



Benefits to Organisation

- Introduces coaching skills incrementally
- Enables more managers use to these skills immediately in their 1-1 and team settings
- Progression for those with an aptitude for coaching
- Certificates earned can be used to gain accreditation with the International Coach Federation (ICF).

Module I: Foundation in Leadership Coaching

- Introduces leaders and managers to a coaching style of leadership
- Suitable for large as well as small groups
- High ratio of facilitators to participants

Learning Objectives

- Learn the Leadership Coaching Model
- Demonstrate an understanding of the Principles of the Leadership Coaching Model
- Gain greater understanding and application of the Coaching Skills
- Demonstrate an understanding of The Field of the client and apply to Leadership Coaching practice
- Create a vision for themselves and understand the personal and professional implications
- Create coaching/learning partnerships and use these to practice coaching back in the workplace and to review learning

For a full syllabus, please contact the Forton Group, see below.

Module II: Developing Leadership Coaching

This three-day programme builds on the two-day Foundation in Leadership Coaching programme. Recommended for Foundation Course participants who want to develop their coaching and leadership skills further.

Benefits to the Organisation

- Enhances the core coaching and leadership skills
- Improves an understanding of the leadership coaching model
- Develops emotional intelligence
- Creates opportunities to learn from each others' coaching experience to date
- Builds the internal coaching capability and creates sustainability

Module III: Advanced Leadership Coaching

This three-day module is for participants who have successfully completed the Foundation and Developing module.

The module is recognised by the International Coach Federation (ICF) as meeting the 'Associate Credentialed Coach' standard.

Module IV: Professional Leadership Coaching

The final week-long module takes coaches to the full 'Professional Certified Coach' training level as defined by the ICF. (For further information on ICF Accreditation please download Accreditation pdf).

Competencies include learning how:

- To coach for beliefs
- To coach for prevailing paradigms in the field of the client
- Understanding and practice of psychology can be used in coaching
- To engage with one's own emotional field, increase emotional capacity and engage with, and coach around, the emotional field of the client.
- To take the coaching relationship to a deep and purposeful level
- Different styles and types of coaching can support different clients

"The value of coaching skills in Network Rail has been enhanced by tFG – coaching is now seen as a core leadership capability.

There is a wide range of coaching competence out there in the market. Helen can point to the people she employs as genuine skilled practitioners."

Bill Templeton, Network Rail

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