

Coaching for Leaders Programme (CLP)

Programme Modules

Module 1: The Foundations of Coaching

In this module the leader-coach is introduced to the coaching environment through the exploration of coaching theories and practices. Defining the coaching relationship within the business environment sets the foundation for the remainder of the course. Strong emphasis is placed on coaching do's and don'ts from an ethical perspective.

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

Module 2: Self-discovery and awareness

In this module the leader-coach is taken through an intense self-exploration exercise that will enable her/him to coach employees through similar self-exploration experiences. The module also explores various self-assessment tools in relation to their interpretation and applicability within the workplace coaching environment.

- 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 3: Coaching competencies

This module takes the leader-coach through the practical steps in coaching. The leader-coach is equipped with the necessary skills and practical tools needed in the coaching relationship.

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



Module 4: Coaching for enhanced communication competencies

A strong coach is also a strong communicator. In this module emphasis is placed on the ability of the leader-coach to communicate in the coaching relationship. Practical communication tools are explored in order to assist the leader-coach in enhancing their communication ability.

- The communication process
- Communication models (The Communication Compass)
- “Future narrative” as a communication tool
- Powerful questioning in the coaching context
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Module 5: Coaching for sustained transformation

Successful coaching leads to positive individual transformation. In this module, aspects relating to personal change are explored, and the leader-coach is introduced to practical tools that have shown to enhance sustained personal transformation. Diversity within coaching relationships and methods of dealing with diversity also forms part of this module.

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

Module 6 – Practical Module

In this module the leader-coach synthesises all that has been learnt in previous modules. The module runs consecutively with the other 5 modules, and the leader-coach is expected to use their acquired knowledge to build a personal coaching portfolio. The leader-coach will also be expected to complete practical coaching hours, and to enhance their fellow leader-coaches experience through peer reviews. This module ensures that skills learnt on a theoretical level are practically anchored, and that the leader-coach grows the confidence to coach as a leader within their places of work.

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

