

COACHING FOR LEADERS PROGRAMME



Who will benefit from this programme?

Managers aspiring to add basic coaching skills to their personal leadership toolkit but who do not necessarily want to become full-time accredited coaches.

What is the programme about?

The Coaching for Leaders programme covers the basic aspects of coaching in the work context. Modules cover areas relating to coaching theories and models, ethics, personal discovery, transformation and the practical aspects relating to coaching skills.

Shaping *leaders* who shape organisations



The short learning programme runs for 6 months.

Programme Modules

Module 1



- The leader-coach context
- Coaching theories and practices
- Contracting the coaching relationship
- Coaching ethics

Module 4



- The communication process
- Communication models (The Communication Compass)
- 'Future narrative' as a communication tool
- Powerful questioning in the coaching context

Module 2



- The two pillars of emotional intelligence – beyond IQ
- The key EQ skills needed for successful coaching
- Self-assessment: Exploring yourself as a leader
- Current theories and practices of self-assessment tools

Module 5



- Transformation in the coaching context
- Transformation theories and the 'Re-wire' model
- Dealing with 'otherness' – gender, culture, generations and personality types

Module 3



- The coaching journey
 - Planning and goalsetting
 - Accountability – Keeping commitment and confidentiality
 - Building trust and report
 - The personal development plan
 - Monitoring performance

Module 6



- Portfolio exam
- Practical hours (with leader-coach partner)
- Peer assessments
- Personal leader – coach roadmap presentation

How is the programme structured?

The course consists of 6 modules comprising classwork, self-study, and practical work. Students need to attend one study school (1 week) and the portfolio presentation sessions (2 days). Adding to these face-to-face sessions, the student needs to spend time on his/her own, working through course material. Students are teamed up in leader-coaching pairs for practical work.

Admission Criteria

- Applicants must have a Senior Certificate and a NQF level 6 qualification or equivalent and at least two years' managerial experience.
- Applicants who are not on management level need similar qualifications with at least 10 years' working experience.
- The programme is presented in English and applicants need to have a good verbal and written command of English.
- Due to the online nature of assessments, a high level of computer literacy is non-negotiable.
- Each intake will be limited to 40 students.

Important Dates

There are 2 intakes per year.

- First intake January (portfolio presentation in May)
- Second intake June (portfolio presentation in November)

Cost

R30 000 (R5 000 per module)

Modules cannot be taken separately unless the student is repeating a module.

Contact Details

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