that impact all human behaviour
- Be able to ask others highly effective questions to stimulate movement away from 'blocks' and towards ambitious goals.
- Be able to engage others in a different style of dialogue that cuts through the 'presenting problem' to the root causes of why an individual or group is 'stuck'.

Diploma participants will:

- Experience measurable shift their confidence to engage others in significant and sustainable change
- Master the art of deep process coaching and transformational facilitation
- Identify their own unique 'coaching signature' and be able to position themselves in the broad spectrum of the coaching and mentoring 'industry'
- Hold a space in a moment in time where magic becomes possible (see below!)

Making Magic Possible

How do you distinguish one programme from another?

The basic principles of coaching are - to a greater or lesser extent - shared by most practitioners across the industry:

- Ask questions don't give advice
- The presenting problem is rarely the problem
- Dig deeper than others will

Differentiating coaches and coach training at this level is difficult. At the level of core principles we are all very similar. However...

What makes Inspired Coach the gold standard in coach training?

Where IHD pulls away from the pack is in the **fundamental reinvention of the process of learning** to be a high performance coach - and the fact that **we guarantee your tuition fees** against this promise:

- You will be **inspired** and **equipped** to become an inspiration to others.
- You will massively raise your game as a human being, not just as a coach and facilitator. This is what makes your coaching so powerful.
- You will not waste your time learning numerous coaching theories and models and you will focus your mastery on a very small handful of powerful techniques. It's not techniques that make you a powerful coach - it's you.

The difference is magic!

It is not the theories and techniques that distinguish inspired coaching from adequate coaching. It is the coach. **An Inspired Coach holds a space in a moment in time where magic becomes possible.**

Yes magic. Not a whacky, new age, mystical sort of magic but real, every-day manifestation of change - as if by magic.

If people want safe, gentle, incremental improvements to the quality of their work, the achievements of their teams, or their level of personal fulfilment there are many good life coaches trained in cognitive psychology, NLP or the GROW model who will do a perfectly good job.

But if a client is looking for transformation - and they generally are - then coaches must learn to harness the fundamental, natural processes of transformation. Transformation is the process by which people, teams and organisations change their form; become renewed. In other words - magic.

In the current economic, social and emotional climate **anything less is simply not fit for purpose.**

Information

Accreditation

The first module (3 days) awards a Certificate in Workplace Coaching from Anglia Ruskin University*, and a Diploma from the Institute of Leadership & Management.

The complete four module programme awards a Post Graduate Diploma in Coaching & Facilitation from Anglia Ruskin University, and a Diploma from the Institute of Leadership & Management.

Your facilitators

The Inspired Coach programme is taught by Adrian Gilpin and, or Sue Liburd whose full biographies and credentials can be found on www.ihd.co.uk



2010 Dates & Fees

March 24th to 26th | April 21st to 23rd | May 26th to 28th | June 23rd to 25th

For more information, or to register a provisional interest in participating, please contact Adrian Gilpin on +44 845 310 0114 or inspiredcoach@ihd.co.uk

Fee for Certificate programme £1,500 +VAT

Fee for Diploma programme £4,250 +VAT

Endorsements

Referees available on request

“Simply the best coaching training programme in the world right now.”

“I was overwhelmed by the impact this course had on me.”

“The high standard of teaching and the innovative approach to the development of coaching skills made this an outstanding programme.”

“As a qualified, accredited and working coach I wondered what the IHD programme could add. It took me into a completely new dimension, a new age of coaching.”

“This programme has been and will continue to be the most significant pivotal point that has occurred in my life’s journey so far.”

* Anglia Ruskin University validation to be confirmed