

Workplace Coach Certification

What this program is used for:

- To build complete internal coaching systems for organisations seeking cultural change
- Develop teams of internal coaches
- Provide powerful coaching skills to managers and leaders that can be used in formal coaching engagements and in everyday management of their people
- Give employees at all levels wider access to coaching

Who this program is for:

- Any organisation looking to introduce a coaching culture.
- Participants are typically line management up to senior management.

Benefits for participants:

- Practical leadership development
- Higher levels of engagement
- Retention of senior leaders
- Enhanced communication techniques
- Skills to enhance personal performance & the performance of others
- The ability to deal effectively with conflict
- Enhanced ability to resolve personal dilemmas and those of others
- Shorter and more productive team meetings
- A transferable coaching qualification
- A greater understanding of how the brain works in relation to management of staff

About this program:

The program provides hands-on coaching skills to help managers and leaders get the best from their people and teams. It is delivered internally within corporations, packaged according to their culture and needs.

The training combines industry coaching standards with Results Coaching Systems' highly-structured and business results-oriented coaching methodologies, and is presented in a skills based, focused, challenging and very effective curriculum.

Results' coach training curriculum provides participants with all the skills they need to become competent and active Certified Workplace Coaches by the end of the training program.

Benefits for coachees:

- The support of having a coach to help you achieve your goals
- Reduced stress
- Sounding board
- Enhanced performance and productivity
- Enhanced motivation
- Improves general well being and happiness at work
- Higher levels of engagement

Benefits for direct reports:

Direct reports of both coaches and coachees are dramatically affected by the formal coaching engagements carried out, despite not being involved in the process directly.

Levels of engagement, motivation, performance and productivity are all impacted positively as a result of an internal coaching system that supports the growth and development employees.

Common delivery framework:

This program is most often delivered with a coaching session for each person, 3 days of live training plus 8 telecall sessions, plus 6 hours of mentoring, with an assessment for each participant.

The Process

1: Briefing and Initiative Design

- Define organisational objectives
- Define how we will measure success
- Define roll out of coaching internally and coachee orientation
- Define coachee matching process
- Tailor the coaching framework
- Tailor the training program to suit your needs
- Organise all logistics

2: Pre-training Intake

- Intake and all logistics managed by client web pages
- Measurement questionnaire
- Orientation for participants

3: Individual Coaching Sessions

- Participants have an experience of coaching with an executive coach
- Participants gain an understanding of key processes

4: Training delivery

- High impact training technologies
- Combination of both face to face and teleconference training
- Tailored exercises
- Clear models
- Skills focused experiential learning
- Small groups of 12 – 24

5: Assessment & Certification

- One hour live assessment with a qualified Results assessor
- Formal assessment report for each participant
- 'Certified Workplace Coach' designation

6: Ongoing Mentoring

- Three months of group mentoring to ensure retention and application of skills
- Support coaches as they commence coaching

7: Program Evaluation

- Evaluation of meeting organisational objectives for the initiative
- Participant feedback on training
- Measure changes in engagement and self-efficacy
- Carry out any further measurement agreed upon in the design phase

Participant Feedback

"This program exceeded my expectations because it challenged my way of thinking and offered a logical structure and framework to work with."

KH, Manufacturing corporation participant

"All the participants were hugely enthusiastic about the course. We found the training to be incredibly thorough and the process very comprehensive. The managers trained have begun coaching staff formally and are all impressed by the power and impact the coaching is having on their coachees".

JK, Public sector participant and project coordinator

"One of the best courses I've ever experienced. Brilliant instructional design, world class use of adult learning principles."

JW, Financial services corporation participant